



Document Name	Job Description – Employment Ontario – Intermediate Developer		
Reference / Version	V: 0.1	Owner	People & Culture
Publish Date	August 4, 2021	Classification	Internal

Last updated:	August 4, 2021
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Job Specifications:

Job Title:	Intermediate Developer
Location:	Canada
Reports to:	IT Director

Role Summary:

The Intermediate Developer, as part of the Employment Ontario Program team, is responsible for providing application integration governance, guidance, analysis, design, development, and testing expertise to projects from initiation to implementation. The Intermediate Developer participates in developing, maintaining, and updating web applications systems for the use of data collection and presentation. The Intermediate Developer’s work supports applications and database systems to be extensible and flexible to meet current and future demands and modifications, and also contribute to the overall architecture of the existing database and web portal for sharing information. Other duties include adhering to current internal and legislative security policies.

Key Performance Indicators:

Customer/ Stakeholder Satisfaction	<ul style="list-style-type: none"> • Delivers system requirements as defined and accepted by the program funder and internal stakeholders • Delivers features on time, in alignment with the implementation schedule • Works with the IT Team to ensure the business and technical architecture of the delivered solution aligns with program requirements
People & Team Satisfaction	<ul style="list-style-type: none"> • Adheres to the WCG Code of Conduct and upholds WCG’s values at all times • Collaborates with team members and stakeholders to deliver program requirements
Operational Performance	<ul style="list-style-type: none"> • Ensures all requirements are captured in Jira • Generates error-free reports as required by the Program Manager • Effectively delivers requirements and solutions within operating budget
Program Outcomes	<ul style="list-style-type: none"> • Follows the project plan to complete assigned projects and actions, identified through the strategic planning process • Meets or exceeds contractual targets and internal operational requirements



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Key Responsibilities:

<p>Development</p>	<ul style="list-style-type: none"> • Designs, develops, supports, and maintains software systems that are robust and scalable and meet functional and non-functional requirements • Implements best practice design and user experience • Analyzes requirements and develops documents which specify solutions to them • Liaises with key internal and external stakeholders • Works with product managers to plan out feature scope and requirements • Tests web applications, user interfaces and web forms • Creates technical and user documentation for new and existing web applications • Creates Data Dictionary for new and existing database systems
<p>Systems Support</p>	<ul style="list-style-type: none"> • Adheres to appropriate Service Level Agreements (SLAs) • Assists with product deployments and upgrades • Assists with production support issues • Actively contributes to the process of continual improvement, always seeking better ways to support and assist colleagues and stakeholders • Analyzes potential software issues and efficiently problem solves stakeholder requests • Creates strategies for performance tuning & monitoring to maintain overall application stability
<p>Internal Processes and Security</p>	<ul style="list-style-type: none"> • Ensures products are effective and deliver quality to clients • Participates in and performs code reviews • Follows current coding and documentation standards • Adheres to IT department’s development processes • Manages and monitors existing security systems
<p>Project and Time Management</p>	<ul style="list-style-type: none"> • Provides estimates on activities/tasks required to perform application support and maintenance • Works closely with support and release management groups and prepares code change sets for scheduled and emergency releases

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	<ul style="list-style-type: none"> • Handles multiple priorities and meets deadlines with minimal supervision
<i>Other duties as required, including going beyond the job description whenever necessary</i>	

Required Competencies:

- Functional/technical expertise
- Critical thinking
- Analytical thinking
- Problem Solving
- Priority setting
- Verbal and written communications
- Systems thinking
- Technical learning
- Customer service focus
- Time management

Essential Requirements:

- Bachelor's degree in development or computer science or equivalent experience
- A minimum of three (3) years' experience building and maintaining large, enterprise and/or Internet applications
- Experience in Web/mobile application development
- Excellent specification and documentation skills
- Experience with RESTful API development and integration
- Proven hands-on experience with .NET framework, C#, ASP.NET MVC, Web API 2.0, SQL Server
- JavaScript experience
- Experience with source control management

Preferred Criteria:

- Certifications in technical architecture, cloud integrations or DevOps
- Cloud DEVOPS experience (preferred Azure)
- Scrum / Agile Development practices
- Understanding of UML and other software specification techniques
- Strong knowledge of relational database management systems including MS SQL Server
- Demonstrable skills in advanced SQL development (T-SQL)
- Experience working with Microsoft SQL Server Reporting Services (SSRS)