

<b>Position Title:</b>	Senior Developer	<b>Classification:</b>	IS27
<b>Department:</b>	Application Services	<b>Job Code:</b>	90000665
<b>Work Unit:</b>	Application Development Services	<b>Job Title:</b>	N27 Information Systems Officer
<b>Manager Title:</b>	Director, Application Services (non-HIBC)	<b>Last Updated:</b>	August 21, 2024

## DEPARTMENT OVERVIEW

---

Advanced Solutions' Application Services department is responsible for planning, developing, and maintaining the business systems for our various BC public sector clients. Many systems are considered mission critical government applications; used by over 1M users in multiple locations around the province and the public accessing government information.

## DESCRIPTION

---

Reporting to the Capability lead of Application Development, the Senior Developer has a wide breadth of experience in many of the applications and technologies listed below in "Knowledge, Skills and Abilities". They are self-directed yet collaborate and share information freely. They see the bigger picture and suggest ways that applications can be improved. The Senior Developer is approached by, and proactively leads, other team members for guidance and support. They can handle multiple tasks at once and can complete work within assigned timeframes. The Senior Developer will be assigned development tasks ranging from simple to complex activities with more focus on the more complex tasks. They may be called upon to take part in project development, and/or review of project development. As well as internal team leadership and support, they readily work with other areas of Advanced Solutions, or with clients, as appropriate.

## ACCOUNTABILITIES/DELIVERABLES

1. Provides analytical and programming support for the development, maintenance, and enhancement of software systems.
  - Designs, develops, tests, and implements system enhancements to meet new or changing user needs.
  - Performs proactive changes based on standard operating procedures combined with broad knowledge of system administration and networking principles.
  - Troubleshoots and resolves complex application integration issues.
  - Provides ongoing support by reviewing application performance, identifying problems, initiating corrective actions, and recommending improvements.
  - Develops and tests or leads the development and testing of new support and maintenance requirements, and supports users in the implementation of application modifications and enhancements
  - Prepares detailed solution documents / technical specifications and consults with Business Analysts, other technical staff, Client Relationship Managers and Clients to diagnose operating problems.
  - Maintains and enhances computer systems including change management and problem-solving activities; and

- Maintains awareness of industry trends, techniques, and developments.
2. Provide leadership, consulting, technical advice, and problem resolution.
    - As needed, provide team leadership for developers, under assistance and coaching of the capability lead and director
    - Provide direction and mentorship to developers in relation to best practices
    - Recommend/review approach and solutions to resolve application defects of significant impact
    - Identify opportunities, trade-offs and broader issues arising from changing information technologies; and
    - Provide, explain, apply, and interpret technology standards, policies, and practices. Work with team members to identify and implement process improvement opportunities.
  3. Participates on project teams in the development of new/enhanced software systems.
    - Participates in the development and unit testing of software systems.
    - Produces, maintains, and updates technical documentation describing the technical environment
    - At times, provides guidance, direction, and assistance to junior staff and/or consultants supporting the applications; and
    - Participates in regular peer review including technical designs, development proposals, and source code.
  4. Ensures information technology solutions meet defined business needs.
    - Participates in and/or leads the production of systems specifications such as software, technical environments, functions, information files, data load
    - Specifies user and system interfaces, such as menu, screen dialogue, inputs, reports, corrections, process rules, security, audit controls, recovery routines, contingency procedures
    - Translates conceptual and logical designs into physical designs, taking into consideration environment, performance requirements, existing system and safety/security requirements using tools and techniques that may include object-oriented analysis, design, and programming
    - Documents all work in compliance with required standards, methods, and tools
    - Produces logical designs and identifies common processes; and
    - Works with other technical staff (i.e., Data Architect, Database Administrator, Security Analyst, etc.), to produce, update, or translate data models into appropriate corporate models or database schemas.
  5. Performs other related duties.
    - Ensures technical and quality assurance standards are applied;
    - Participates in the evaluation of software and libraries to assess their applicability to business needs; and
    - Provides “troubleshooting” technical advice to clients and colleagues.

## SUPERVISORY RESPONSIBILITIES

Type of Report	#	Type of Report	#
Direct (directly supervises assigned staff)	0	Indirect reports (supervises through subordinate supervisors)	0

## PROJECT/TEAM LEAD OR TRAINING RESPONSIBILITY

Role	Y/N	Role	Y/N
Supervises students or volunteers	N	Provides formal training to other staff	Y
Leads project teams	Y	Assigns, monitors, and examines work of staff	Y

## FINANCIAL RESPONSIBILITY

Provides cost data input into the planning of software development.
---

## SELECTION CRITERIA

---

### Education and Experience

- Degree in a related field (e.g., computing science, business) and three years of related experience; or
- Diploma in a related field (e.g., computing science, business) and four years of related experience; or
- Certificate in a related field (e.g., computing science, business) or program completion, or some course work, and five years of related experience; or
- Nine years of related experience; and
- Equivalent combinations of education, training and experience may be considered.

### Knowledge, Skills, and Abilities

- Advanced competency in modern application development.
- Demonstrated experience in data modeling, development, performance tuning and scaling with relational database technologies
- Demonstrated experience in Agile software development and DevOps processes.
- Advanced understanding of common software architecture patterns including microservices, message brokers, serverless, and service-oriented.
- Experience developing application integrations.
- Experience developing and managing collaborative web applications.
- Demonstrated experience in application design and solution architecture.
- Ability to build and maintain positive working relationships; and
- Ability to learn new and rapidly changing technologies and maintain currency on essential tools

### Working knowledge and recent experience in 5 or more of the following:

- .NET, Java, C#, Entity Framework
- OpenShift
- NodeJS, React, TypeScript, JavaScript
- Relational Databases (MS SQL, Oracle, PostgreSQL)
- GitHub, Git, GitHub Actions
- Continuous Integration/Delivery
- RESTful APIs. OpenAPI.
- Docker/Containers, OpenShift, Kubernetes
- Geospatial Development

### Experience with these is desired but not essential:

- Jenkins, Tekton, Argo CD
- PowerShell, Python, Go
- Azure, AWS
- Sysdig, CodeQL, SonarQube
- Power BI
- Jira, ServiceNow, Confluence, SharePoint

## REQUIRED COMPETENCIES

All Advanced Solutions employees are required to display the following competencies:

- Customer Focus
- Integrity and Trust
- Ethics and Values
- Motivating Others
- Drive for Results
- Building Effective Teams
- Priority Setting
- Decision Quality
- Business Acumen
- Organizing

## DEPARTMENT STRUCTURE

