

**TITLE: FULL STACK DEVELOPER**

**CLASSIFICATION: INFORMATION SYSTEMS 30**

**MINISTRY: HOUSING**

**WORK UNIT: HOUSING INNOVATIONS DIVISION**

**SUPERVISOR'S TITLE: EXECUTIVE DIRECTOR**

**SUPERVISOR'S POSITION #: 00036961**

## **MINISTRY OVERVIEW**

The Ministry of Housing was formed in December 2022 to focus on the creation of attainable and affordable housing for people in British Columbia. The Ministry works collaboratively with partners within the B.C. government and across the housing sector to ensure consumers and providers in the housing marketplace are supported by efficient and fair regulations, that local governments are enabled to advance the housing their communities need, and that the supply of housing options offer attainable choices for British Columbians. As well, a key responsibility of the ministry is to lead government's focused efforts on addressing the needs of unhoused people to support safe and healthy communities for all.

The Ministry provides direction and funding to BC Housing, who has a mandate to develop, manage and administer housing options and supports on behalf of the Government across the housing ecosystem.

## **DIVISIONAL OVERVIEW**

The Housing Innovations Division (HI) leads and advises on the development of programs and projects under the government's new housing plan, Homes for People. The division is leading the digital transformation of the housing development sector by unlocking the regulatory system to allow for the implementation of new innovative collaboration technologies that help project teams work more effectively with regulators, helping to increase sector productivity. The division is focused on digitizing construction codes and housing permitting process (News Release: [new digital building permit tool will help create more homes faster](#)). This includes meaningful engagement with local governments and First Nation governments across the province.

## **JOB OVERVIEW**

This position is responsible for leading the development and delivery of scalable web applications in a continuous deployment environment. The position will have proficiency in both front-end and back-end development, ensuring seamless user-experience and robust server-side logic. Working in a cross-functional team setting, the position translates business requirements into technical solutions through a range of programming languages, frameworks and technologies. This position works in a high-profile, dynamic, fast-paced, and results-oriented environment.

## **ACCOUNTABILITIES**

- Plans and manages multiple, simultaneous systems development projects, including defining objectives, priorities, timelines, and resource requirements.
- Leads a team of professionals, defining work assignments, and verifying and reviewing code produced by others.

- Provides advice to executive and senior management on alternatives and solutions, product evaluation, risk assessment and cost benefit analysis of existing and future applications.
- Determines the most appropriate development tools and database configurations for applications, coordinating required product upgrades and enhancements.
- Manages multi-year mission-critical database development projects, and designs and implements data warehouse architecture, and strategies and methods for complex data models.
- Advises executive on business or organizational issues and collaboratively establishes strategic plans and budgets that involve development of new systems that will affect other ministries and external organizations.
- Conducts high-level analysis of possible program/systems solutions including developing new concepts, identifying impacts and internal and external linkages, and consulting with internal and external systems professionals.
- Ensures client requirements and priorities are understood and met throughout the life cycle of the development project.
- Determines need for contract resources, develops contract specifications, and estimates costs.
- Develops front-end (user interface) and back-end (database) enterprise solutions on a variety of platforms using mobile-first and test-driven design processes.
- Conducts analysis, design, and implementation of applications to meet user requirements and design specifications.
- Interprets client requirements and underlying infrastructure applications, systems, and processes, and prepares a system design plan.
- Implements repeatable automated processes for building applications, testing, documenting, and deploying at scale.
- Collaborates with other teams in and across the organizational agile environment to accomplish goals.
- Communicates technical concepts to a non-technical audience to gain consensus on changes to requirements and specifications.
- Functions as subject matter expert on working groups and committees.

## **JOB REQUIREMENTS**

- Master's degree in a computer science or related field and 3 years of related experience; OR
- Bachelor's degree in a computer science or related field and 4 years of related experience; OR
- Diploma in a computer science or related field and 5 years related experience; OR
- Certificate or coursework in a computer science or related field and 6 years related experience; OR
- An equivalent combination of education and experience may be considered.

Related experience includes the following:

- Minimum five (5) years' experience as a Full Stack Developer.

- Experience using a variety of modern development tools, such as HTML, CSS and JavaScript libraries, relational and non-relational databases.
- Experience with API development and integration and continuous development environments.

## SECURITY SCREENING

- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

## KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge in frontend and backend development.
- Knowledge of version control technologies such as subversion and Git and development in an open-source environment.
- Knowledge of relational and non-relational databases.
- Knowledge of agile software development methodologies.
- Analytical, interpretative, and problem-solving skills.

## BEHAVIOURAL COMPETENCIES

- **Solving problems creatively** involves knowledge and skills in fostering creative problem solving in the organization through critical reflection, problem analysis, risk assessment and rewarding innovation. This job requires the following most of the time.
- **Commitment to Continuous Learning** involves a commitment to think about the ongoing and evolving needs of the organization and to learn how new and different solutions can be utilized to ensure success and move the organization forward.
- **Continuous Development** involves proactively taking actions to improve personal capability. It also involves being willing to assess one's own level of development or expertise relative to one's current job, or as part of focused career planning.
- **Innovation** indicates an effort to improve performance by doing or promoting new things, such as introducing a previously unknown or untried solution or procedure to the specific area or organization.
- **Results Orientation** is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

## INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES:

- **Cultural agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews.