**-****Department of Human Resources**

**Job Description**

**Job Title:** Full-Stack Developer

**Job Number:** C-077

**Band:** 11

**NOC:** 2175

**Department:** Communications Office

**Supervisor Title:** Manager, Digital Marketing

**Last Reviewed:** September 24, 2019

**Job Purpose**

Reporting to the Manager, Digital Marketing, the Full-Stack Developer has primary responsibility for front-end and back-end development efforts related to the University’s digital marketing initiatives, including but not limited to the Drupal content management system and related websites. This technical lead role includes architecting web applications and components, systems and service integrations and the responsibility for code repositories, development projects, and coordination of code releases. Working closely with other members of the Communications and Recruitment portfolio and IT teams, the Full-Stack Developer will apply best practices and innovation to ensure a forward-looking, secure, reliable web presence that is scalable, sustainable, accessible and capable of supporting the University’s reputation and enrolment goals. The Full-Stack Developer is responsible for a broad range of duties:

**Key Activities**

1. Website and application design, analysis, programming, implementation, testing, and problem resolution in Drupal Content Management System environments (7, 8, & 9); selecting, integrating, testing, developing, supporting, maintaining custom and third-party modules, themes and theme components, vendor solutions.
2. Engineer complex systems solutions to support digital marketing and institutional objectives, involving the design and development of information architecture, processes for information exchange, data synchronization, and performance optimization across distributed environments.
3. Provides advanced technical expertise for all Drupal front-end and back-end development and theming, impacting institutional websites globally and/or individually; providing requirements analysis, development plans, and project management in the application of these requirements.
4. Actively participate in marketing and comms planning meetings and brainstorming sessions to contribute to and gain knowledge of the context for programming projects.
5. Provides developmental oversight over digital marketing GIT code repositories, including managing branch structure, code/conflict merging and pull requests, planning development workflow, and coordinating code QA testing and production releases with IT.
6. Coordinate front-end and back-end development efforts to migrate from Drupal 7 to 8 to 9, working closely with IT, external vendors, consultants, and other stakeholders to research and devise an implementation strategy for a planned upgrade path.
7. Develop user interfaces, wireframes and prototypes, storyboards, sitemaps, data visualizations, information flows and architecture to champion UI/UX and promote quality institutional branding.
8. Preparation and maintenance of design documentation, specifications, information architecture, and systems configuration.
9. Explore and research new emerging technologies and best practices; learn, provide recommendations, and implement opportunities to improve efficiencies and performance of website, development, and workflow processes; liaise with vendors, third party providers, development communities to stay abreast of technology evolution, software revisions, bug fixes.
10. Develop all code in accordance with AODA Information and Communications Standards for accessible websites and web content.
11. Devise and implement Google Analytics and related measurement tool strategies to measure page, event, and CTA performance to analyze user behavior and inform data-driven decision-making processes pertaining to design and development; provide insights, recommendations, and reports and statistics on page and page components, pathway funnels, and user journeys.
12. Receiving and managing confidential, personal, and proprietary information using sound judgement to remain in compliance with all university policies and privacy legislation as situationally applicable.

**Education Required**

* A Honours Bachelor degree in Computer Science or a related field

**Experience Required**

* Well-seasoned developer with significant experience in the full lifecycle production of large-scale web applications
* A minimum of 5 or more years of directly-related progressively responsible experience, with recent experience in full-lifecycle production of secure, large-scale web applications using MVC frameworks and major relational databases; including 2 years of experience with project and code repositories, workflow and development processes, deployment and release planning, and practical expertise with tools such as JIRA, GIT.   
  Demonstrated experience and understanding of REST and API integration with internal and external systems, sites, services; integrating open source and third-party applications into existing systems.
* Programming experience in Drupal 7 & 8, including development of custom module development, them hooks, themes, key contributed modules and Drupal API. Familiarity with multisite a plus.
* Exceptional understanding of PHP, MySQL, HTML5, JavaScript, and CSS across various browsers,
* Sophisticated understanding of marketing and communications and the role of programming in enabling excellent user experience (customer journeys) and user interface design (arrangements on the screen, colour, fonts, etc) and conversion optimization.
* Experience with mobile-first, responsive and adaptive development including development for email.
* Experience with Google Analytics tracking and reporting;
* Knowledge of coding best practices for search engine optimization.
* Knowledge of AODA and experience implementing best practices for accessible web development.
* Excellent interpersonal, time management, and communication skills; able to communicate technical ideas to business users, team members, and other stakeholders
* Ability to manage parallel projects and priorities. Results-oriented, reliable, able to work under pressure and handle a fast-paced work environment, deadlines and new challenges.
* Ability to both collaborate with team members and to work independently.
* Eager to embrace current and emerging web technologies.