

Title: Junior Software Developer**Term: Permanent, Full-Time****Location: Remote (Canada)****ROKSTAD STRATEGIC INTENT**

We are an innovative and progressive family-oriented business that excels in providing safe, reliable Transmission and Distribution services for its valued clients across North America.

SUMMARY

The Junior Software Developer is a highly motivated and talented individual with a focus on the Microsoft Software Development stack, including PowerApps, .NET, and related languages and technologies. You will collaborate with and support members of the Customer Experience – Strategy, Innovation & Technology division in the development, maintenance, and technical support of Rokstad's proprietary applications.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Work with a highly dynamic team focused towards digital transformation;
- Translate business requirements into technical solutions;
- Gather end-user requirements to enhance business processes;
- Create and document change requests and technical specifications;
- Develop software programs and applications in accordance with specifications;
- Conduct unit testing and ensure user validation of changes prior to implementation;
- Deliver training to end-users on newly developed or modified solutions;
- Monitor application health and performance;
- Generate reports using SQL reporting tools;
- Coordinate with stakeholders to implement solutions and resolve application issues;
- Research, implement and maintain software developer tools;
- Perform production code changes and rollouts as well as related production testing;
- Other software development and maintenance duties, as required by the organization;
- Ensure the functionality of customized business applications, not limited to PowerApps;
- Act as a subject matter expert of assigned applications for all internal business partners.

JOB REQUIREMENTS

- Driven professional with high level of initiative and demonstrate proactive approach to problem solving;
- Ability to work in a dynamic environment with changing requirements;
- Self-starter, efficient with strong attention to detail and strong initiative to learn;
- Result orientation and accountability driven (in self and in others) to deliver on goals and objectives;
- Quick and inquisitive learner and problem solver;
- Strong organizational and time management skills;
- Excellent analytical and critical thinking abilities;

- Flexible and able to adapt to project challenges and able to handle multiple priorities and deadlines;
- Strong interpersonal and communication skills (both oral and written) and the ability to work well with employees at all levels of the organization;
- Able to meet timely deadlines and ensure appropriate response times;
- Good presentation skills;
- Able to work independently and collaboratively in a team environment;
- Able to build and manage relationships with customers, internal and external IT service providers.

EDUCATION, EXPERIENCE AND/OR CREDENTIALS

- Bachelor's Degree in Computer Science or equivalent Degree;
- 2 years programming experience in object-oriented and scripting language (C#, X++, HTML, JavaScript, etc.). Relational database knowledge (SQL, normalization, use of indexes and proper DB maintenance);
- Experience writing and maintaining code in Visual Studio.net or other IDE software;
- Experience with Source Control systems (Azure DevOps, GitHub, etc.);
- Experience writing reports (SSRS and Power BI);
- Ability to design, code, and test solutions based on business requirements;
- Experience in the analysis, design, development, testing and implementation of PowerApps;
- Working knowledge of Azure Logic Apps;
- Basic knowledge of JSON and HTTP REST architecture a plus;
- Experience in C# PowerShell Scripts a plus.

CORPORATE COMPLIANCE RESPONSIBILITIES

We care about our internal and external customers – loyalty is earned.

- Listen, and listen more, to better understand – you get excited about opportunities to help others.
- Own customers' challenges to deliver unique solutions – you recognize that it's our privilege to serve customers because without "them," there is no "us."
- Focus on what is "important" as opposed to "urgent" – you focus on the big picture rather than getting lost in the details.
- Express thanks to those who help us constantly improve – you recognize and embrace constructive criticism.

We strive for safety excellence – practice safety within the workplace, our homes, and at play.

- No compromise on safety – make safety a thought, an action, a cornerstone belief in everything you do.
- Live safely for yourself, your team, and your family – you work together to ensure safety for all.
- Learn and improve from past experiences – lessons learned fuel our future successes.

We create a great workplace by filling it with spectacular people – set expectations high, have fun, and celebrate our successes.

- Succeed through professional and personal growth – take ownership of your own success.
- Always be a Rokstad ambassador – take pride in opportunities to share your beliefs, learnings, strengths, and ideas.
- Respect the unique contribution that every employee brings to the table – be open to learning and growing from employees who move Rokstad forward and help you achieve more.

- Place importance on effectiveness rather than effort – work smarter, by being conscious of your current levels of productivity, health, and happiness.

We take pride in what we do – how we show up is important.

- Be part of the solution – you problem solve rather than complain, gossip, or cut others down.
- Know when to lead, know when to follow – check your ego at the door.
- Pursue improvement ... relentlessly – you make continual changes to grow.
- Strive to achieve the best results – you have higher expectations of yourself than Rokstad has of you.
- Embrace change – you understand that markets change, competition changes, and technology changes.

We stand among the very best – doing it right makes our reputation even stronger.

- Act in Rokstad's best interest – as though you are an owner.
- Say what you mean, mean what you say – One dishonest action can ruin a lifetime of goodwill.
- Demonstrate trust in order to gain trust – an honest day's work for an honest day's pay.
- Lead by example – you recognize that your actions are always being observed, and actions speak louder than words.
- Seek first to understand before seeking to be understood – you avoid drawing ill-informed conclusions or assumptions.

We respect our position in the broader community – act in accordance with our culture and values.

- Build and support the communities where we work and live – make the world cleaner, safer, and more interesting.
- Care for and respect our environment – promote environmentally sound practices throughout every aspect of our business.
- Create a culture of inclusion built on trust, respect, and dignity for all – build teams that capitalize on the diverse talents of all employees.
- Explore opportunities to grow and develop positive relationships with First Nations – create mutually beneficial partnerships.

HOW TO APPLY

If you are looking for an exciting career with a fast growing, progressive company, please email your resume to careers@rokstadpower.com or fax 1-888-310-8831. Please include the job title in the email subject line.

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