

Are you a self-starter who is passionate about technology? Riva is looking for a junior backend C# and .NET developer. We are looking for a recent graduate or someone who will soon graduate from a BSc in Computer Science or Software Engineering with a focus on backend programming. If you enjoy working in a team and using your initiative to solve problems and learning new skills with coaching and mentorship, then this position might be for you.

WHAT YOU WILL BE DOING?

Reporting to the Product Engineering Manager, you will work closely with other developers, product owners, testers, and stakeholders to develop new features and products, as well as maintain and enhance our Riva sync engine. The results of your development efforts will have a direct impact on the efficiencies of some of the top companies around the world.

You must demonstrate a desire to continually enhance your expertise to tackle more complicated challenges to implement high quality, efficient, responsive, and performant backend solutions.

More specifically, your duties will include:

- Work on backend development tickets of increasing scope and complexity to gain expertise to consistently ship small features and improvements to existing and new applications. Develop new skills as you gain experience with agile design and development using modern web languages and technology stacks.
- Learn to collaborate with experienced developers to plan, build, scale, secure, deliver, and maintain performant and secure backend data sync solutions that are well-tested, meet defined acceptance criteria and technical requirements, and remains in-scope. This requires building expertise with data structures, algorithms, design patterns, data flows, web protocols, security and certificates, and authentication and access control.
- Learn to solve technical problems of low to medium scope and complexity.
- Learn to craft code and perform code reviews that meets our internal standards for style, clean code, maintainability, scalability, security, performance, and matches the provided design patterns.
- Learn to steadily improve coding skills to identify areas of improvement in the code base and help contribute to make it better.
- Learn to use source control measures to store code in the SVN/Git code repository.
- Learn how to write automated unit and integration tests to execute reliably and efficiently locally and in CI/CD pipeline flows. Gain expertise in implementing automated end-to-end automated tests in the test framework used by the team.
- Learn to work comfortably in a highly agile, iterative development environment.
- Learn to present your work in sprint demonstrations and participate in bi-weekly sprint planning, and retrospective reviews of the team's accomplishments.
- Learn how to write and review internal technical documentation for developer, tester, and product management consumption.
- Actively engage in planning your career progression.
- Perform other duties as may be required from time to time.

WHAT DO YOU BRING TO THE TABLE

- You have post-secondary education in computer science or software engineering focusing on backend development using C# and .NET, and exposure to PowerShell scripting.
- You have exposure to:
 - Using source control and code repositories including Git and/or SVN.

- Building and executing reliable and efficient unit and integration tests using NUnit and MSTest.
- Creating, manipulating, and maintaining SQL databases (MS SQL, SQLite), and NoSQL databases.
- Building and maintaining APIs including troubleshooting API calls using tools like Postman.
- You have a fundamental understanding of:
 - Microsoft web services, web service to web service data transformation, XML and XSLT, JSON and YAML.
 - Programming fundamentals like OOD, OOP, SOLID, DRY, design patterns, and Application Messaging (Web Socket, REST API, SOAP API).
 - Data structures and algorithms.
- You are organized, efficient, and committed to get the job done while managing multiple priorities within scheduled timelines. You can adapt to new environments, and changes in requirements and scope.
- You can communicate technical solutions and the rationale behind decisions so that a non-technical person can understand.
- You can demonstrate a continual effort to improve your skills.
- You must be able to communicate fluently in written and spoken English.
- You must hold a valid work permit or be a permanent resident or citizen of Canada.

Bonus points for:

- Fundamental understanding of implementing security in solutions including applying SSL certificates, data encryption, hand-shake tokens, and using industry secure practices to protect the transportation of data between endpoints.
- Exposure to:
 - Troubleshooting server-side issues using tools to examine data flow between various endpoints.
 - Working with messaging (Exchange and Google Apps) and CRM APIs, and microservices that interface with on-premises or cloud hosted multi-tenant front-end web application development.
 - Using patterns and standards, such as OAuth 2.0, OpenID, JWT, Microsoft Graph, OData, REST, SOAP, Web Sockets.
 - Building web front-ends using HTML, CSS, JavaScript include ES6+, and TypeScript.
 - Deploying apps to cloud environments like Heroku, Amazon Web Services (AWS), Azure, Google Cloud Platform.
 - Building containers using Docker, AWS services like ECS, EKS, Fargate, and ECR, and/or Azure container services.
 - One or more modern JavaScript frameworks such as Vue, React/Next, and/or Angular (preference for Vue 3).
 - Using Test Driven Development (TDD).

MORE ABOUT RIVA

We are an Edmonton-based software development company with a global footprint. Our Relationship Engine creates seamless data flow between applications like email, calendar, contacts, and tasks and CRM – synchronizing data and eliminating the need for task switching, application toggling, and data entry duplication across platforms.

We offer a work culture that fosters diversity, equity, inclusion, and fun. Where curiosity is rewarded, and each day offers the chance to learn, grow, and contribute to the efforts of people you like, respect, and value.

WHAT WE BRING TO THE TABLE

- Total compensation package including;
 - RRSP matching.
 - Paid vacation starting with 3-weeks.
 - Paid wellness time allowing for flexible discretionary allocation for mental health, personal benefits, and personal time.
 - Volunteering for the charity of your choice, paid up to 24 hours per year.
 - Extended health care benefits, dental and life insurance.
 - Access to third-party Employee Assistance Program.
- Professional development and training allowance for career advancement.
- Share in and create a positive vibe during teamwork activities – and don't forget the social hours, staff BBQ, potlucks, and volunteering with other team members at local charities.
- A great culture which fosters diversity, equality and inclusion.
- Work with fun, like-minded people.

Make your mark on Riva's bright future – and yours!

Riva is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender perception or identity, national origin, age, marital status, protected veteran status, or disability status.

Don't miss any communication from us! Please be sure to add notifications@app.bamboohr.com to your contact list to ensure delivery of all correspondence from us.

Assessment Rubric

This is the assessment rubric that will be used to score applicant resumes:

Must Have	Bonus Have (experience + 2 or more bonus)	Salary Ask	Score
<ul style="list-style-type: none"> • Post-secondary in computer science or software development • Languages: C#, MS .NET, PS scripting • Git and/or SVN • Testing: NUnit, MSTest • Database: SQL, NoSQL • Data: API, Postman • Fundamental understanding of: <ul style="list-style-type: none"> ○ XML, XSLT, JSON, YAML ○ OOD, OOP, SOLID, DRY, design patterns, application messaging ○ Data structures & algorithms • Organized, efficient, committed to get jobs done in scheduled timeframes • Write technical documentation • Continuous learning • Proficient in English 	<ul style="list-style-type: none"> • 6+ months of developer experience • Fundamental understanding of security, SSL, encryption, handshake tokens, and securing data transport Exposure to: <ul style="list-style-type: none"> • Troubleshooting server-side issues • Messaging APIs (Exchange/Google Apps) and CRMs • OAuth 2.0, OpenID, JWT, MS Graph, OData, REST, SOAP, Web Sockets • HTML, CSS, JS, ES6+, TypeScript, CSS Frameworks: Bootstrap, Tailwind • JS Frameworks: Vue, React, or Angular • Deploy apps to cloud: AWS, Azure, GCP, Heroku • Build containers using Docker, AWS ECS EKS, Fargate, ECR, Azure container services • TDD experience 	\$65K or less	5
Same	1-2 years of experience plus same as above	\$65K to \$70K	5
Same	Same	No ask	4
Same	More than 2 years experience.	\$70K+	Not a fit
Not all	<ul style="list-style-type: none"> • Demonstrates rapid progress and willingness to learn • 1 or 2 bonus matches • Ok tech alignment 	Less than \$60K	3 - 4
Not all	<ul style="list-style-type: none"> • 1 or 2 bonus matches • Ok tech alignment 	\$66K+	Not a fit
Not all	Poor technical alignment		Not a fit
Missing min experience, JavaScript, and other core critical must have requirements			Not a fit

3 – may be a fit if exceptional circumstances warrant – applicant needs review by Darcy

4 – Phone screen, practical exercise, technical interview, managerial interview

4* - myInterview, Phone screen, practical exercise, technical interview, managerial interview
5 - Phone screen, practical exercise, technical interview, managerial interview