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where people
want to be

Position Title: Senior Programmer/Analyst (Microsoft Full-Stack Developer)

Position Status: Full-Time Regular

Department: Human Resources and Corporate Services

Employee Group: Teamsters Local 31

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: PG T30 \$3,946.90 - \$4,674.08 bi-weekly (2024 wage rates)

Our Human Resources and Corporate Services Department is seeking a Senior Programmer/Analyst (Microsoft Full-Stack Developer) who will primarily contribute to providing technical guidance to solving complex systems, working with business clients, providing technical support, and guiding junior staff.

You are: Analytical, collaborative, and have a proven record of delivering strategic solutions to business applications. You are curious and stay abreast of the latest tools, technologies, and are conscious about building secure code. You enjoy providing project management for small projects including gathering requirements. You bring thorough knowledge on modern development tools, integrations, and fundamental knowledge of Low-Code/No-Code development and cloud computing. Knowledge of weight scale and real-time operational data systems are an asset.

This role:

- Designs and develops complex software and/or enterprise applications, technical solutions, enhancements and system integrations using architecture and programming standards and approved technologies; creates application programming interfaces for data integrations; prepares codes and scripts; performs load testing; uses workflow analysis, database modelling, prototyping and complex business logic to define and implement requirements.
- Conducts research and analysis to evaluate technology and its viability for current and future projects; researches industry best practices and methodologies for adoption as appropriate; recommends changes to the application development and deployment environment.
- Serves as technical lead for large system implementation and upgrade projects; provides technical advice and support on proposed solutions; translates functional requirements into technical specifications; provides estimates for business cases and impact assessments; establishes priorities and coordinates activities; assigns tasks and provides guidance to team members; monitors progress and assists as required.

- Liaises with business analysts and client departments to deliver software and/or enterprise applications and solutions; designs and sets application architecture and standards to solve complex technical problems; coordinates with users to ensure that application standards are relevant and meet business requirements.
- Collaborates across technical teams to develop technology standards and architectures for organizational computing environments; leads and participates in committees and working groups related to the work.
- Assists a superior in workload planning, project scheduling and development of department plans; makes recommendations as regards the strategic and technical direction for the application development team.
- Provides guidance and assistance to junior staff on application design, development, standards, and troubleshooting; oversees the work of consultants for compliance with corporate standards as required.
- Provides technical support for in-house and purchased applications; investigates, analyzes, troubleshoots, and resolves complex technical issues and system failures; works with vendor support teams as required.
- Prepares technical specifications for software and/or enterprise acquisition requests; coordinates and conducts technical evaluations; and recommends contract awards for products and services.
- Prepares and presents reports in relation to the work performed; prepares technical architecture and design documents.
- Performs related work as required.

To be successful, you have:

- Completion of a bachelor's degree in computer science or engineering, plus considerable related experience in software and/or enterprise application development, systems analysis and planning; or an equivalent combination of training and experience.
- Thorough knowledge of software and/or enterprise application architecture and design principles, data structures and procedures, advanced analytical techniques, methodologies and tools applicable to the work.
- Thorough knowledge of problem definition, solution techniques, system analysis and planning.
- Thorough knowledge of information technology components, processes and complex business applications.
- Considerable knowledge of the functions of departments served and their requirements in information technology.
- Considerable knowledge of the principles and practices of project management.
- Considerable knowledge of departmental policies and procedures.
- Ability to use advanced analytical and programming techniques, architecture and programming standards to design and develop complex software and/or enterprise applications, technical solutions, and system integrations.
- Ability to serve as technical lead on system implementation and upgrade projects, establish work priorities and schedules, assign and guide the work of team members, and monitor progress.

- Ability to develop application standards and procedures that meet business requirements and corporate technology standards for security, reliability, long term viability, and process optimization.
- Ability to assist in departmental planning and the development of corporate technology standards.
- Ability to establish and maintain effective working relationships with a variety of contacts and to provide advice and assistance on matters related to the work.
- Ability to communicate effectively orally and in writing and to present proposals in plain language.
- Superior skills in application development and the use of analytical and programming techniques.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

Metro Vancouver employees proudly serve the region and demonstrate the behaviours and attributes of six leadership competencies: Accountability, Adaptability, Building and Nurturing Relationships, Communication, Continuous Learning, and Strategic Thinking and Action.

At Metro Vancouver, we are committed to cultivating a diverse, safe, equitable, and inclusive work environment for all. We strive to attract and retain a talented, diverse workforce that is reflective of the region we serve. If an accommodation is required during the recruitment and selection process, please contact careers@metrovancover.org for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

Please follow this link <https://metrovancover.org/about-us/careers> to our Careers page where you can submit your application by March 20, 2026.