

Job Posting:172653 - Position: W26 Student, Associate Software Engineer 172653

Co-op Work Term Posted:	2026 - Winter
App Deadline	09/15/2025 11:59 PM
Application Method:	Through Employer Website
Posting Goes Live:	09/03/2025 09:20 PM
Job Posting Status:	Approved

ORGANIZATION INFORMATION

Organization	Sun Life Canada
Country	Canada

JOB POSTING INFORMATION

Placement Term	2026 - Winter
 Job Title 	W26 Student, Associate Software Engineer 172653
Position Type	Co-op Position
Job Location	Multiple Locations
Country	Canada
Duration	4 months
Salary Currency	CAD
Salary	Salary Not Available, 0 Major List
Job Description	

Job Title: Student, Associate Software Engineer (Winter 2026)

Job ID: JR00114123

Location: Waterloo or Toronto

Application Deadline: September 15, 2025

Our student and new graduate programs offer a chance to explore Sun Life from the inside. You'll make a difference in the lives of our customers and communities, while building the skills and experience that allow you to grow in a meaningful and rewarding way.

Job Description:

The Associate Software Engineer co-op will be an entry-level member of a team focusing primarily on Gen AI application architecture patterns and integration across multiple platforms and programming disciplines. The co-op will use their versatile software engineering prowess and experience to help create and implement new Gen AI patterns into Sun Life's ecosystem, leveraging their ability to work with various technologies and programming languages. The ideal candidate should possess strong problem-solving skills, adaptability, and a willingness to learn and collaborate effectively in a dynamic environment.

What will you do?

- Collaborate with skilled Agile team members to develop, deliver and maintain high quality applications.
- Develop efficient, high-quality, documented code.
- Complete coding, testing, debugging and implementation activities as required
- Manages or coordinates small to medium prototypes from ideation through planning, requirements, construction and presentation
- Develops an understanding of the business and technical needs of a project
- Identifies gaps in their own knowledge and actively seeks out assistance from senior team members in order to effectively deliver high quality solutions and services in a timely and efficient manner
- Ensures that solutions meet both business and technical requirements, including performance, maintainability and stability

What's in it for you?

- At Sun Life, you will be joining a purpose driven organization focused on helping Canadian's achieve lifetime financial security and

live healthier lives.

- As a student, you'll make a real impact by contributing to meaningful work, gaining valuable experience and actively working towards your team's goals.
- You'll join our unique student culture, designed to help you grow both personally and professionally beyond your role.
- We offer professional development workshops, student awards, socials and many more exciting opportunities.
- We are honored to be recognized as Canada's Best Employers for Recent Graduates and Canada's Best Workplaces by Great Place to Work in 2025.
- Your student journey is just the beginning and we're proud to help many who choose Sun Life to transition into permanent roles after graduation.

The Base Pay range is for the primary location for which the job is posted for. The Base Pay which you will be considered for will vary depending on the Campus program you are selected for.

Eligible Sun Life employees for various Campus Graduate programs will also participate in various incentive plans, payment under which is discretionary and subject to individual and company performance

Diversity and inclusion have always been at the core of our values at Sun Life. A diverse workforce with wide perspectives and creative ideas benefits our Clients, the communities where we operate and all of us as colleagues. We welcome applications from qualified individuals from all backgrounds.

Persons with disabilities who need accommodation in the application process, or those needing job postings in an alternative format, may e-mail a request to thebrightside@sunlife.com.

We are proud to be a hybrid organization that offers our employees the choice and flexibility to work from both the office and virtually based on the needs of the business, our Clients and you! Several flexible work options are available and can be discussed throughout the selection process depending on the role requirements and individual needs.

We thank all applicants for showing an interest in this position. Only those selected for an interview will be contacted.

Job Category:

Temporary Employee

Job Requirements

What do you need to succeed?

Competencies:

- A self-starter and self-motivated
- Good organizational, multi-tasking and time management skills
- Ability to quickly ramp-up on new technologies
- Results focused - able to understand and act based on requirements & needs
- Analysis and problem solving - ability to break down an idea, articulate the requirements into more detail in order to create a working proof-of-concept and/or prototype
- Teamwork - ability to work collaboratively with others (technical and non-technical partners or team members) within an Agile team structure
- Strong communication and presentation skills (written and verbal) - ability to express ideas, thoughts and questions so that they can be understood by various audiences, technical and non-technical
- This opportunity is available to students with a April 2026 or later graduation date.

Technical Skills and qualifications:

- Studying towards a university degree in Computer Science or a related field
- The ideal candidate will have complementary experience with some/several of the following: Agile methodology, Object oriented analysis and design
- Experience in web application development using some or all of the following technologies: Java, Python, Spring Boot, HTML, JavaScript, React, AWS Lambda

Citizenship Requirement N/A

APPLICATION INFORMATION

Application Procedure Through Employer Website

Cover Letter Required? Optional

Special Application Instructions

Application Link:

<https://sunlife.wd3.myworkdayjobs.com/Campus/job/Waterloo-Ontario/Student--Associate-Software-Engineer--Winter-2026-JR00114123>

Application Deadline: **September 15, 2025**

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.