

## JOB DESCRIPTION

### JOB DETAILS

**Job Title:** Senior Developer, Java/Web

**Job ID:** IS2705

**Classification:** Information Systems R27

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

**Branch:** Information Technology

**Unit:** TIS-Application Dev & Maintenance

**Reports to:** Team Lead, Java/Web

**Security Screening:** Yes

**Union/Excluded:** BCGEU

### BRANCH DESCRIPTION

The Information Technology Services branch (ITS) provides the IT services to the BC Pension Corporation including; IT Operations, Application Development & Maintenance, Quality Assurance, Deployment and Mid-tier, and Service Management. Services are delivered from a team of dedicated contributors who provide ongoing support and transformational services to facilitate the execution of the 12/21 corporate strategy. This is an excellent opportunity for those interested in working with a team of professionals who enjoy a challenging and rewarding environment.

### JOB SUMMARY

Reporting to the Team Lead, Java/Web, the Senior Developer, Java/Web will contribute to the technical design, development, enhancement and maintenance of the Pension Corporation's information systems and services. This position is responsible for the delivery of Java and Web-based software during the design, development, testing and implementation phases of projects throughout the systems life cycle.

### JOB RESPONSIBILITIES

1. Collaborates with the Development Team Lead to plan and schedule development effort, by:
  - Determining priorities, directing and coordinating work flow;
  - Providing development effort estimates;
  - Participating in peer code reviews with the development team lead and other developers to ensure that work aligns with development standards;
  - Participating in joint application design sessions to gather client information and take the lead in recommending technical approaches to meet new and changing business requirements; and
  - Supporting the maintenance and emergency maintenance priorities of the Corporation's information systems and services.
2. Contributes to the technical design and development phases of the Corporation's systems projects, by:
  - Defining technical requirements, using business design specifications and industry-accepted best practices and standards;
  - Recommending best practices technical design alternatives to project teams;
  - Conducting detailed technical analysis to ensure that best cost and performance options are considered;
  - Analyzing proposed data structures and development environments;
  - Evaluating and recommending development tools, versions, languages, and techniques that will meet changing business needs;
  - Writing application specifications and deliverables for the contracted development of new systems and enhancement projects;
  - Creating system modules that support business and technical specifications;
  - Providing project status updates and monitoring project progress, milestones, targets, issues and changes;
  - Ensuring that required development, testing, training, and production environments are in place and to adhere to existing software configuration management standards;
  - Reviewing or performing unit and system tests of developed module groups and utilities to ensure correct integrated functionality that meets business and technical design specifications;
  - Designing, developing and maintaining project technical documentation throughout the system's production life; and
  - Resolving critical systems problems quickly and effectively.
3. Ensures that system products and databases being implemented support business and technical specifications, by:
  - Contributing to the overall test and implementation plans with technical and environmental considerations;
  - Directing or using rigorous test and quality best practices, and documenting the results;
  - Applying application tuning recommendations to promote fast, integrated functionality to supports client business requirements;
  - Designing, reviewing and ensuring that defined quality assurance and quality control standards for development, changes and enhancements are met;
  - Supporting the change process by following established procedures for development, technical testing, implementation and ongoing maintenance.
4. Contributes to the success and continuous improvement of the development team:
  - Leading and mentoring other developers with respect to proper software design and development methodologies;
  - Working collaboratively and supporting analysts and testers with their tasks on a cross-functional product team;
  - Sharing technical knowledge through small informal discussions and formal group presentations;
  - Suggesting new technologies, concepts and methodologies that the team should use.

## EDUCATION

Degree/Diploma Obtained

Program of Study

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Applicants must meet, at a minimum, one of the following combinations of education and experience:

- Completion of a University degree in information technology, computing science, or similar field and 4 years related experience; OR
- Completion of a College diploma in information technology, computer science, or similar field and 5 years of related experience; OR
- Completion of a certificate in information technology, computer science, or similar field and 6 years of related experience; OR
- An equivalent combination of education, training, and 7 years of related experience.

## EXPERIENCE

Years of Experience

Type of Experience

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Applicants must be able to demonstrate at least 4 years' recent practical experience, including:

- Producing software systems using Java/Web technologies to transform concepts into viable solutions;
- Participating in full systems development life cycle projects using standard methodologies;
- Designing solutions informed by design patterns;
- Developing code hardened by unit-tests;
- Developing cross-browser compatible solutions;
- Working with profiling and debugging technologies; AND
- Working with source code management technologies.

## KNOWLEDGE, SKILLS & ABILITIES

The candidate should have familiarity and demonstrated experience with:

- Java, XML, Java Portlets, Java Servlets, JavaServer Pages, SQL, JDBC, JPA, and JUnit;
- HTML, CSS, SASS, Bootstrap, JavaScript, JQuery and JSON;
- Ant, Maven, and Eclipse;
- Liferay Portal, Tomcat and Hibernate;
- Internet Explorer, Firefox and Chrome; AND
- Windows and Linux/Unix operating environments.

Preference will be given to candidates who have recent experience with:

- Liferay Portal templates, portlets and pages;
- Spring MVC and other Java frameworks;
- JQuery, Bootstrap and other JavaScript frameworks;
- RESTful services and Swagger;
- Java Enterprise Edition application servers;
- Java Message Service queues;
- Oracle WCC and RIDC;
- Oracles RDBMS and PL/SQL
- TIBCO BPM, Business Works, EMS, Spotfire or Mashery;
- Ant, Maven, and Eclipse;
- Jenkins, Subversion, Archiva.

## CORE COMPETENCIES

### Navigating Change L2

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

- Invites input and feedback on proposed changes.
- Supports others in generating new and innovative approaches.
- Builds support for new approaches and initiatives.
- Shares information on change in a timely manner.
- Identifies innovative approaches to deal with situations for which no known precedent exists.
- Eliminates unnecessary work activities.

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### Embracing Learning L1

Contributing to a learning culture by developing self and supporting others to acquire skills and improve performance.

- Self-assesses against expectations and standards to identify own learning needs in the current position.
  - Reflects on completed activities, identifying what worked well, what didn't, and how to improve own performance.
  - Openly shares knowledge with other employees.
  - Seeks to learn from other employees.
  - Takes advantage of learning opportunities provided to meet job requirements.
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**Client Orientation L1**

Making it easy for our external and internal clients - seeing things through their eyes.

- Follows established processes to ensure consistent service.
  - Responds to client needs in a timely, respectful, helpful, and courteous manner.
  - Addresses client issues in order of priority.
  - Keeps clients up-to-date on the progress of the service they are receiving.
  - Directs clients to alternate service channels that may better meet their service needs.
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**Accountability L2**

Holding self and others accountable to deliver on commitments and to achieve desired results.

- Sets challenging but realistic goals for own area of responsibility.
  - Helps people improve performance to maximize results.
  - Holds people accountable for meeting established expectations.
  - Evaluates progress against established goals and objectives.
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**Inspiring Trust L2**

Inspiring confidence by demonstrating integrity and building credibility.

- Creates opportunities to build internal and external relationships.
  - Demonstrates confidence in own abilities, views or decisions when challenged.
  - Provides skill, knowledge and talents to resolve complex issues.
  - Fosters trust by communicating consistent, reliable and accurate information.
  - Builds on others' ideas to develop support.
  - Helps others build confidence in themselves.
  - Recognizes the contributions and successes of others.
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**Decision Making L2**

Enabling progress by resolving issues and supporting others in taking calculated risks and making decisions.

- Involves the right people in the decision making process.
  - Makes decisions by weighing several factors, some of which are partially defined with missing pieces of information.
  - Uses sound business sense to make decisions.
  - Considers risks when identifying or recommending options.
  - Provides context and rationale for decisions.
  - Provides information to others to support decision making on complex issues.
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**Organizational Focus L2**

Aligning work priorities, processes and practices to achieve the strategic direction.

- Optimizes processes or practices to support the achievement of organizational goals.
- Helps team members understand the broader vision and how their work is aligned.
- Identifies broader implications of proposed positions, options and approaches.
- Makes connections between situations and patterns to improve decision making.
- Recommends approaches to address issues with a longer term perspective.