

## Job Description

**Job Title:** Web Developer (Intermediate)

**Location:** Waterloo, Ontario (or Winnipeg, Manitoba)

### About Us

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PeaceWorks Technology Solutions is not your typical technical organization. We're a unique blend of strong technical expertise and unwavering commitment to social justice, community, and integrity. As proud B Corp pioneers in Canada, we operate as a worker-owned cooperative, emphasizing the value of staff and clients as crucial partners in our mission to better the world.

Join us in our journey to create meaningful change. Explore the exciting opportunity to be a **Web Developer at PeaceWorks Technology Solutions** and contribute to a better world through your technical expertise.

### Opportunity

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PeaceWorks is seeking a dynamic and customer-focused Web Developer to join our team. In this role, you will play a pivotal part in providing our clients with effective advice, support, and leadership in meeting their software needs—all within their budget.

If you are passionate about contributing to a better world through your technical expertise and align with our values, we invite you to explore the exciting opportunity to join PeaceWorks Technology Solutions. Together, let's make a lasting impact through technology.

#### **Specific responsibilities of the position include:**

- Working with clients to:
  - understand their business processes and pain points
  - establish goals and identify requirements for potential software solutions
- Writing documents that capture the needs and goals of clients, and effectively communicate the proposed software solution



- Planning projects, including writing a detailed scope of work, creating an implementation plan, and estimating the effort that will be required
- Managing your own projects, including tracking your time to estimates
- Building robust Drupal and CiviCRM web applications
- Drupal subject-matter expert, staying informed on the current trends and upcoming version of Drupal, advising the team on best-practices, and looking for opportunities to improve our Drupal offering
- Development, maintenance and support of existing web applications, especially Drupal and CiviCRM based systems
- Nurturing client relationships while working toward becoming a trusted advisor

## Requirements

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### Specific skills and experience required for the role:

- 5+ years' experience in website development and/or web application development
- 5+ years' experience programming in PHP
- Familiarity with Linux command line
- Strong database skills, SQL expertise, MySQL experience
- Experience with Drupal, Composer, and Git
- Project management experience
- Strong communication skills, both verbal and written
- Strong time management skills
- Ability to self-manage and juggle multiple projects and technologies for multiple clients
- Ability to work independently, and as a strong contributing member of the team
- Experience working with end users to understand their needs and establish requirements
- Experience estimating projects
- Ability to assess potential software solutions from the client/business perspective, e.g.,
  - Think from the client's perspective
  - Consider the client's budget versus the value to the client
  - How tech savvy are the users? Will the solution be too complex?

## Additional Qualifications

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### Experience in any of these additional areas would be an asset:

- Both Linux and Windows
- CiviCRM
- Docker
- Python
- Django
- Planning complex data migrations

- Integration of disparate systems
- Automated testing and continuous integration (CI)
- Working in the not-for-profit sector, in particular with strategic consulting tasks such as online donations, etc.

## Employment Details

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Job Type: Full-time

Salary Range: \$65,000-\$75,000 per year

Benefits:

- Casual dress
- Dental care
- Vision care
- Disability and Life insurance
- Employee assistance program
- Extended health care
- Flexible work arrangements
- On-site parking
- RRSP match
- Vacation (3 weeks per year for new hires)
- Paid sick days

Schedule: Monday to Friday

Ability to commute/relocate:

- Waterloo, ON or Winnipeg, MB: reliably commute or plan to relocate before starting work (required)
  - In person (hybrid work-from-home schedule can be negotiated)

## About PeaceWorks

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PeaceWorks Technology Solutions provides first-rate services and technology solutions that enable organizations to achieve their mission with increased ease and efficiency. We begin with genuine client-focused relationships, connecting client needs with sustainable and reliable technology solutions. PeaceWorks offers a complete suite of solutions including strategic planning, custom web development services, CRM technologies, websites, network implementation, maintenance, and support.

PeaceWorks technology solutions is backed by skilled employees and a diverse team of technical consultants. Our end-to-end solutions have made PeaceWorks the perfect choice for hundreds of not-for-profit and for-profit business clients for over 20 years.



## Application Process

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Please send your resume and cover letter to: [careers@peaceworks.ca](mailto:careers@peaceworks.ca). Your confidential application will be reviewed promptly by the interview team. We thank all applicants for their interest in the opportunity; however only those applicants selected for an interview will be contacted.

**Please note:** PeaceWorks has numerous clients who support vulnerable sector groups within the community. Therefore, the successful applicant may be required to complete a Criminal Record Check or a Middle-Level Check upon hire.

PeaceWorks is an equal opportunity employer and does not discriminate against any employee or applicant based on race, colour, religion, sex, place of origin, ancestry, age, ethnic origin, sexual orientation, citizenship, creed, family status, disability, or marital status. PeaceWorks believes in the dignity and worth of all individuals and promotes inclusivity and accessibility in our business practices. If applicants require accommodation during the hiring process, please contact [careers@peaceworks.ca](mailto:careers@peaceworks.ca).