

Job Posting: 177209 - Position: S26 Software Developer - Co-op - Paved 177209

Co-op Work Term Posted:	2026 - Summer
App Deadline	01/25/2026 11:59 PM
Application Method:	Through Employer Website
Posting Goes Live:	01/15/2026 05:32 PM
Job Posting Status:	Approved

ORGANIZATION INFORMATION

Organization	Redbrick
Address Line 1	#520-1515 Douglas Street
City	Victoria
Postal Code / Zip Code	V8W 2G4
Province / State	BC
Country	Canada

JOB POSTING INFORMATION

Placement Term	2026 - Summer
 Job Title 	S26 Software Developer - Co-op - Paved 177209
Position Type	Co-op Position
Job Location	Victoria, BC
Country	Canada
Duration	4 months
Salary Currency	CAD
Salary	0.0 per hour for 0 Major List
Salary Range \$	\$22.00 To \$32.00 Hourly
Job Description	

Requisition ID: 1076

Part of the Redbrick portfolio of companies, Paved is a newsletter advertising platform connecting publishers and advertisers. Paved's premium marketplace gives publishers the ability to monetize their newsletter subscription base through relevant ad placements seamlessly integrated with top email service providers like Mailchimp, Kit, and Beehiiv. Brands, meanwhile, gain a direct line to targeted audiences through dedicated emails, sponsored placements, and blog integrations alongside trusted publishers. Redbrick is proud to be B Corp Certified and has been named one of Canada's Top Small and Medium Employers for five years running.

One thing that our team members say they value most is our fun and truly "people-first" culture. Ours is a place where you're given the autonomy to do your best work, from home or in the office, with the tools and support you need to do so. We cheerlead your goals and accomplishments and are invested in your future.

"Redbrick is flexible, offers great work/life balance, and cares about growth-both personal and professional."

-Ameen, Creative Director at Redbrick

As a full-stack **Software Developer Co-op** (4 months) at Paved, you'll be responsible for:

- Fixing bugs and implementing new features.
- Reviewing code written by other developers on the team.
- Monitor the deployments of your changes to the production environment.

- Testing changes to our software to ensure a high level of quality.

Halfway through your co-op:

- You have made several code changes and they have been deployed into production..
- You know our product well and can answer common technical questions about it.
- You can test most changes and be confident you've identified any problems.
- Your work-term project is well underway.

At the end of your co-op:

- You are a fully contributing member of the development team.
- You know our product inside and out and are comfortable with the codebase.
- Your work-term project is complete.

Please note: This co-op is listed as ideally an 4-month co-op term.

Job Requirements

What we would like to see in you

We get it - you want to know exactly what you're signing up for before hitting 'apply.' As a full-stack Software Developer, you'll be responsible for:

- Experience as a front-end or full-stack developer.
- Developing knowledge of JavaScript, TypeScript and/or Python.
- Exposure to JS frameworks such as React, Angular and Vue.js.
- Knowledge of HTML, CSS, and web technology.
- Passion for writing maintainable quality code.
- A positive attitude and excellent communication skills.
- Experience working on an Agile development team.
- Comfortable with version control systems and code review.
- Samples of demonstrating clean, well-commented, well-executed code.

Citizenship Requirement N/A

APPLICATION INFORMATION

Application Procedure Through Employer Website

Cover Letter Required? Yes

Address Cover Letter to Hiring Manager

Special Application Instructions

Redbrick and Paved are committed to creating a diverse environment where everyone can be their true authentic selves. We value all differences as they are essential for a thriving, happy, and productive workplace. If you'd like to join us and help build a disruptive company where we are all proud to belong, here are the next steps to becoming Paved's next full stack **Software Developer Co-op** at Paved:

1. Apply with your cover letter, resume, and links to your GitHub or public repos. Please apply through the following link:https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=d9352578-51ba-4a29-8d08-8a671bb52cf1&ccld=19000101_000001&jobId=606017&lang=en_CA

2. Take this opportunity to tell us your story and why you'd be a good fit for our team.

Redbrick and Paved are headquartered on the traditional Coast Salish territory, and we respectfully acknowledge the Lekwungen and W̱SÁNE? People of this region. With gratitude, we live, work, and care for this beautiful land.

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

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.