

TITLE: FULL STACK DEVELOPER LEVEL 5**CLASSIFICATION: INFORMATION SYSTEMS R30****JOB OVERVIEW**

To lead the development and delivery of scalable web applications in a continuous deployment environment. To develop front-end and back-end enterprise solutions on a variety of platforms. To ensure client requirements and priorities are understood and met throughout the life cycle of the development project.

ACCOUNTABILITIES

- Plans and executes 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.
- Advises 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.
- Performs high-level analysis of 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, estimates costs and functions as subject matter expert on working groups and committees.
- 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.
- Assesses client requirements and underlying infrastructure applications, systems, and processes, and converts those to a system design plan.
- Executes 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.

JOB REQUIREMENTS

Education and Experience

- Certificate or coursework in a computer science or a related field and five (5) years *related experience.
- An equivalent amount of education and related experience may be considered.

***Related Experience must include the following:**

- Minimum five (5) years of experience as a Full Stack Developer.
- Five (5) years experience with version control technologies such as subversion and Git and development in an open-source environment.
- Five (5) years experience using a variety of modern development tools, including Rails or other MVC, React.js and TypeScript/Javascript, Redis or Postgres databases.
- Five (5) years experience using modern programming languages, including Ruby, or similar.
- Five (5) years experience with relational and non-relational databases.
- Five (5) years experience with agile software development methodologies.
- Five (5) years experience with analytical, interpretative, and problem-solving skills in a full stack development team.
- Four (4) years experience leading or mentoring other developers (e.g., code reviews, pair programming, technical guidance).
- Two (2) years experience with architectural design and system-level decision making on complex projects/products.
- Two (2) years experience with API (Application Programming Interfaces) development and integration.

Preference may be given to candidates with:

- Experience working in an agile development environment with User Experience (UX)/Service Designer teams, Software Developers, and Scrum Masters to iteratively create or improve digital products and services from conception to production.
- Experience applying software development best practices, including writing simple, maintainable code, ensuring test coverage, and performing thoughtful analysis and documentation.
- More experience combined with relevant education in this area.

Knowledge, Skills and Abilities

- Knowledge of API (Application Programming Interfaces) development and integration and continuous development environments.
- Knowledge in frontend and backend development.
- Knowledge in architectural design and system-level decision making on complex projects/products.

- 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.
- Ability to use a variety of modern development tools, including Rails or other MVC, React.js and TypeScript/Javascript, Redis or Postgres databases.
- Ability to use a variety of modern programming languages, including Ruby, or similar.

Security Screenings

- 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).

BEHAVIOURAL COMPETENCIES

- **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.
- **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.
- **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.
- **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.
- **Teamwork and cooperation** is the ability to work cooperatively 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.
- **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.

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES

- **Commitment** is visibly putting into action your stated commitments. It means "walking the talk" and following through. It includes communicating information and intentions openly, honestly and regularly, and welcoming the same in others. It is consistently demonstrating ethical behaviour (such as honouring confidentiality and speaking the truth) so that Indigenous people know what to expect and can trust that action will follow your statement of commitment. It also means anticipating the level of knowledge and understanding needed and proactively gaining the knowledge prior to entering into relationships with Indigenous people.

- **Ingenuity** is the quality of being inventive and creative when faced with a variation in BC Public Service objectives and those of Indigenous peoples. It involves dealing with problems in original and creative ways that seek commonalities and links rather than gaps and differences. It is approaching issues with a willingness to question one's assumptions and to take risks outside of common ways of thinking and doing. The value of courage may be strongly demonstrated when using ingenuity.