



SOFTWARE DEVELOPMENT TECHNICIAN

We are seeking a talented individual to join the NPHR team! Reporting directly to the Project Manager/ IT Lead, you will support the design and construction of the company's Health & Safety Digital Platform and the Digital Talent Acquisition Resource System.

Location: The position will be based in Thunder Bay.

Responsibilities:

- Develop custom applications that streamline recruitment workflow tools and health & safety management systems.
- Build digital forms, automated checklists, and templates.
- Create user-friendly interfaces that support organizations with limited technical capacity.
- Build tools that support workforce planning, certification tracking, and training management.
- Support company website development and maintenance.
- Create solutions that work reliably in low-bandwidth or remote areas.
- Integrate Compliance and Policy Requirements Into Software.
- Collaborate With HR and Safety Consultants to translate practical needs into technical solutions.
- Develop learning management systems that includes training videos and instructional content.
- Implement tools with the use of artificial intelligence to create efficiencies within the organization.
- Provide information technology support within the company and to clients when required.

Required Qualifications:

- Bachelor's degree or diploma in Computer Science, Computer Engineering, or a related field.
 - Proficiency in front-end technologies such as HTML, CSS, JavaScript, PHP and React.
 - Proficiency in multiple programming languages.
 - Strong background in software architecture, design patterns, and scalable system design.
 - Experience with testing frameworks, continuous integration, and software lifecycle management.
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- Exceptional problem-solving skills with a commitment to quality and continuous improvement.
- Strong communication and collaboration skills across technical and non-technical stakeholders.
- Strong understanding of software design principles and development practices.
- Ability to work independently and as part of a team.

Application Instructions:

If interested, please email resume and cover letter to recruitment@northernpeakhr.com .

Only those selected for an interview will be contacted.
