

Systems Developer

DEPARTMENT: Digital Design & Development

Summary

At Compassion Canada, a Developer participates as a software, systems, and application programmer reporting to the Digital Design & Development Manager, and is responsible for building, maintaining, and augmenting software solutions to meet business growth expectations, through internally- and externally-facing applications, libraries, and APIs. A developer is expected to be well versed in multiple modern development languages, protocols, and tools, and must be an excellent problem solver, researcher, and solution finder. Adaptability to new methodologies, as well as familiarity with standardized development architecture patterns is required.

Ministry Focus

Compassion Canada is a Christian organization, committed to being child-focused, Christ-centered, and church driven. As such, each employee of Compassion Canada shall:

- Participate in regular staff gatherings and chapel services,
- Pray with supporters when requested by same or when deemed appropriate with supporter's permission. (This will apply to some positions more than others),
- Conduct themselves in a Christ-like manner at work and outside the workplace,
- Promote the evangelical approach to ministry that Compassion Canada has adopted and put into practice.

Duties and Responsibilities:

Development

1. Designs, and writes new software solutions in accordance with architectural patterns.
2. Develops functional and object-oriented API solutions for web and system integration use.
3. Documents code solutions inline and in standalone reference systems.
4. Performs manual and automated testing in accordance with standard testing practices.
5. **Languages actively in use in Compassion:** Java, MySQL, MongoDB, some .NET.
6. **Future languages expected:** Any additional languages that bring added value. We are not averse to exploring other languages, frameworks, or platforms for future development as needed.

Testing & Deployments

1. Actively participates in scheduled and unscheduled deployments through both manual and automated deployment methodologies.
2. Has good understanding of configuration management (namely, code reviews, testing and documentation) and its impact on development; development workflow methodologies (such as waterfall vs agile); software project management cycles and methodologies.

Research & Architecture

1. Able to read and contribute to specifications documents, such as requirements, use cases and process workflows.
2. Able to investigate new technologies and trends and recommend solutions for added business value.
3. Continually updates technical knowledge and skills through external courses and reading material.
4. Regularly communicates appropriate new research information to other development team members.

Administrative

1. Actively reports and communicates activities, and progressions on assigned projects.
2. Follows company communication, reporting and time/project logging requirements.

Assists the department/team with other duties as requested.

Qualifications Required

- Demonstrated experience with multiple programming languages, with preference given to those who already have experience in Java.
- Demonstrated ability to adopt and pursue multiple languages as needed.
- Has excellent discipline in practices, including but not limited to: dedication to voluntary self-improvement, dedication to punctuality in deliverables.
- Ability to take leadership of some projects as appropriate.
- Ability to take direction from senior developers and project managers as appropriate to a given project.
- Ability to work effectively in a collaborative setting as well as independently.
- Has demonstrated and proven written and oral communication skills, including solid documentation skills.
- Takes initiative to see tasks through to completion, and to follow up on all tasks.
- Fully aligned with the message, mission, and ministry strategy.
- Self-directed with ability to work independently and as part of a team.

Experience & Education Required:

- Minimum of 3 years of experience (via education or business exposure) in software and application development with client/server development technologies, preferably in an enterprise environment. Business experience can be a paid or volunteer position, and education experience can be via academic training, or experience through a co-op or academic placement, provided that you can demonstrate solid understanding and practical experience of development practices and disciplines.
- Able to perform software maintenance and support tasks, provide application troubleshooting and testing (unit tests, integration tests, etc.) and develop some application solutions without supervision.
- Demonstrated experience or understanding of the software development lifecycle.

Initiative Required

- Must be able to work with minimal to moderate supervision.

Supervision

Received: Digital Design & Development Manager

Given: None

Contact

Within: All staff, all departments.

Without: none

NOTE

The foregoing statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills. Responsibilities and duties may change from time to time.