

LET'S TALK SCIENCE POSITION POSTING

Position Title: Programmer Analyst

Position Status: Full-time permanent position

Closing Date: Position will remain open until filled; however; applications are encouraged by 11:59 pm ET on October 16, 2022

THE OPPORTUNITY

Let's Talk Science is an award-winning, national charitable organization focused on education and outreach to support youth development. Let's Talk Science believes equity, diversity and inclusion strengthen the community and enhance excellence, innovation and creativity. We are committed to employment equity, building a diverse workforce and accessibility for all employees and program participants. Through the creation and delivery of unique learning programs and services that engage children, youth and educators in science, technology, engineering and math (STEM), staff and volunteers support learning and skill development. Committed to inspiring and empowering youth in Canada to develop the skills they need to participate and thrive in an ever-changing world, Let's Talk Science offers programs, resources and services that motivate all ages to fulfill their potential and prepare them for future careers and roles as citizens. For close to three decades Let's Talk Science has excited, inspired and engaged more than 11.5 million children, youth, educators and volunteers in STEM.

We invite you to visit our website letstalkscience.ca to learn more about our organization including our historical and ongoing commitment to equity, diversity, inclusion and accessibility (EDIA) (<https://letstalkscience.ca/about-us/equity>). We also ask that you consider completing a brief questionnaire to help us build and measure our efforts to attract members of Equity Deserving communities to employment with Let's Talk Science at <https://questionpro.ca/t/AB3unpnZB3uwj1>.

Benefits and Perks of Working at Let's Talk Science

- Competitive salary and flexible hours
- Remote work option that enables you to join us anywhere in Canada with support for set-up and connectivity
- Starting with 3 weeks' vacation plus a 2 week paid closure over the December–January holiday period
- Comprehensive group benefit package, including health, dental, vision, life and critical illness
- Training to support our commitment to EDIA

POSITION

The Programmer Analyst is responsible for the maintenance, expansion, implementation, and reporting on assigned Let's Talk Science digital programs. This position works with program and functional teams to filter directional goals and priorities and translate those into functioning and maintainable software systems and applications. The Programmer Analyst also plays a significant role in contributing ideas, and implementing and assessing the progress of Let's Talk Science's information technology strategy as it relates to software systems and applications.

Responsibilities:

- Review business functional requirements and develop code to ensure new business applications are designed to meet specifications
- Identify and communicate technical issues, processes, and solutions
- Maintain existing applications (e.g., troubleshooting, debugging, improvements, etc.)
- Assist with the implementation of new software throughout all phases of systems planning
- Develop standards, guidelines, and procedures for system development using approved methodologies

- Train users and other personnel as required on the use of systems and applications, or changes made to them
- Actively participate in all aspects of Let's Talk Science's information technology strategy
- Work with Let's Talk Science technology team to ensure all development is consistent, documented, compatible across web programs and cross-leveraged appropriately across programs
- Assist with systems administration tasks, as appropriate, including:
 - Collaborate with peers to analyze and modify existing systems to ensure optimal performance
 - Provide technical input regarding technology enhancements to the Let's Talk Science information systems
- Stay current on evolving and emerging technologies and applications, and bring to teams
- Other duties as requested/required that are within the scope of the position

Requirements/Qualifications

- Formal university or college education in computer science, web development, a related field or equivalent work experience
- At least 3 years of software development experience
- Proficient in HTML, CSS, JavaScript and JavaScript Frameworks (Vue.js preferred)
- Strong experience with SQL databases and SQL query optimization
- Knowledge of .NET and C# programming languages
- Familiarity with data architecture principles and ETL processes strongly preferred
- Knowledge of web and information technology practices, products and processes
- Demonstrated capacity to work in information technology service teams and be accountable for project timelines

Skills and Abilities

- Excellent relationship skills
- Excellent technical skills and detail oriented
- Strong communication skills, particularly in relaying technical concepts to laypeople
- Ability to be flexible and work with multiple evolving projects at the same time
- Capacity to manage competing priorities and meet tight deadlines; ability to identify risk during the day to day
- Ability to troubleshoot and resolve problems quickly
- Strong organizational and project monitoring skills
- Ability to identify and incorporate new technologies into existing software systems and applications
- Comfortable working independently and with colleagues and team members
- Ability to convert user and project requirements into technical specifications
- Bilingual (English and French) an asset

Working Relationships

- Reports to the Software Development Manager
- Works closely and collaboratively with other members of the Digital Platform team
- Works closely and collaboratively with program teams as needed
- Works closely and collaboratively with staff in Communications and Fund Development
- Works with other Let's Talk Science personnel
- Work with external service providers as required

Let's Talk Science has a mandatory COVID-19 vaccination policy in place. Therefore, it is expected that the successful candidate will produce confirmation of vaccination or proof of a valid human rights exemption.

Interested candidates should submit their resume and cover letter (including salary expectations) quoting "Programmer Analyst" as outlined below by 11:59 pm ET on October 16, 2022 to:

Shawna Agathos
Human Resource Generalist, Let's Talk Science
1510 Woodcock Street, Unit 12 London ON N6H 5S1
Or via email: hr@letstalkscience.ca (please submit all documents in one pdf file)
FAX: (519) 474-4085

Equity Statement

Let's Talk Science is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge the shared lands we live and work on across Canada and that our national office is situated on the traditional territory of the Haudenosaunee, Wyandot and Anishinaabe.

Let's Talk Science values the diverse and intersectional identities of its stakeholders and staff. Let's Talk Science believes equity, diversity and inclusion strengthen the community and enhance excellence, innovation and creativity and is committed to accessibility for all employees. We are committed to employment equity and building a diverse workforce reflective of Canadian society that will enrich our work and learning environment. Let's Talk Science seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates that have been historically disadvantaged and marginalized, including applications who identify as First Nations, Métis and/or Inuit/Inuk, Black, racialized, a person with a disability, women, and/or 2SLGBTQ+.

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. We are committed to providing accommodation to those with a disability or medical necessity. If you require an accommodation in order to participate in the recruitment process, please notify us and we will work together on the accommodation request. We thank everyone for their expression of interest and are truly appreciative of the time individuals put into applying. However, with the limitations on time only those selected for an interview will be contacted.