COMPETITION NOTICE

The Native Benefits Plan is an Aboriginal organization that aims to be the reference in pension fund management and expert in social benefits for First Nations in Quebec. Since its creation in 1979, the RBA has been committed to improving the financial autonomy of First Nations members.

JOB TITLE:	SENIOR ANALYST PROGRAMMER – TEAM SUPERVISOR
PLACE OF WORK:	Wendake
DURATION:	Permanent, full-time position

JOB DESCRIPTION:

The job holder, under the supervision of the actuarial services and IT manager, and the functional supervision of the software development coordinator, has the responsibility to develop computer applications and oversee a development team. They will work to establish and maintain an organizational culture angled towards cooperation and satisfaction of the clienteles' need. Under any circumstances, they act with respect and diplomacy.

MAIN DUTIES:

- Contribute to the feasibility analysis of IT development projects;
- Collaborate on the projects planning, preparation of timelines for projects completion and the selection of software implementation strategies;
- Design and implement software which comply with internal programming guidelines according to established standards and procedures;
- Ensure the programs and interfaces coding, testing, development and integration to a general system;
- Contribute to the system maintenance and evolution;
- If needed, upgrade existing software programs;

- Prepare the internal programming documentation for the programmers who will do the maintenance and for the users;
- Diagnose and solve software technical problems;
- Present new projects to the teams' programmers
- Guide and support the teams' programmers through any questions or problems;
- Review the teams' coding and ensure quality coding that follows development guidelines;
- Execute tests to ensure the modules developed by the team comply with the demands;
- Follow up on the development tasks with the teams' programmers;
- Execute any other related tasks.

PERSONAL QUALITIES:

- Teamwork;
- Management;
- Time and priority management;
- Organization ;
- Analysis depth;
- Strategic thinking.

SKILLS REQUIRED:

- Have an undergraduate diploma in Computer Science;
- Have a minimum of 7 to 10 years of experience in software development;
- Have extensive knowledge of the web development language (Javascript, C#, .Net, Typescript, etc.)
- Have extensive knowledge in relational database programming (SQL, TSQL);
- Have good knowledge of French and English (written and spoken);
- Maintain confidentiality in all projects.

OTHER COMPENSATION:

- Participation in a defined benefit pension plan.
- Competitive group insurance plan.
- The gross annual salary for this position is between $101 518 and $ 139 464 and varies according to the candidate's experience, qualifications, and skills.
- Advantageous work schedule.
- Three weeks of vacation time, plus two paid weeks off during the holiday season.

HIRING PRIORITY:

The RBA's objective is to fill positions with the best available candidates, favouring the hiring a First Nations member whenever possible.

CLOSING DATE:

Interested persons must submit their resume and cover letter before May 10, 2024, at 4 pm, by email to carriere@rbagroupefinancier.com or to the following address: 2936, rue de la Faune, bureau 202, Wendake, Quebec G0A 4V0.

STARTING DATE: MAY 2024

Please note that only those selected to continue the process will be contacted.