Job Posting:175194 - Position: W26 Software Developer Intern 4 months - Winter 2026 175194B

Co-op Work Term Posted:	2026 - Winter
App Deadline	11/14/2025 09:00 AM
Application Method:	Through Employer Website
Posting Goes Live:	11/07/2025 07:45 AM
Job Posting Status:	Approved

ORGANIZATION INFORMATION

Organization	Dayforce (formerly Ceridian)
Address Line 1	4110 Yonge Street, Suite 400
City	Toronto
Postal Code / Zip Code	M2P 2B7
Province / State	ON
Country	Canada

JOB POSTING INFORMATION

Placement Term	2026 - Winter
<b> Job Title <b>	W26 Software Developer Intern 4 months - Winter 2026 175194B
Position Type	Co-op Position
Job Location	Toronto, ON
Country	Canada
Duration	4 months
Work Mode	Fully Remote
Salary Currency	CAD
Salary	Salary Not Available, 0 Major List
Salary Range $	28.2 - 32.3 CAD
Job Description	

Req #22380

Job Description

Posted Monday, November 3, 2025 at 9:00 PM | Expires Friday, November 14, 2025 at 8:59 PM

Dayforce, a global leader in Human Capital Management (HCM) with headquarters in Toronto, Ontario, and Minneapolis, Minnesota, operates across North America, EMEA, and APJ regions. Our Cloud HCM platform, recognized for its unified database and continuous calculation engine, enhances efficiency, productivity, and compliance for global workforces. We are committed to "Making Work Life Better™" for employees, customers, and partners worldwide.

As an Intern at Dayforce, you'll gain real-world experience with meaningful responsibilities, access to development programs, and the chance to collaborate globally, bringing new ideas and optimizing processes across multiple business units.

Job Title: Software Developer Intern

Location: Virtual

Duration: 4 Months (January 2026 - April 2026)

Availability: *Full-time availability of 37.5 - 40 hours weekly is required to be eligible for this opportunity.*

Benefits for Students:

• Experience working for one of the fastest growing Human Capital Management technology companies in the world Access to Dayforce's development programs and resources
•Ability to work with as well as create relationships with members across the globe
•Autonomy to bring forth new ideas and optimize existing structures within the organization
•Meaningful responsibilities, enabling you to obtain 'real-world' experience
•Dynamic hands-on exposure to multiple business-units and stakeholders across Dayforce

About the opportunity:

The Software Developer Intern will closely work with developers in the team and will directly report to the Development Manager. Intern will be primarily responsible for contributing to software development activities including development and testing of deliverables throughout the development life cycle. This is an excellent opportunity to join a rapidly growing innovator in a technically challenging and rewarding role. By working with a team of software enthusiasts, you will develop deep technical expertise and gain valuable business and industry-related experience.

What you'll get to do:

• Work cross functionally with the development team to build robust, reliable, and scalable solutions.
•Develop a great product experience, while leveraging the latest technologies
•Work on maintaining and supporting the newly built modules.
•Work with other team members to take ownership and responsibility for development tasks and make them happen.
•Actively participate in the development of quality products and processes to deliver industry leading cloud based HCM solution.
•Investigate, report, and track product failures to resolution.
•Identify and escalate issues related to planning and quality.
•Design, develop, maintain, and enhance systems and tools for use by development, Test Engineers and QA
•Contribute to creation, extension, and communication of test automation best practices.
•Perform source code analysis to determine quality gaps and communicate high risk areas.
•Assist in assessing product quality and release readiness.
•Facilitate creation and execution of automated test suites.
•Participating in design and architectural discussions
•Help ensure new code moves easily through our deployment pipeline.

What's in it for you

Dayforce is fueled by the diversity of our talented employees. We are an equal opportunity employer and consider and embrace ALL individuals and what makes them unique. We believe our employees should be happy and healthy, with peace of mind and a sense of fulfillment.

We encourage individuals to apply based on their passions.

Dayforce encourages personal and professional growth. We offer excellent time away from work programs, comprehensive wellness initiatives and recognition through competitive pay and benefits.

With a commitment to community impact, including volunteer days and our charity, Dayforce Cares we provide opportunities for you to thrive both in your career and personal life. Our focus is not just on your job but on supporting you to be the best version of yourself.

Fraudulent Recruiting

Beware of fraudulent recruiting. Legitimate Dayforce contacts will use an @dayforce.com email address. We do not request money, checks, equipment orders, or sensitive personal data during the recruitment process. If you have been asked for any of the above, or believe you have been contacted by someone posing as a Dayforce employee, please refer to our fraudulent recruiting statement found here: https://www.dayforce.com/be-aware-of-recruiting-fraud

#Li-remote
#Li-intern

Job Requirements

Skills and experience we value:

• Smart and driven student who is passionate about learning new technologies and building high quality cloud applications
•Strong academic performance in courses regarding programming languages, algorithms and data structures, computer organization, and discrete mathematics.
•Disciplined self-starter, capable of working independently or in close collaboration within an agile development team
•Excellent communication and collaboration skills
•Strong coding skills in a modern object-oriented language (e.g., C#, Java, C++, Python, Powershell)

•Working knowledge of modern web technologies including JavaScript, Dojo, React, Angular, Ember, Backbone, jQuery, HTML, CSS 3, SVG, JSON, etc. from professional or academic projects
•Experience with .NET framework
•Experience working with any of the following testing tools: Selenium, FitNesse, or SpecFlow
•Working knowledge of modern relational databases architecture and SQL language through professional or academic projects
•Have a passion for solving hard problems and know how to have fun!

What would really make you stand out:
• Experience applying design patterns, writing unit tests, and optimizing performance in application-level TypeScript/JavaScript.
•Experience with cloud platforms such as AWS, Azure, or Google Cloud.
•Knowledge of DevOps practices and tools (e.g., Docker, Kubernetes, Azure DevOps CI/CD).
•Knowledge of microservices architecture (WebAPI, REST, JSON).
•Experience writing automation tests or contributing to test suites.
•Exposure to SaaS Enterprise Software development practices.
•Proficiency in using Visual Studio as an IDE.

Citizenship Requirement   N/A

APPLICATION INFORMATION

Application Procedure   Through Employer Website

Special Application Instructions

Please click the "I intend to apply to this position" button on SCOPE and also submit your application via the employer's website.

Application Link:

https://jobs.dayforcehcm.com/en-US/mydayforce/alljobs/jobs/87290

Expires Friday, November 14, 2025 at 8:59 PM

Applications are accepted on a rolling basis and the posting may be expired at any time by the employer as submissions are received.

Students should submit their applications as soon as they are ready.