



Job Description

Job Title: Web Developer

Location: Waterloo, Ontario or Winnipeg, Manitoba

About Us

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 development services, CRM technologies, websites, network implementation, maintenance and support.

Are you interested in working with a team that believes in supporting its people, the planet, and the community? Do you want to come to work every day knowing that your contribution will help not-for-profit organizations achieve their goals and make a real difference in the world? With practices that include a commitment to work-life balance, a generous vacation policy, minimal expectations for overtime based on business and client needs, and activities and culture that promote social justice and giving back, you know you will be supported professionally and personally.

Opportunity

PeaceWorks Technology Solutions is looking for a customer-focused Web Developer to join their Web Services and Software Solutions teams in either the Waterloo, Ontario or Winnipeg, Manitoba office. The Developer is responsible for providing PeaceWorks' clients with effective advice, support, and leadership in meeting their software needs within their budget.

PeaceWorks' clients have a wide variety of needs. The Developer must be a confident and capable communicator as well as a highly competent and knowledgeable technology expert. Working with non-technical people is common, and the ability to interpret complex concepts and relay them in layman's terms is essential.



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
- Assessing software solutions available on the market and identifying the best solution to meet the client's needs
- 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
- Nurturing client relationships while working toward becoming a trusted advisor
- Development, maintenance and support of existing custom web applications

Requirements

Specific skills and experience required for the role:

- Programming in PHP, Python, or other programming languages
- Familiarity with Linux command line
- Comfort working with open source technologies
- Strong database skills and SQL expertise
- 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 development team
- Experience in website development, web application development, mobile development, and/ or other related technologies
- 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?
- Post-secondary education in Computer Science or other relevant field, or equivalent experience



Additional Qualifications

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

- Both Linux and Windows
- Database work in PostgreSQL, MySQL, Microsoft SQL Server
- CMSs, especially Drupal and/or WordPress
- CRMs, especially CiviCRM
- Docker
- Web application frameworks, especially Django
- MediaWiki and/or DocuWiki
- Magento
- Project management
- Integration of disparate systems
- Planning complex data migrations
- Business Intelligence Reporting
- Source code control, especially Git
- Automated testing and continuous integration (CI)
- Working in the not-for-profit sector, in particular with strategic consulting tasks such as online donations, etc.

Application Process

Please send your resume and cover letter to: 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 employees or applicants based on race or colour, ancestry, ethnic origin, nationality of origin, religion or belief, disability, sex or gender identity, sexual orientation, pregnancy or childbirth, family or marital status. PeaceWorks believes in the dignity and worth of all individuals and promotes inclusivity and accessibility in how we do business. PeaceWorks complies with AODA requirements and provides accommodation throughout the hiring process. For information or accommodation requirements, please contact hr@peaceworks.ca.