BC PENSION
C O R P O R A T I O N

JOB DESCRIPTION

JOB DETAILS

Job Title: Technical Integration Lead   **Job ID:** BAND332

Classification: Band 3   **Classification Date:**
                                                             (MM/DD/YYYY)

Branch: Information Technology   **Unit:** ITS-Quality Assurance & Deploy

Reports to: Director, IT Engineering   **Security Screening:** Yes

Union/Excluded: Excluded

BRANCH DESCRIPTION

The IT Engineering branch is responsible for technical integration within and across systems in the corporate product portfolio, ensuring the appropriate technical solutions are being delivered, appropriate governance is applied, risks and technical deficits are mitigated, issues are resolved, and sound sustainable technical solutions are successfully implemented. The team ensures that the solutions implemented are as intended and that technical debt is both managed and maintainable.

JOB SUMMARY

The Technical Integration Lead contributes to the Corporation's digital transformation and modernization road map. This position is responsible for designing technical solutions, driving innovation and initiatives, applying technical expertise, and collaborating across multiple technical teams to prototype new ideas.

JOB RESPONSIBILITIES

- Work directly with the project team (Project Managers, Solution Engineers, Business Systems Analysts, Software Developers, QA, etc.) to understand business requirements, evaluate technologies and recommend solution options.
- Contribute to BCPC's reference architecture, design, implementation, and security standards and best practices.
- Evaluate new technologies, the feasibility of integration with existing systems, and make recommendations on the application of emerging solutions to business needs.
- Define, document, and develop best practices, design patterns and technology standards, and communicate and enforce standards.
- Prepare technical documentation, including solution architecture and technical specifications.
- Collaborate with Architecture, Information Management and Security office, IT Operations specialists, and Solutions Engineers to ensure architectural alignment.
- Identify technical considerations in project planning, including risk mitigation, task identification, estimating, task dependencies, and resource identification.
- Examine, document, and explain technical implications as related to portfolio/project planning, specifically risk mitigation, task identification, estimates, task dependencies, and resource requirements.
- Support complete, integrated solutions spanning multiple technology areas (application, database, middleware, security, etc.) and providers (BCPC, Cloud, SAAS, etc.).
- Investigate and propose solutions to development and design problems.
- Conduct and participate in research, design, development and configurations.
- Coach and mentor junior software engineers.

EDUCATION

Degree/Diploma Obtained	Program of Study

- Degree in Computer Science or a related discipline
- An equivalent combination of education, training and experience may be considered.

EXPERIENCE

Years of Experience	Type of Experience

- Eight years of experience in a complex application environment, supporting large, diverse, corporate business applications.
- A minimum of eight years of recent experience in systems integration.
- Experience in the design, implementation, integration, and operation of enterprise-wide integration solutions.
- Experience delivering solutions in Hybrid Cloud and Multi-Cloud environments with a preference for experience in the Microsoft Azure and Oracle Cloud Infrastructure (OCI) public clouds.
- Experience with distributed application architectures.
- Demonstrated experience working in complex enterprise IM/IT projects with multiple interdependencies including major business transformations.
- Experience in various technologies including Oracle & MS SQL Server databases and warehouses, Enterprise Reporting solutions, Web Services and integration APIs, and Document Management.
- Experience with Service Oriented Architectures (SOA), Event Driven Architecture (EDA).
- Experience with Microsoft Azure solutions, AKS, containerization.
- Experience in application development with a variety of system development methodologies (Waterfall, Agile, Scrum, DevOps).

KNOWLEDGE, SKILLS & ABILITIES

- Demonstrated leadership skills, with proven ability to motivate, influence and coach others, resolve conflict and work in a changing environment.
- Able to broker effective relationships across the organization to further achieve the corporate goals.
- Familiarity with heterogeneous network, operating system, and database environments.
- Effective technical problem solving across complex environments.
- Knowledge of project management practices, standards and approaches
- Able to balance tactical and strategic objectives and think beyond the immediate need with ability to analyze situations/problems systematically and deliver effective right-sized solutions in a timely manner.
- Familiarity with IT security systems and policies and how they impact technical solutions/applications.
- Excellent verbal and written communication skills, with the ability to adapt communication style for technical and non-technical audiences.
- Proactive and self-directed with excellent organizing, planning and time management skills and able to progress on multiple assignments at once.
- Knowledge and ability with both waterfall and agile systems development life cycle.

CORE COMPETENCIES

Enabling & Inspiring L2 - Leading Others
Motivating, supporting and enabling others to succeed.

- Encourages and values others' input.
- Enables others to demonstrate their competence and capability.
- Coaches and supports others to realize their full potential.
- Empowers others to take initiative and try new approaches.
- Diffuses workplace tension or conflict to enable a productive workplace.

Leadership Courage L2 - Leading Others
Saying and doing the right thing despite potential risk.

- Demonstrates awareness of when to influence and when to be influenced.
- Asks challenging questions in a respectful/constructive manner.
- Addresses challenging situations in a timely and direct manner.

Insight & Impact L2 - Leading Others
Understanding self and others in order to be a positive influence as a leader.

- Considers others' viewpoints and needs when formulating a persuasive rationale.
- Considers others' potential responses.
- Demonstrates authenticity by sharing own thoughts, feelings and experiences as appropriate.
- Remains calm under pressure to help others cope.

Navigating Change L3
Supporting self and others through change and transition and enabling successful transformation in work products and processes.

- Creates a culture that encourages change, innovation and improvement.
- Applies change management models, principles and practices.
- Translates change strategies into specific direction and focus.
- Adapts existing goals, plans and processes, or develops new ones to respond effectively to the change.
- Removes barriers to change.