
Non Union

Job Title: Senior Systems Analyst**Job Opening Id:** 41166**Business Unit:** Corporate Services**Location:** Headquarters Campbell West**Full/Part Time:** Full-Time**Salary Grade:** 7**Post Date:** 2025-01-07**# Required:** 1**Division:** I.T. Solutions**Standard Hours:** 35.00 / week**Regular/Temporary:** Temporary**Salary Range:** \$ 92,840.00 - \$109,220.00**Close Date:** 2025-01-20

Please note, this position is eligible to participate in the Hybrid Work Policy, whereby the incumbent is able to work 50% of their time in office and 50% of their time at home.

ABOUT US

Serving a diverse urban and rural population of more than 475,000, Niagara Region is focused on building a strong and prosperous Niagara. Working collaboratively with 12 local area municipalities and numerous community partners, the Region delivers a range of high-quality programs and services to support and advance the well-being of individuals, families and communities within its boundaries. Nestled between the great lakes of Erie and Ontario, the Niagara peninsula features some of Canada's most fertile agricultural land, the majesty of Niagara Falls and communities that are rich in both history and recreational and cultural opportunities. Niagara boasts dynamic modern cities, Canada's most developed wine industry, a temperate climate, extraordinary theatre, and some of Ontario's most breathtaking countryside. An international destination with easy access to its binational U.S. neighbour New York State, Niagara attracts over 14 million visitors annually, as well as a steady stream of new residents and businesses.

At Niagara Region, we value diversity - in background and experience. We are proud to be an equal opportunity employer. We aspire to hire and grow a workforce reflective of the diverse community we serve. By doing so, we can deliver better programs and services across Niagara.

We welcome all applicants! For more information about diversity, equity, and inclusion at Niagara Region, email related questions to diversity@niagararegion.ca. To send input on reducing barriers in the current hiring process, please email myhr@niagararegion.ca

Don't have every qualification?

You may be hesitant to apply if you do not have every qualification listed in the posting. While specific qualifications are important for certain roles, we invite individuals from diverse backgrounds and varying levels of experience and education to apply. Our recruiters will evaluate your suitability for the role.

Please note that for unionized roles, we must follow collective agreement requirements. However, we encourage all interested candidates to submit their applications. We believe success in a role can extend beyond meeting every single requirement.

As an employer of choice, Niagara Region offers competitive salaries and benefits, a defined benefit pension plan, a corporate wellness centre, access to the Employee and Family Assistance Program (EFAP), mentorship and training programs, employee recognition programs, and more. In addition, the Region recognizes the value of having flexible work arrangements including hybrid work arrangements to support better work-life balance for our employees. Where operational needs align, and while ensuring business requirements and customer service expectations are achieved, employees may have an opportunity to work within a hybrid model, combining working from home and working in the office.

Approximate Duration: 18 - 24 months

Job Summary

Reporting to the Manager Applications or Manager ERP, the Senior Systems Analyst is responsible for analyzing new and emerging business/application systems, developing application strategy, and designing and implementing robust solutions that meet business requirements. In consultation with the Senior IT Staff, the Senior Systems Analyst ensures application integration with existing databases and data warehouses, application rationalization, architecture, design and development.

Education

- Post-secondary degree in Information Technology, Computer Science or other related field of study.
- Formal training in Peoplesoft tools.

Knowledge

- Minimum of 8 years' experience in systems analysis, application development, implementation and/or application design.
- Minimum of 5 years' experience in a Microsoft and/or PeopleSoft development environment.
- Knowledge of Microsoft, CRM and ECM, MSSQL Server.
- Microsoft Certified: Azure Developer Associate or Microsoft 365 Certified: Teams Administrator Associate or equivalent is preferred.
- W3C Development Standards: OWASP
- Working knowledge of .NET, HTML, PowerShell, PHP, JavaScript, jQuery, SharePoint, MSSQL, SSIS, and SSRS is preferred.
- Knowledge of Oracle and PeopleSoft and report writer tools (e.g. SSRS, SQR and PeopleTools Component Design, Application Designer, Application Engine, PeopleCode, Component Interface and Process Scheduler), ERP.

Responsibilities

Directs, organizes, and leads projects in the implementation and use of new applications and systems. (35%)

- Provides project estimates, plans, timetables, and acceptance testing guidelines for approved projects, including upgrades to existing information systems or implementation of new information systems.
- Provides guidance and direction to project team members and functional users.
- Advises IT staff and IT Management on best practices and strategic direction.
- Adopts and communicates new concepts, ideas, techniques, best practices, and technology assistance.
- Performs proof of concepts and subject matter expertise in solution delivery.

Provides overall architectural foundation for development, implementation, and operation of various software solutions. (25%)

- Designs, documents and delivers applications in support of the Senior IT Leadership.
- Working with the Database Administrators and PeopleSoft Administrators, develops scripts and stored procedures using best practices and development standards.
- Provides architectural expertise, direction, and assistance to Systems Analysts, application development teams.

Designs data models and conducts analyses used to mine enterprise systems and applications for knowledge and information that enhance business processes. (20%)

- Creates data mining architectures, coding standards, statistical reporting, and data analysis methodologies.
- Devises, develops, and deploys required data queries in response to business user needs.
- In conjunction with data owners and department managers, develops data models and protocols for mining production databases.
- Assists in the development of data management policies and procedures.

Contributes to strategic and implementation planning, providing ongoing support of automation initiatives within the department. (20%)

- Identifies opportunities for improvement on systems and promotes SDLC providing technical expertise and guidance to other technical staff.
- Ensures that proposed and existing systems architectures are aligned with organizational goals and objectives.
- Develops, documents, and communicates plans for investing in systems architecture, including analysis of cost reduction opportunities.

- Conducts research on emerging technologies in support of systems development efforts and recommends technologies that will increase cost effectiveness and systems flexibility.
- Evaluates new techniques, practices, or technologies that meet the corporation's strategic goals.

Special Requirements

- In accordance with the Corporate Criminal Record Check Policy, the position requires the incumbent to undergo a Criminal Records Check and submit a Canadian Police Clearance Certificate.
- Must maintain ability to travel in a timely manner to other offices, work locations or sites as authorized by the Corporation for business reasons.

Regional staff strive to enable the strategic priorities of council and the organization through the completion of their work. Staff carry out their work by demonstrating the corporate values.

How to Apply

Regional staff strive to enable the strategic priorities of council and the organization through the completion of their work. Staff carry out their work by demonstrating the corporate values. To view the full job description, requirements and apply on our Careers Site, visit our Careers page - Job Opening **#41166** (<https://www.niagararegion.ca/government/hr/careers/>)

Uncover the wonder of the Niagara Region and join a team dedicated to meeting tomorrow's challenges, today!

Let us know why you would be an excellent team member by submitting your online application no later than **January 20, 2025**, before midnight by visiting our 'Careers' page at www.niagararegion.ca. We thank all candidates for their interest however, only those candidates selected for an interview will be contacted.