



JOB DESCRIPTION

TITLE:	SENIOR INCLUSIVE DEVELOPER
GRADE:	OPSEU UNIT 1 – PER MOU
SUPERVISOR:	Project Manager(s), INCLUSIVE DESIGN RESEARCH CENTRE (IDRC)
JD APPROVED:	SEPTEMBER 14, 2011
JD EVALUATED:	PENDING

POSITION SUMMARY:

Reporting to the Project Manager(s), IDRC, the Senior Inclusive Developer works with architects, developers, designers, testers, and others to build interactive and accessible web applications and solutions.

SUMMARY OF RESPONSIBILITIES:

- Working closely within a development team or alone, design and develop web or desktop user interfaces and applications using a variety of architectures and technologies.
- Play a lead role in performing code reviews, conducting reviews of proposed standards and contributing to standards development
- Mentor other developers and strategize about development approaches, processes and collaborative methods
- Collaborate with Inclusive Designers and testers to ensure that the implemented user interfaces are highly usable, accessible, inclusive, visually appealing and efficient
- Communicate with IDRC staff and stakeholders to ensure prototypes/applications meet the needs of the larger community
- Assist the Project Manager(s), technical lead, and development team in creating various forms of technical documentation, including API references, tutorials and code examples to be shared in the context of collaborative and open communities
- Collaborate with the project design team in the technical implementation of software prototypes/applications on the assigned platform, ensuring proper integration of the software prototypes/applications with other features of the interface and with functions of host prototypes/applications where appropriate
- In collaboration with the development team, help share and present software prototypes/applications and research results to the wider open source and accessibility communities, including promotional activities, participating in open source communities, assisting in technical training of partners and assisting with demonstration materials
- Stay informed about the latest web development approaches and trends
- Coordinate, supervise and work with graduate students, visiting faculty and postdoctoral fellows, ensuring relevant training (e.g. health and safety, AODA, etc.) have been provided
- Assist the Project Manager(s), IDRC and IDRC staff in other tasks that contribute to the successful operation of IDRC

QUALIFICATIONS:

- Graduate degree in Computer Science or Engineering with advanced courses in computer software, computer interface, and access technology, with a minimum of five years of related work experience, or equivalent
- Advanced command of CSS, HTML/XHTML, JavaScript, DOM, AJAX, LINUX, and several programming languages,
- An understanding of both object oriented and functional programming paradigms
- Demonstrated experience planning software development iterations using agile techniques
- Experience in all areas of application development, from building static HTML pages to developing complex interaction-layer code, database persistence, and infrastructure such as web services
- Experience with collaborative development tools including source code repositories, bug tracking, and wiki based documentation
- Proven ability to thoroughly test, comment, and write code that is user-friendly and adaptable, and the ability to mentor and provide code review to developers in a sensitive, collaborative and rigorous manner
- Familiarity with test-driven development and building maintainable large-scale systems, interaction design and patterns, and ARIA and HTML accessibility techniques
- Strong planning, analytic and problem solving skills with a demonstrated ability to prioritize tasks and meet deadlines and the ability to respond effectively to multiple and changing priorities
- Strong oral, written and presentation communication skills, with exceptional attention to detail and organizational skills
- Excellent interpersonal skills and judgement, with a demonstrated ability to deal with sensitive or confidential matters with discretion and tact
- Demonstrated ability to work independently and participate collaboratively in a distributed team environment
- Demonstrated commitment to the principles of equity and diversity and proven ability to deal effectively with a diverse population