ADVANIS

Intermediate Programmer (Computer Science)

Hybrid; Edmonton, Alberta; Waterloo, Ontario; Montréal, Québec

advanis.net/careers

As a research-based consulting firm, **Advanis**' expertise and innovations have a profound impact on business and public sector affairs. For our private sector clients, our research helps design successful new products; set the right prices; test entirely new product or service ideas; maximize their brand value and positioning; increase their customers' satisfaction; target their most profitable customers; and much more. Our research helps our public sector clients evaluate programs; develop policies; understand social decision-making; and design and optimize the delivery of government services to Canadians. We consult with some of the leading corporations in the world and to all levels of government in Canada.

To ensure that our market research team delivers reliable, timely, and actionable information to our business and government clients, Advanis develops and continuously improves its own suite of state-of-the-art marketing and analysis software tools. This in-house software expertise has proven to be a core competency of our organization. Advanis' team of expert programmers pride themselves on using Test Driven Development (TDD) and follows the practices described by Robert Martin in his book entitled Clean Code.

If you are passionate about the Computer Science market and social research, consider becoming one of the next generation of leaders at Advanis.

The Role

We have full-time openings for the position of Intermediate Programmer. The successful candidate will be responsible for the following:
• Development of web-based reporting applications and web-based tools for administering these applications.
• Development of software tools to automate or enhance internal processes including developing GUIs, web applications, scripts, crons, filters, translators, and code generators.

Experience and Education

Such candidates should also possess the following technical qualifications:
• A university degree or
• A diploma in an applied field.

Specific Skills

We are seeking candidates with excellent communication skills who learn quickly, have a lot of initiative, and possess the following qualifications:
• At least 3 years of programming experience using a varied toolset which includes Python, SQL, HTML, Javscript, CSS, and XML.
• Other language experience is an asset.
• Familiarity with Object Oriented Programming and Design Patterns.
• Experience with database design required – experience with PostgreSQL is an asset.
• Experience working in Unix and n-tiered web environments and using tools such as Mercurial.
• Experience using Agile and Test-Driven development methodologies.
• An ability to identify opportunities to automate processes.

Training

Successful candidates will have a passion for computing science. Candidates who do not have a strong desire to improve their programming skills need not apply. Junior Programmers will receive internal training – frequent code reviews by Senior Programmers, iterative quality of code feedback and direction for improvement, problem-solving meeting participation, and self-directed or classroom courses as required. You will be assigned a senior career mentor with whom you will meet monthly to ensure you are able to meet your personal goals, and initially, you will have a "training buddy" of whom you can ask every little question to get you up to speed as quickly as possible.

Compensation

We offer a competitive remuneration package with salaries commensurate with experience and demonstrated skill level. The package includes a comprehensive health benefits plan (Advanis-paid premiums, not co-pay) and annual performance-driven bonuses. Additionally, high performers are given the opportunity to purchase shares in the company. You also have an "employee choice" work environment: you choose whether to work from home, in one of our offices (Edmonton, Waterloo, Montreal), or hybrid. We do have employees who work from home in cities other than the three office locations.

How To Apply

Our work environment is dynamic and learning-oriented, and we hope we have described your ideal job. If so, please select the **Apply Online** link for this position on our website or click here: https://www.advanis.net/careers

We sincerely thank all applicants for their interest; however, only successful candidates will be contacted for an interview and a case study evaluation.

Statement on Employment Equity and Diversity

We are committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

Advanis is an equal opportunity employer and welcomes applications from people with disabilities. Accommodations are available upon request for candidates taking part in all aspects of the selection process. If you have questions or requests for accommodations, please email hr@advanis.net.