Web Developer

Full-time position
Job Description

The Ontario Soil and Crop Improvement Association (OSCIA) is currently looking for a passionate, driven, and energetic candidate to join our team as a Web Developer. If you are a creative thinker who embraces change and innovation, this could be the position for you. Our team is made up of great professionals working together to build web products. Up for the challenge? Read on!

OSCIA has established itself as a leader in agricultural stewardship program delivery for more than 35 years, working with governments and farmers to support environmental stewardship activities through education-based programs and cost-share funding opportunities. We are a not-for-profit farm organization whose mission is to facilitate responsible economic management of soil, water, air and crops through development and communication of innovative farming practices. Our membership has a significant presence in all agricultural areas of the province and across all major sectors.

As a Web Developer you will be responsible for designing, coding, and maintaining OSCIA's websites. This includes all aspects of the website, such as layout, functionality, backend database and user experience based on general best practices, guidelines, and requirements. You will create aesthetically pleasing website designs with functional, user-friendly interfaces and clear navigation for optimal usability.

This role will report to the IT Manager. The ultimate salary offered will fall within a predetermined range and is commensurate with experience.

Required Qualifications:

- 3-5 years of experience in web development
- Proven WordPress web development experience
- Experience with WHM and cPanel
- In-depth experience with database systems such as SQL and PHP
- Proficient in executing assignments with the use of web-based coding languages like JavaScript, jQuery, HTML, HTML5, CSS, and CSS3 knowledge of responsive design and APIs
- Mobile-first and accessibility-first design & development skills
- Knowledge and experience in developing with Zurb Foundation
- Hands-on experience with network diagnostics
- Excellent collaboration skills in dealing with colleagues, the management team, and external partners

Additional Skills:

- Excellent listening, interpersonal, written, and oral communication skills
- Keen eye for detail to efficiently detect and accurately solve problems with high quality, complete results
- Ability to write and edit technical documentation
- Creative problem-solving skills and strong organizational skills
- Ability to work and thrive in a fast-paced environment
- Excellent analytical thinking and planning skills
- Ability to work independently and as part of a team
- Knowledge of Software Development Lifecycle (SDLC) and AGILE methodology
- Knowledge of system testing and software quality assurance best practices and methodologies
- Up to date with industry best practices

- Experience with flowchart applications and Adobe Photoshop is an asset
- Experience working with an agriculture organization is an asset
- French language skills an asset
- Valid Ontario Driver's License

Responsibilities:

- Builds, designs, and maintains all websites and software applications.
- Understands User Interface (UI), user experience, cross-browser compatibility, and general web functions and standards.
- Maintains security during development and maintenance.
- Monitors and evaluates websites for quality of content, compliance with standards, use of proper metadata practices, flow, accessibility, navigability of information. Develops and validates test routines to ensure the quality of websites are maintained.
- Prepare operational/procedural documentation and specifications
- Creates solutions for identified problems or bugs.
- Plans and delivers software platforms and products across the organization.
- Evaluates written code to ensure it meets industry standards and is compatible with all devices.
- Maintains a professional understanding of web development by tracking trends.
- Accomplishes company goals by accepting ownership of new and different requests.
- Possesses graphic design skills
- Knowledge of e-commerce, security principles, object-oriented design, web services, and multimedia content development
- Communicates with colleagues, managers, and stakeholders daily.
- Monitor web servers and site backups

In addition to the responsibilities and qualification outlined above, we are looking for a solid teammate who will work well with both the IT department and the organization. Utilizing your cover letter, tell us who you are beyond your previous work experience and education defined in your resume. You may not meet all the qualifications that we are looking for, so tell us about other applicable skillsets you possess that make you a strong candidate for this role with OSCIA. Applicants that do not submit a cover letter will not be considered for this position.

Location: **1-367 Woodlawn Road West, Guelph, Ontario**

Please submit your resume and cover letter by **January 13, 2023**, to **careers@ontariosoilcrop.org**

OSCIA offers a competitive compensation and is an equal opportunity employer. OSCIA offers a blended work week that allows for a minimum number of days in our Guelph office, but also the equipment and support to work remotely for a set number of days each week.

We thank all applicants for their interest in advance, but only those candidates under consideration will be contacted.