Software Developer II - ShareGate

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About the job
Company Description

Workleap is a Montreal-based tech company on a mission to make work simpler.

Since 2006, we've been building game-changing products that tackle HR and IT's biggest challenges.

Workleap operates two distinct product lines:

- The Workleap Platform, an AI-powered HR solution designed to drive team performance and boost employee engagement.
- ShareGate, the leading Microsoft 365 migration and governance solution, trusted by IT professionals worldwide for its unmatched simplicity.

Today, more than 20,000 companies rely on Workleap products to grow, lead, and operate with confidence.

We're builders at heart, with a clear purpose: to craft the simplest products that deliver exceptional value for our customers. Period.

Job Description

So, what will your new role look like?

Are you passionate about building high-quality software and ready to take on the challenge of working on a complex desktop application?

Join the ShareGate Migration Tool team, where you'll play a key role in maintaining and evolving our flagship product.

You'll help drive the ongoing success and growth of ShareGate Migration Tool—a critical solution trusted by countless organizations worldwide. As a developer on the Migration Tool team, you'll be at the forefront of modernizing ShareGate, ensuring our app remains the go-to for all migration needs.

Responsibilities

- Develop new features and continuously improve the ShareGate Migration Tool to deliver an outstanding user experience.
- Collaborate closely with our Product Manager and Product Designer to bring our customer vision to life and meet our users' functional needs.
- Update and refactor existing code, modernizing our development standards, promoting best practices, and ensuring the app stays performant and efficient.
- Continuously enhance our test suites to guarantee optimal performance and reliability.
- Support our support team by investigating complex technical issues.

Your work will have a direct impact on thousands of users by simplifying their migration processes and elevating their experience.

A typical week?

As part of our team, you'll enjoy a streamlined, effective workflow that keeps you focused and energized. You'll contribute to:

- Research, learning, and development, delivering new value and incremental improvements.
- Knowledge sharing with teammates through daily rituals and close collaboration with your product partners.
- Supporting peers and customers, improving our team standards and processes, resolving escalated support cases, and keeping an eye on our systems.

You'll take on meaningful projects that challenge your skills and offer endless opportunities to learn and grow.

What does the tech stack look like?

- C# / .NET Framework / .NET Standard
- WPF
- PowerShell 5/7

What does your future team look like?

You'll join a team of developers working hand in hand with a Product Manager and Product Designer who are always engaged and connected with the team. This group is part of the ShareGate Migration department—a network of development teams collaborating closely with our staff developers.

What are the next challenges awaiting your team?

This year, the team will be delivering some of our most-requested features:

- Enabling MS Teams conversation migration, Sensitivity Label management, and evolving our ShareGate subscription model to better serve our customers.
- Introducing PowerShell 7 script support, expanding automation capabilities across all ShareGate migration features.

Qualifications

- Proven experience as a developer, ideally 3–5 years, with a track record of delivering clean, maintainable code in a team environment.
- Proven experience developing and maintaining desktop or commercial applications in C#/.NET.
- Deep expertise in WPF and dependency injection principles.
- Strong debugging and problem-solving skills with the ability to tackle complex technical challenges.
- A knack for clear, proactive communication and active listening. You own your work, operate transparently, and keep your teammates informed.
- Experience integrating with the Microsoft API ecosystem (Graph SDK, MSAL, SharePoint CSOM/REST) is a plus.

Who we are

We're a team of curious minds and bold builders, brought together by a shared drive to make work simpler - and better - for everyone. Challenges fuel our creativity, fast-paced environments keep us sharp, and pushing boundaries is just part of how we operate. We believe the best ideas come from experimentation, rapid learning,

and even the occasional discomfort - that's where growth happens.

Since 2006, we've been rethinking the way teams work, blending creativity and tech to solve real problems in IT and HR. We move quickly, we learn constantly, and we always keep our customers at the center of what we do. If you're a proactive thinker who takes ownership, loves to collaborate, and isn't afraid to leap into the unknown - you'll fit right in.

Additional Information

At Workleap, we build together, we trust each other, and we support each other in success or failure. You will be able to express yourself, evolve and develop your creativity in an environment that will adapt to your daily life and your needs.

We strive to create a healthy and inclusive work environment. This is everyone's business.

Our Candidate Experience Flow at Workleap:

Phone Screen - Virtual Interview using Microsoft Teams - Work Sample - Job Offer

We are looking forward to getting to know you!

By applying to this job, you are confirming that you have read and agree to the terms of our [privacy policy](#).