Full Stack Web Developer

Why Guelph?

When you join the City of Guelph, you join a team of over 2000 employees who deliver services the community relies on every day. Together, we are bringing to life Guelph's vision of an inclusive, connected, and prosperous city where we look after each other and our environment. As a single tier municipality, we offer a variety of occupations and career specialities within our organization. Guided by the goals and objectives of the Future Guelph: Strategic Plan and committed to the Corporate Values of integrity, service, inclusion, wellness and learning, the candidate will aid in the achievement of the Community Vision for an inclusive, connected, prosperous city.

What we offer

We offer competitive wages and comprehensive benefits to meet the needs of our diverse employees. Many of our positions offer:

- Paid vacation days, increasing with years of service
- Paid personal days;
- Hybrid and flexible work arrangements;
- Defined benefit pension plan with OMERS, including 100-per-cent employer matching;
- Extended health and dental benefits, including Health Care Spending Account;
- Employee and Family Assistance Program;
- Parental leave top up program;
- Learning and development opportunities including tuition assistance
- Employee recognition programs.

Position overview

Resumes are being accepted for the position of Full Stack Web Developer within the Information Technology Department. Reporting to the Manager, Delivery and Digital, this position will provide technical leadership to develop and deliver the technical projects for Web and Digital team for the City's web properties both internal and external. This position requires a broad range of business, and technical skills to guide the successful implementation of a unified and cohesive web presence for the City. The Full Stack Web Developer has overall responsibility for ensuring that key web work elements – software, content, security, accessibility, and integration by setting up a proper Digital framework – are managed technically, maintained, and enhanced to meet agreed-upon City requirements.

Key duties and responsibilities

- Lead the technical architecture and design discussions for web and digital process automation projects, creating functional, technical specifications, and execute appropriate solution strategy using React / PHP /SharePoint SPFx framework.
- Deliver rich consistent experiences in Web, SharePoint Online, M365 applications including Teams utilizing Microsoft UI/UX frameworks with Microsoft Power Platform.

- Provide leadership and guidance to the technical team including establishing architectural design and direction on extending SharePoint Online, website, web application projects integrated with enterprise applications and Azure Services.
- Responsible for developing and implementing best practice standards that streamline SDLC process and deliver CI/CD delivery model.
- Responsible for web and digital development services, leading and undertaking web-based project activities and supplying expertise to the City on digital, web, and business areas as required.
- Work closely with the City departments and other resources to effectively communicate, design, plan, and implement capabilities that provide value to both internal and external stakeholders.
- Responsible for design, development, and maintenance of SharePoint sites, websites and other online applications or services.
- Responsible for front-end web development and technical expert in working with information architecture and design interfaces in technology, optimize web application performance, deliver rich user experience, and ensure scalability.
- Create and maintain high quality architecture and design documents including feature specifications, design specifications, flow diagrams, and process diagrams.
- Create prototypes, develop user-centered software, advise on technical specifications, and research new techniques.
- Implement responsive, adaptive, and mobile-friendly designs to ensure seamless user experiences across different devices and platforms.
- Design, develop, and implement solutions using a mix of off-the-shelf, software-as-a-service, open-source, and custom-built software (Microsoft SharePoint, PowerApps, Power Automate).
- Lead projects related to new features, conduct code reviews and provide constructive feedback to team members.
- Create/update pages and templates, configure WordPress plugins, build new features, and integrate third-party tools as needed.
- Follow established processes and uses tools and technologies that are consistent with existing solutions, infrastructure, and support capabilities.
- Troubleshoot, fix defects, and extends the functionality of existing websites, systems, applications, mobile apps, and content management systems.
- Stay updated on emerging technologies and industry trends, recommending new tools and techniques to improve user experience, develop prototype projects with a roadmap for production.
- Contribute to the ongoing development of the team by offering recommendations in the areas of process improvement and new technologies.
- Other duties as assigned.

Qualifications and requirements

- Completion of post-secondary education in Computer Science, Computer Engineering or a related field.
- Considerable experience in front-end web development, information architecture, and design interfaces in technology.
- Excellent understanding of UX principles and User-Centered Design, Responsive and Adaptive Design, AODA compliance, encryption, tokenization and design patterns preferably with knowledge of Material UI, Fluent UI Library.

- Considerable experience in software development techniques and principles using a high-level programming language (.NET C#, JavaScript, HTML).
- Experience in development and business process automation using Power Platform (PowerApps and PowerAutomate).
- Good understanding of UX principles and User-Centered Design, Responsive and Adaptive Design, AODA compliance, encryption, tokenization and design patterns preferably with knowledge of Material UI, Fluent UI Library.
- Extensive experience in the architecture and building production of corporate websites, web applications interfaced with REST APIs, Web Services, SSO, MFA using JavaScript-frameworks.
- Considerable experience in ReactJS framework, integrating ReactJS with SharePoint APIs, SPFx framework, PnP JS Core library and consuming SharePoint Online APIs, Microsoft Graph APIs, GraphQLs. Experience in React Native and Microsoft Fabric / Fluent UI is preferred.
- Proficient in TypeScript, JavaScript, JQuery, Ajax, Node.JS, PHP and consuming REST APIs, Microsoft Graph APIs, Web Services, and GraphQL APIs with SQL/No-SQL databases.
- Design and development experience in workflow and content management solutions, providing consistent user experiences in SharePoint Online platform integrated with enterprise and SaaS applications.
- Experience with building secure web portal integrated with Payment Gateway and using WordPress or other headless CMS.
- Experience with Git and git workflows for smooth and efficient development processes.
- Experience in applying Project Management Methodologies (for example: Agile, Kanban, PMI project standards), and ability to lead projects and team members under limited supervision.
- Knowledge of application development, testing, deployment, support, and maintenance.
- Relevant IT / technical qualifications for supporting, maintaining, and/or developing applications (Microsoft certifications or relevant).
- Thorough understanding of IT security practices.
- Experience in developing systems using Software Development Lifecycle (SDLC) standards
- Proficient with O365 technologies (Teams, OneDrive, Power Platform and SharePoint) and experience in SharePoint and O365 design and architecture.
- Knowledge and experience with SPFx, and SharePoint Central Admin and Microsoft Connectors.
- Time management skills in a dynamic delivery environment.
- Ability to work effectively both independently and as part of a team and communicate with a variety of stakeholders.
- Knowledge of MVC, Asp.net core, C# is an asset.
- Candidates with an equivalent combination of education and experience may be considered.

Hours of work

35 hours per week Monday to Friday between the hours of 8:30 am and 4:30 pm. Evening or weekend work will be required to attend meetings or respond to urgent issues.

Pay/Salary

Non-union Grade: 6: $91,567.41- $114,459.27

How to apply

Qualified applicants are invited to apply using our **online** application system by **July 21,**

2024. Please note all applicants must complete the online questionnaire specific to this position at the time they submit their resume and cover letter in order to be considered.

Please visit the job posting listed on our City of Guelph [careers page](#) and click on the "Apply for this job" button. Instructions will follow.

The City of Guelph is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive workplace where employees feel welcome, valued and engaged. Our employment policies strictly prohibit all forms of discrimination on any of the grounds in relevant laws. All employment practices are solely based on individual merit, qualifications, and organization's needs at the time. In keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, we are committed to working with and providing reasonable accommodation for qualified individuals in our job application procedures. If you need an accommodation in order to participate in the hiring process, you may contact us to make your needs known in advance.

Personal information collected through the recruitment process will be used solely to determine eligibility for employment. We thank all candidates in advance; however, only those being considered for an interview will be contacted.