

Position Title:	Senior Application Developer	Classification:	IS27
Department/Account:	HIBC Services	Job Code:	90000665
Work Unit:	Application Development & Support	Job Title:	Information Systems Officer N27-w40
Manager Title:	Director, Application Development & Support	Last Updated:	January 29, 2025

ACCOUNT OVERVIEW

As a part of the consortium team which consists of PBC Solutions, Advanced Solutions provides IMIT services to support the Ministry of Health's Health Insurance BC (HIBC) Services. Together, we are committed to the vision: *"We empower British Columbians to achieve optimal health and wellness through effective, innovative and inclusive health benefits services."*

All members of the team are required to deliver to the shared vision, guiding principles and intended behaviors. The Shared Vision guides the work we do and our Guiding Principles of honesty, integrity, reciprocity, autonomy, loyalty and equity, and our Intended Behaviors inform our relationships and sets the tone for how we work together.

DESCRIPTION

The Senior Application Developer supports a variety of applications and systems including creating new applications and adapting existing ones to expand functionality as well as providing application support and maintenance. This position will be involved in multiple concurrent projects that require deep technical skills and will be required to provide after hours on call support.

The Senior Developer will be assigned development tasks ranging from simple to complex activities with more focus on the more complex tasks. As well as they readily work with other areas of Advanced Solutions, or with clients, as appropriate.

ACCOUNTABILITIES/DELIVERABLES

- Collaborates with architects, business system analysts and testing specialists to deliver high quality solutions.
- Participate in all phases of the software development life cycle (SDLC) to deliver applications that address business requirements and provide feedback and progress report to internal and external customers. Provides 24x7 incident and problem management support to ensure applications meet the Service Level Agreements. This position requires developer to be available after hours based on call support schedule.
- Maintains technical system knowledge of existing applications and practices while keeping abreast of corporate direction in expanding new technology solutions
- Utilizes design methodologies to ensure effective collaboration with stakeholders that provide pragmatic solutions to business requirements based on data quality principles, industry standards and best practices.

- Provide application maintenance and production systems support, design and develop solutions using application development tools. This will also include assisting testers in defining test plans and test cases, product releases and deployments.
- Monitor the applications and recommend options to improve the efficiency and effectiveness of the application.
- Coordinates with vendors and service providers when needed to enhance the functionality and, capabilities, resolve critical incidents and problems.
- Actively mentors team members, shares knowledge, and continuously captures knowledge.
- Assist in the proof-of-concept initiatives, community of practice exercises and document the outcomes, provide feedback and recommendations.

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	Y	Provides formal training to other staff	N
Leads project teams	N	Assigns, monitors, and examines work of staff	N

FINANCIAL RESPONSIBILITY

Support project estimate processes by providing expertise and data, also contributes cost analysis of COTS products and tools.
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SELECTION CRITERIA

Education and Experience

- Degree from an accredited college or university with structured training in relevant software engineering, computer science or equivalent field; and
- 10+ years' experience working in an application development role or an equivalent combination of education and experience.
- Experience working in an application development environment that deliver solutions to meet business requirements, progressive enhancements, vulnerability assessment and mitigation.
- Experience in supporting mission critical applications, responding to incidents and problems during the normal operation of the application.
- Experience in application security principles, complying information security, privacy, compliance and regulatory requirements and standards
- Experience in designing and developing application in an Agile or waterfall processes, tools and standards adopted by Advanced Solutions and our clients.

Knowledge, Skills, and Abilities

- See essential and preferred skill requirements below for specific position applied.
- Ability to perform comfortably in a fast-paced, team-based system support and deliverables-oriented work environment.
- Ability to make commitments, manage work, and modify expectations, when necessary, in a delivery-oriented work environment with meeting deadlines.
- Good organizational, interpersonal and communication skills.
- Ability to elicit and effectively capture requirements and create design specifications.

- Ability to work on multiple projects/assignments simultaneously.
- Leading and working with business systems analysts and cross functional teams to scope requirements and assuring software is reliable, secure, and efficient.
- Knowledge of frameworks, methods and tools (i.e., ITIL, SAFe, Agile, Scrum, Kanban, XP, ServiceNow, JIRA, Confluence, LeanIX), and understanding of software development life cycle models as well as project management principles and practices.
- Understanding of DevSecOps, Testing and Quality Assurance principles.

Advanced level working knowledge in 5 or more, is a subject matter expert (SME) in one or more, with hands-on experience in several of the following:

- Programming Languages (Java, JSP, JavaScript, C#, .NET, VBA, etc.).
- Very good knowledge of JavaEE development including Servlet, JDBC & JNDI.
- Experience with Node / Express, React, vue.js, Angular or similar frontend technologies.
- Expertise in developing, testing, investigating, refactoring and consuming custom RESTful APIs and Webservices.
- Exposure to application deployment automation using GitHub Actions, DevSecOps, continuous integration/delivery practices.
- Knowledge of container technologies such as Kubernetes, Docker & Podman.
- Exposure to Databases such as Postgres, MySQL, Oracle, Redis.
- In-depth knowledge of common web and communication protocols such as http, ssh, smtp, sftp.
- Knowledge of messaging, API standards such as JSON, XML, HL7, FHIR.
- Experience with Oracle SOA/ESB/BPEL middleware technologies.
- Exposure to Oracle products such as APEX, ORDS, BIP, ODI, OID, OEM.
- Experience in relational database design, and query optimization, experience with SQL & PL/SQL.
- Hands-on experience with document management platforms (such as Kofax, RightFax) including document scanning, processing, workflow automation, OCR technologies and printing operations.
- Experience with application authentication, authorization, access control and administration practices and technologies such as Keycloak, OID, OpenLDAP, SSO, etc.

Experience with these is desired but not essential:

- OpenShift experience.
- Competent with some of testing frameworks such as Selenium, SOAPUI, JMeter, Test Complete, Postman, JUnit, Mocha, Jest, ReadyAPI, Xray, Cypress or similar testing tools.
- Experience with basic admin level functions of the Unix/Linux/Windows operating systems.
- Experience using WSL2 as a development environment.
- Experience with few scripting languages (ie. Perl, Python, Linux shell, Powershell).
- Understanding of Telephony technologies like Asterisk, SIP.

REQUIRED COMPETENCIES

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

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

WHAT WE OFFER

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

Salary Package

- Employment Type: Full Time, Regular
- Union/Non-Union: Union - BCGEU
- Salary Grid Level: Level 27, Schedule 2
- Annual Salary: \$104,977.76 - \$119,895.91
- Office Location: Victoria, BC - Hybrid

Benefit Package

- 15 Vacation days, with entitlement increases with service
- Maternity, Parental and Pre-Adoption Leave with option for top up
- Employee Assisted Program including paid counselling services for you and your family
- Paid sick leave for when life happens
- Extended health and dental
- Public Service Pension plan, matched by Advanced Solutions
- Excellent Rewards and Recognition Program