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This RFP is a Competition Notice under Opportunity ID DO-2024-1 and is restricted to Proponents that have become Qualified Suppliers pursuant to that Opportunity.

Full Stack Developer Pay Transparency Application Project (2 of 2)



Closed

Closed Nov 28, 2023 at 4:00 PM PST

The original procurement for the Full Stack Developer posted on July 19, 2023 had to be cancelled. In support of the Pay Transparency Act, the Gender Equity Office would like to create a publicly accessible calculation application that employers can use to calculate their pay gap. With this application, employers can upload applicable employee data to generate their own reports that will ensure pay transparency and highlight where there are pay gaps within an organization according to gender.



Nov 28, 2023

Closing Date

Full Stack Developer

Service Area

Victoria

Location

\$55,000

Maximum Contract Value

100%

Resource Target Allocation

Yes

Remote OK?

<u>Details</u>

Competition Rules





Details

品 Required Skills

To submit a proposal for this opportunity, you must possess the following skills:



VueJS

NodeJS

① Description and Contract Details

Background Ministry of Finance The Ministry of Finance is responsible for developing and implementing the core financial functions of the Government of British Columbia. Key functions of the Ministry include economic, fiscal, and financial policy, revenue and tax administration, budgeting and forecasting, accounting, investment planning, debt management, banking services, security and risk management, and internal audit and compliance monitoring. The Ministry is also responsible for the Province's revenue, tax and benefit administration and is committed to ensuring gender equity is reflected in government budgets, policies, and programs. **Information Management Branch** The IMB delivers a full suite of information management and technology services to the Ministry of Finance and Office of the Premier, as well as Government House, Ministers' Offices, and a few boards and commissions. **Gender Equity Office** The Gender Equity Office is responsible for working with Ministry partners to lead key initiatives according to the Parliamentary Secretary for Gender Equity mandate letter. These initiatives will:

- close the gender pay gap by continuing to address systemic discrimination in the workplace and moving closer to equal pay for equal work through new pay transparency legislation;
- develop an action plan to end gender-based violence, including minimum standards for sexual assault response, more training for police, Crown Counsel and justices, and establishing core funding for sexual assault centres;
- develop and deliver on an action plan related to preventing and responding to sexual assaults on campus;
- take steps to address non-consensual disclosure of intimate images; and
- address gaps in health care services experienced by women, trans, and non-binary people, in consultation with partners. The Act places new requirements on employers to address systemic discrimination in the workplace. Regulations are being prepared to specify what data employers will be required to collect, analyze and report.

In support of the Act, the GEO would like to create a publicly accessible calculation application that employers can use to calculate their pay gap. The calculation application to be developed during the term of the agreement will assist employers in preparing their reports in a standardized and consistent way. With this application, employers can upload applicable employee data to generate their own report that will ensure pay transparency and highlight where there are pay gaps within an organization according to gender: man (cis and trans), woman (cis and trans), non-binary and unknown individuals. Future enhancements may increase the scope to look at age and other marginalized groups in the labour force (Indigenous

peoples, persons with disabilities, and members of racialized groups). The goal is to start with six (6) Crown corporations and two (2) provincial government payroll groups, and then to annually onboard additional employers to use the application. The application will be built in stages with the following high-level tentative timelines:

- Nov 1st, 2023: First reports required from eight (8) groups (limited to the BC public sector): (release 1);
- A manual backup is being developed and distributed to the eight (8) affected groups so that they can meet the November 1st reporting deadline via an Excel-based solution if the application is not yet ready
- Spring/Summer 2024: the next versions of the application will be released in anticipation of the Fall timeline for reports, giving employers time to gain familiarity and comfort with the Pay Transparency Tool, and to provide feedback for potential improvements;
- Nov 1st, 2024: Reports from all employers with 1000 employees or more (release 2);
- Nov 1st, 2025: Reports from all employers with 300 employees or more (release 3); and
- Nov 1st, 2026: Reports from all employers with 50 employees or more (release 4). IMB, on behalf of the GEO, is seeking to contract one Full Stack Developer to supplement and support IMB staff to create an public application to generate pay transparency reports required under the Act. The Ministry data science team will supply calculations and analytical support, and support the data visualization of end products. The contracted resource will be for one dedicated individual who must be available the entire duration of the term of the agreement, including the possible extension term if exercised by the Ministry. SCOPE OF SERVICES Responsibilities: The Full Stack Developer will:
- build multi-tier web applications (Vue.js, Node.js) and web services (Restful, SOAP) using detailed knowledge of at least one modern programming language;
- deliver applications using continuous integration coupled with automated deployment and configuration management principles, which includes automated compilation, unit test execution, source control integration and automatically running acceptance tests;
- work in a team environment that uses the Agile Scrum Process;
- utilize on premise or cloud hosting environments;
- provide database (back end) design, modeling and development (e.g., ER modeling, PL/SQL development);
- communicate technical concepts to a non-technical audience;
- work collaboratively with designers throughout development to meet user needs, including usability testing;
- be responsible for providing foundational information regarding the Product Roadmap, based on user research, to the Product Manager;
- be responsible for the design, creation, development, configuration, customization and integration of the Product to implement the User Stories in support of the objectives identified in the Product Roadmap;
- estimate and notify the Product Manager of the efforts required for the delivery of each User Story;
- assist the Product Manager to develop and clarify a Sprint Backlog, the volume of which conforms to the capacity of the Development Team and the Team Velocity;
- in each Sprint: (i) deliver Increments, which represent a cumulatively growing subset of the Product and include all User Stories proposed by the Product Manager prior to the Sprint; (ii) test all Increments developed as part of the Sprint in accordance with tests identified by the Development Team as required or desirable at the Sprint Planning Meeting or otherwise during the Sprint to ensure the Increments meet the Definition of Done; and (iii) write the Documentation for the Increments developed during the Sprint and update previous Documentation as required to ensure that the Documentation remains up to date at all times, including the following details: design, functions, performance attributes and any other information that the Product Manager may reasonable require;
- in conjunction with the Scrum Master and the Product Manager, use all reasonable efforts to remove impediments potentially affecting the delivery of any Sprint goals and to resolve any disputes between any Product Team members concerning the Product, including any disputes that involve themselves;
- ensure that each User Story is designed and developed to minimize the risk of Disabling Code attacking the User Story or the Product;
- actively participate in all Sprint Meetings;
- work full time on the Contributions unless otherwise indicated in this Agreement;
- work at a location in British Columbia as directed by the Province during the Agreement Term; and
- use best efforts to resolve any disputes in good faith by agreement with the Product Manager and the Scrum Master at the applicable Sprint Meeting.

 Anticipated Deliverables: The Full Stack Developer will:
- write documented code in a code repository (GitHub);
- document the current and future development and operation of the Product;
- provide knowledge transfer to internal staff;
- provide input/action on technical design, development, and implementation;
- create an easy to use public-facing web interface for data submission;
- provide/develop automated test cases; and
- engage in QA and bug fixing as needed throughout the project. **Preferred Skills:**
- Minimum 3 years of experience in web development.
- Experience with a modern web programming language (e.g., Javascript, Node.js, Java).
- Experience with a modern web framework (e.g., Vue.js, React, Angular, Relay, GraphQL).
- Experience with SQL databases (e.g., Postgres).
- Experience with data REST APIs (including the Open API specification).
- Experience with authentication/authorization (e.g., OpenID Connect, Keycloak).
- Experience with cloud services/container platforms (e.g., OpenShift, AWS, Azure, Google).
- Experience with CI/CD (e.g., GitHub actions, Tekton).
- Experience with Git version control (e.g., GitHub).
- Experience working as a member of an Agile team.
- Experience with enterprise design patterns and architectures.
- Experience with test-driven and behavior-driven development. **Contract Details**
- The applicable form of contract is attached to this opportunity's "Attachments" section.
- This contract is for an initial term of two (2) months at a maximum contract value of \$55,000.
- One 12-month extension at the Ministry's option for an estimated value of \$165,000.00 (in addition to the maximum contract value of \$55,000.00 for the initial term).
- The 12-month extension and the value of that extension is contingent on both (1) the Ministry's decision to exercise its extension option upon
 providing written notice of at least 14 days before the end of the initial term; and (2) the Ministry's appropriation of the required funds. Anticipated
 Schedule: TWU Posting: Nov 14 28, 2023
- Nov 29 Dec 6, 2023 Resource Questions evaluation

- Dec 7, 2023 Notify all shortlisted applicants for Interview/Skills Challenge
- Dec 8-13, 2023 Interview/Skills Challenge
- Dec 14, 2023 Interview/Skills Challenge evaluation and Final evaluations
- Dec 15, 2023 Notify all proponents of decision and announce the successful proponent

M Remote Work Options

The proposed resource will have the option to work 100% remote. Proposed resources must be available for team meetings during the core business hours between 9am and 4pm Pacific Time for the initial term and any applicable extended term.

Got Questions?

If you have questions about this opportunity, send an email to the Procurement team by clicking the "Contact" button below.





Budget

The maximum available budget for this opportunity would be \$55,000

Key Dates

Closing Date and Time Nov 28, 2023 at 4:00 PM PST Contract Award Date (Anticipated) Dec 15, 2023 Contract Start Date (Anticipated) Jan 2, 2024

Contract Completion Date (Anticipated) Mar 31, 2024