

## **Job Posting:173425 - Position: W26 Software Developer 173425**

<b>Co-op Work Term Posted:</b>	2026 - Winter
<b>App Deadline</b>	09/24/2025 09:00 AM
<b>Application Method:</b>	Through UBC Science Co-op
<b>Posting Goes Live:</b>	09/17/2025 08:43 AM
<b>Job Posting Status:</b>	Approved

## **ORGANIZATION INFORMATION**

<b>Organization</b>	Acuity Insights
<b>Country</b>	Canada

## **JOB POSTING INFORMATION**

<b>Placement Term</b>	2026 - Winter
<b>&lt;b&gt; Job Title &lt;/b&gt;</b>	W26 Software Developer 173425
<b>Position Type</b>	Co-op Position
<b>Job Location</b>	Vancouver, BC
<b>Country</b>	Canada
<b>Duration</b>	8 months
<b>Work Mode</b>	Fully Remote
<b>Salary Currency</b>	CAD
<b>Salary</b>	55000.0 per year for 37.5 Major List
<b>Job Description</b>	

### **Software Developer Co-op (8-month Term)**

Acuity Insights is an EdTech product and research company in a high-growth phase, and coops are an integral part of how we build software on our platform. To maintain fresh perspectives and new energy from the emerging workforce, we're hiring our next cohort of Co-op Software Developers to join our agile development teams, focusing on our SaaS-based Program Experience solutions.

### **Opportunity & Impact**

In this Software Developer Co-op role, you get to work in a setup that allows you to hit the ground running and spend time focusing on what matters: building software with other skilled developers and making lifelong career connections while doing real work.

You'll work alongside senior and intermediate-level developers with extensive experience, frequently pairing (as needed) for guidance and review as you learn to write well-designed code that passes code reviews and other quality checks. You get a chance to actively participate in daily standups, sprint cycle meetings, and retrospectives and experience collaborative practices that are structured and continuously honed for improvement and efficiency.

Working as a Software Developer Co-op at Acuity means you'll contribute meaningfully to the success of product/feature initiatives and other development tasks. You have a chance to read and become familiar with pre-existing code and techniques so you can debug and improve it safely. You get to work on features at all levels of the tech stack, from front-end to back-end, and participate in solutions design. You'll practice communicating with other team members and stakeholders on initiatives you're working on, and providing progress updates and demos.

You'll meet with your manager weekly in 1-1s, where you'll have the chance to ask questions, give or gather feedback, and receive any other help you need.

Our team is 100% invested in your training and success during your time with us because we depend on your work. You'll be trained the same as permanent Software Developers, and by the time your 8-month term is over, you will be a fully operational full-stack developer on your team, ready to tackle any challenge.

We understand that long-term success is more than just about work happening today. Supporting you in building a happy, sustainable life beyond work aligns with our core values. Building a successful academic career sometimes means enrolling in coursework during your Co-op term. We are happy to support you with flexibility in ensuring you can achieve both a full-time Co-op position and course enrollment if you choose.

This is a remote-first, paid full-time co-op position and reports to the Development Manager of the team you're part of.

**To thrive in the role, you:**

Have some prior professional experience (work or volunteer work) (non-technical is fine) where someone counted on you in a professional setting

Can communicate well about code and technical issues

Always look for ways to improve yourself and everything around you, and be willing to pitch in on whatever needs to be done.

Are strong in software development fundamentals such as object-oriented programming, design patterns, automated tests, and relational databases.

Are available for an 8-month term minimum.

**To thrive at Acuity, you are:**

Caring toward people. You show up, take time to listen and understand, encourage and support, and don't shy away from providing feedback and mentoring, and teaching others to help them grow.

Curious by nature and open to possibilities. You like to explore, ask questions, experiment, and learn.

Driven to problem-solve and biased towards action.

Adaptable and outcome-oriented with a preference for fluid and changing work environments where you get to build, make a visible impact, and positively influence change and progress.

Someone with strong yet loosely held opinions.

Purpose-driven and feel connected to our mission: to create a world served by exceptional professionals.

**The Selection and Interview process:**

We designed our process to deliver an equitable and memorable interview experience. It is a two-way discovery, and we encourage you to ask us lots of questions along the way.

**Here are the general steps you can expect:**

- Meet The Manager. You'll meet your potential future manager(s) via a video call to discuss your background and experiences in more depth. (Time allocation: 60 minutes)
- Code Test. Your interview will include a short code test to demonstrate an applied knowledge of software development fundamentals. (Time allocation: 45 minutes)
- Meet The Future You. You'll meet with current or former co-ops and have the opportunity to ask them about their experience. The interviewer will leave and allow you to ask questions privately and candidly (Time allocation: 15 minutes)
- Wait For a Final Decision. While you wait, the Hiring Manager will debrief with any other interviewers from the interview and review your code test. (Time allocation: 1-3 business days)
- Receive an Offer. If you are our match and we believe you feel the same way, we'll extend an offer detailing compensation and benefits.
- Key Benefits
- Flexible Work Arrangements. Work from where you want in Canada, and have autonomy over your working hours for optimal work-life integration.
- Self-Directed Vacation. You can take time off when you choose and need it. We recommend one week per quarter, but this is

flexible to suit your life situation and needs.

- Sick Time, Bereavement Leave & Personal Days. Take paid time off when you need to, have a medical or family emergency, experience the loss of a loved one, or need to nurture your mental health and well-being.
- Company-wide Time Off. Turn off work for Acuity Days (a bonus Friday off every month).
- Home Office Equipment. You'll receive a Mac laptop for work and return it at the end of your term.

#### **A bit about us**

Our purpose-driven team is on a mission to create a world served by exceptional professionals. We do that by helping higher education institutions select, nurture and graduate the most well-rounded students with technical and social skills, ensuring that when they enter the workplace as physicians, teachers, engineers, or any other professional, they are equipped to serve our communities with social intelligence and cultural competency.

Acuity Insights (formerly Altus Assessments) is a Canadian company established in 2014. We were founded on 15 years of research by co-founders Kelly Dore (Ph.D.) and Harold Reiter (M.D MEd), who invented our first product, Casper, a higher education admissions assessment, at McMaster University in Ontario.

In 2021 we acquired One45, a healthcare education software company, expanding our team and offerings beyond admission to program experience and analytics. Behind Acuity, you'll find a vibrant and quirky group of 150+ naturally caring, curious, and driven people collaborating remotely (and occasionally in co-working spaces) across Canada.

At Acuity, we believe a team rich in diverse backgrounds, thoughts, lived experiences, and opinions create a better workplace, builds better products, and achieves greater social impact and financial outcomes. We follow fair hiring practices, promote pay equity and prioritize inclusion in our policies and business operations.

Thank you for considering Acuity as your next co-op experience!

#### **Job Requirements**

- Have some prior professional experience (work or volunteer work) (non-technical is fine) where someone counted on you in a professional setting
- Can communicate well about code and technical issues
- Always look for ways to improve not only yourself but everything around you and be willing to pitch in on whatever needs to be done
- Are strong in software development fundamentals such as object-oriented programming, design patterns, automated tests, relational databases, etc.
- Are available for an 8-month term minimum

**Citizenship Requirement**                    N/A

**Position Start Date**                    January 05, 2026 12:00 AM

**Position End Date**                    August 31, 2026 12:00 AM

## **APPLICATION INFORMATION**

**Application Procedure**                    Through UBC Science Co-op

**Cover Letter Required?**                    Yes

**Address Cover Letter to**                    Sarah Holowenko

**Special Application Instructions**

**Make your cover letter stand out by illustrating who you are and what makes you different from someone else with your identical academic/project history.**

**Such as: What interests you the most? How do you tackle things differently from others?**