

IMPORTANT: DATE STAMP THIS NOTICE AND POST IMMEDIATELY ON ALL BCGEU BULLETIN BOARDS. DO NOT REMOVE UNTIL AFTER THE CLOSING DATE BELOW.

**LEGAL SERVICES SOCIETY
POSTING**

TO: LSS STAFF (cc: BCGEU)
FROM: HUMAN RESOURCES DEPARTMENT
RE: REGULAR FULL-TIME POSITION - VANCOUVER
DATE: January 31, 2012

POSITION: **SENIOR DEVELOPER**
(This position is on a Modified Workweek Schedule)

PRIMARY FUNCTION:

Designs and develop desktop/web business solutions that automate or support specific processes as well as Internet and Intranet applications to meet the needs of the organization. Maintains and troubleshoot current business solutions as needed.

The following job duties are illustrative examples, and shall not be construed as an exhaustive description of all the work requirements that may be inherent in the job.

DUTIES:

1. DESIGNS AND DEVELOP BUSINESS SOLUTIONS TO MEET THE NEEDS OF THE ORGANIZATION:

- a) Works in team with Business Analysts and Infrastructure Specialists to design new or enhance existent business solutions;
- b) Produce code compliant to best standards and to design specs;
- c) Conduct testing, documents and resolves bugs;
- d) Provides effort estimates and advise management on changes requested for current solutions as well as recommends systems modifications as required;
- e) Creates, enhances and maintains sophisticated web and desktop applications based on Microsoft platform; and
- f) Coordinates the work of external technical partners to provide the best possible outcome.

2. SUPPORTS CURRENT BUSINESS SOLUTIONS:

- a) Perform application tuning, optimization and performance monitoring;
- b) Writes documentation and standards;
- c) Acts as tier II support for escalated Help Desk tickets; and
- d) Provides user training and support.

QUALIFICATIONS:

Basic requirements

- Computer Science degree/diploma from a recognized educational institution
- Minimum 5 years relevant experience OR an equivalent combination of education, training and experience

Assets:

- Microsoft Certified Solutions Developer (MCSD) would be an asset

Rated requirements

- Excellent .net programming skills in C# or VB.net
- Excellent knowledge and practical experience with .net framework (like WCF, WPF) and related technologies.
- Good understanding of modern best practices and solution architecture. (SOA, composite applications)
- Good experience in Microsoft Technologies including but not limited to: SharePoint Portal Server 2010, Office 2010, SSRS, SSIS, etc)
- Experience with MS CRM would be an asset
- Good understanding of typical SDLC

Required personal attributes:

- Analytical – Synthesizes complex or diverse information; Collects and researches data; Uses intuition and experience to complement data; Designs work flows and procedures.
- Design Skill – Translates concepts and information into images; Uses feedback to modify designs; Applies design principles; Demonstrates attention to detail.
- Problem Solving – Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Strives to continuously build knowledge and skills; Shares expertise with others.
- Oral Communication – Demonstrates group presentation skills; Participates in meetings.

- Approach to Work – Balances team and individual responsibilities; Gives and welcomes feedback; Contributes to building a positive team spirit; Supports everyone's efforts to succeed.
- Change Management – Develops workable implementation plans; Communicates changes effectively; Builds commitment and overcomes resistance; Prepares and supports those affected by change; Monitors transition and evaluates results.
- Initiative – Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed.
- Quality Management – Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness.

Salary: Job Class 19
Effective April 1, 2009 Job Class 24* Market Adjustment (\$60,545 - \$67,940)

*As set out in MOU #2: Recruitment, Retention and Wage Comparability, this position has been identified as requiring a market adjustment to address recruitment and retention

Closing Date: February 14, 2012

Starting Date: As soon as possible

We offer (based on your employment status and affiliation):

- A competitive salary
- Four weeks paid vacation to start that grows the longer you're with LSS
- An excellent employee benefits package, where premiums are 100% paid by LSS
- Support for training and development
- Pension plan
- An employee and family assistance counseling program
- The opportunity to participate in various Employee programs (Employee Wellness, etc.)
- Generous leave provisions (sick time, special leaves)
- Modified work week/flex time for some positions
- 12 paid statutory holidays

Interested candidates should submit a covering letter, together with a résumé, outlining how their qualifications meet the above position requirements, to:

LEGAL SERVICES SOCIETY
Human Resources Department
Competition no: B#026-11
400-510 Burrard Street
Vancouver, BC V6C 3A8
Fax: (604) 682-0725

HR Contact: _____
Christal Pendleton

E-mail address: resumes@lss.bc.ca

VISIT OUR WEBSITE AT www.legalaid.bc.ca

We would like to thank all external applicants for their interest but regret that only those shortlisted will be contacted.