



## **Internal/External Job Posting Full-Time Non-Union Position Programmer Analyst**

### **Who we are**

The Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Our team is made up of committed and passionate experts in their fields, including scientists, engineers, researchers, educators, stewards, planners, foresters, recreation experts and much more. Every day, we come to work to improve the health of the natural environment of the Grand River watershed for those who call it home or come to visit. We are a progressive team, dedicated to lifelong learning, collaboration and making a positive impact.

### **Who you are**

You want to be part of an organization with an environmental goal. You want the work you do to make a difference. You like a team environment where everyone has an opportunity to contribute to achieve a shared goal, no matter their background or level of education and experience. You like problem solving, expanding your horizons and making even the smallest positive impact for your community and the planet.

### **Why work for us**

At the GRCA, we don't just talk about work-life balance, we promote and encourage it. We offer flexible work hours, one day a week working from home and wellness initiatives like onsite yoga and an Employee Assistance Program. Our team feels a connection to their work, each other and the community we serve. Our Administration Centre is located in a tucked away, natural oasis next to the Shade's Mills reservoir, where a walk or lunch at the picnic tables provides the opportunity to be immersed in nature.

We offer staff development plans and open doors to help advance your career. Our employees also benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

### **Overview of the opportunity**

Reporting to the Director of Digital Information and Innovation, the Programmer Analyst is responsible for the analysis, acquisition/development, implementation, and maintenance of business and scientific applications for use at the GRCA. The position is also responsible for providing software systems support for a wide-range of server, desktop and web-based applications used throughout the organization.

### **What you'll do:**

- **Business Analysis:** Work with subject matter experts, other information technology professionals and senior staff in the analysis and assessment of current business problems/opportunities and document the business requirements such that technology

solutions can be determined. Apply re-engineering concepts to promote business improvements through alternative, cost effective service delivery approaches

- Application Development/Programming: Using structured methodologies, develop custom applications that meet business requirements. Application development responsibilities include design, development, testing, deployment, documentation, maintenance and end-user support.
- Acquisition: Using business requirements, evaluate alternative solutions including acquisition of commercial off-the-shelf (COTS) solutions and/or internally developed custom applications. Working with Information Systems and Technology (IS&T) staff, oversee implementation of COTS solutions including project management, configuration/customization and integration with other systems.
- Integration: The position consults and collaborates with GRCA IS&T staff to formulate solutions that integrate with many systems including ESRI ArcGIS (GIS), Kisters WISKI (Monitoring Data Management), and various Microsoft tools including Dynamics/GP and SharePoint.
- Other Duties: Participate in the evolution of the GRCA's use of technology. Carry out other duties as assigned by the Director of Digital Information and Innovation.

### Education

- Post secondary training in Computer Science, application development, or a closely related discipline.

### Experience

- Three to five years programming experience with the Microsoft suite of development tools including Visual Studio, VS Code, IIS, SQL Server Management Studio, Azure DevOps, Power Apps, Power Automate, and MS Graph API.
- Three to five years programming experience with the Microsoft suite of languages including VBA, C#/VB .NET, ASP.NET, and PowerShell.
- Three to five years programming experience with web technologies including HTML, JavaScript, CSS, NodeJS, ASP MVC, REST, and PWA.
- Significant experience with database technology and SQL (Microsoft SQL Server preferred).
- Experience with eCommerce and web payment solutions
- Experience building and deploying Power BI reports.
- Demonstrated ability to work in a team environment and serve as a team leader.
- Experience in analyzing requirements and creating appropriate technical and functional system designs.
- Ability to develop and implement effective database designs.
- Ability to design and develop intuitive and effective user interfaces for client-based and web-based applications.
- Experience using code and documentation repositories including GitHub and Azure DevOps.
- Agile approach to software development.
- Knowledge of project management principles and techniques.
- Excellent verbal and written communication skills.

The following skills and experience will be considered an asset:

- SharePoint development
- Python
- Shopify customization
- SQL Server Integration Services (SSIS)
- Microsoft Dynamics GP customization

- ESRI GIS integration
- Experience in application development for mobile devices

## Competencies and Abilities

**Professional Judgement** – Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome. Sound judgement resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations. Appropriately balances the needs and desires of various internal stakeholders. Ensures good value for money in all work performed by or on behalf of the GRCA.

**Integrity/Ethics** - Willingness to hold oneself and others accountable for acting in ways that are consistent with stated values, principles, and professional standards. Maintaining impartiality, objectivity and fairness when dealing with employees, consultants, contractors, stakeholders, and other agencies.

**Goal /Action Oriented** - Effective problem solving, collaboration, negotiation and facilitation skills. Develops department goals that align with and support the strategic plan and implements short and long range goals and objectives. Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks, or change. Seizes opportunities; takes initiative and is self-motivated. Organizes work, plans activities, and sets priorities in a manner that meets competing needs and timely resolution of matters. Maintains high level of productivity and self-direction. Demonstrated experience in Project Management with the ability to work under pressure and handle multiple tasks simultaneously with changing or competing priorities.

**Team Work** – Interacts with people respectfully and effectively. Able and willing to share and receive information. The ability to gather facts and pertinent information to gain an understanding before drawing conclusions, taking actions, or resolving conflict. Active listening and comprehension of verbal and non-verbal signals are required to enhance understanding. Demonstrated ability to build relationships and alliances with peers, agency and community partners, and staff. Exceptional internal communication skills are required for staff relations and working with other internal teams to achieve mutually beneficial outcomes.

**Customer Focus** – Dedicated to meeting the expectations and requirements of internal customers. Develops and maintains effective relationships and ensures good communications with other staff, external stakeholders, consultants, contractors, and other agencies. Works in close collaboration with the Director of Digital Information and Innovation and keeps them apprised of relevant information and significant issues in a timely fashion. Demonstrated ability to build ongoing working relationships.

## Compensation and Benefits

- Annual salary range effective \$76,496 to \$93,069
- Job stability and security
- Comprehensive benefits package with mental health services and preventative care
- Tuition reimbursement, and computer purchase loans.
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA and Conservation Ontario conservation areas (parks).

**Approximate Start Date: October 2025**

To Apply: Please send a resume, cover letter and resume to [careers@grandriver.ca](mailto:careers@grandriver.ca) in MS Word or PDF format and quote "Programmer Analyst" in the subject line.

**Deadline for Applications:** 4:00pm. September 22, 2025

We thank you for your interest, however only candidates under consideration will be contacted.

GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Individual Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Manager of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.