Position Title: Web Developer / Programmer
Reports To: Sr. Project Solutions Manager + CTO

ABOUT CMSINTELLIGENCE INC.

CMSIntelligence Inc. is a rapidly growing digital services provider, offering website, digital tools and custom solutions for three audiences: enterprise organizations, digital agencies, and direct customers.

Additionally, we are the developer of a proprietary evolving cloud software – the Tymbrel Platform – a SaaS content management system that is the foundation of our website projects, and which allows our customers to manage their websites with maximum efficiencies.

We're a cohesive, energetic, creative and committed team working towards a common goal: to add value to our clients, their businesses and our team. We do great work, with great people, driving the results that help grow businesses. Each day we make the world a better place to be.

Our office is located in the heart of St. Catharines (Niagara), Ontario.

JOB SUMMARY

Working from our Offices in St Catharines, the Web Developer is responsible for the continued development, maintenance and on-going updates of the Tymbrel Platform as well as other custom programming projects.

As a skilled developer, you to pay attention to detail, have a desire to learn, and work closely with others to find efficient and effective solutions. The successful candidate will assist the Sr. Project Solutions Manager and CTO on the execution of new web 'Apps', platform upgrades, security updates, etc. for the Tymbrel Platform.

Occasionally, assistance will be required to help the design/production team with small tasks related to client website projects including integrations and custom JS. Best practices and methods will be utilized to ensure the success of the projects.

Flexibility, adaptability and the ability to learn quickly in various technical and creative environments, while delivering quality work by tight deadlines, are key attributes of this position.

PRINCIPAL ACCOUNTABILITIES

- Operates effectively as a member of the development team.
- Also operates effectively as an individual for quick turnaround of enhancements and fixes.
- Responsible for meeting expectations and deliverables on time and in high quality.
- Responsible for the development of new web 'Apps' and SaaS Tymbrel platform updates.
- Effectively develops in a clean, well-structured, easily maintainable format.
- Demonstrates creative, technical and analytical skills.
- Demonstrates ability to communicate effectively in both technical and business environments.
- Demonstrates self-motivation to stay current with the most recent improvisations in the industry.

- Responsible for interfacing with project management to meet their support and training needs, when required.

REQUIRED SKILLS
- Experience in developing web-based applications using industry best-practices – SaaS experience a big plus
- 3+ years programming experience
- Strong understanding of PHP, MySQL, Memcache
- GIT or SVN experience
- HTML, CSS, and Javascript & AJAX
- Experience with a modern framework such as: Zend, Symfony or Phalcon
- Experience with AWS is a plus
- Experience with Apache and/or Nginx is a plus
- Experience with high traffic, multitier web applications / SaaS web applications
- Ability to execute applications based on wireframe designs
- Problem solving, debugging, and testing
- Excellent written and oral communication skills
- Desire and willingness to work in a collaborative, innovative, flexible and team-oriented environment
- Ability to 'think outside the box' to come up with innovative ideas
- Portfolio of previous development work is required

PRODUCTION EXPECTATIONS
- Thoughtful prioritization when balancing client project deadlines with ongoing internal projects.
- Ability to produce back/front-end programming on SaaS Web Platform based on timelines set by Sr Product Manager and CTO.
- Mindful of client / project objectives when determining the priority of development tasks.
- Ability to jump between design evaluation work, programming, and customer support with ease.

REMUNERATION
- Annual salary
- Employee Benefits Package (***Note:*** Available after 3 months *full-time* employment.)

OTHER
- Vacation – 2 weeks, plus reduced hours the week between Christmas and New Years.
- No optional vacation in first 3 months; and limited to 2 days/week and only upon management approval within first 6 months.
- Non-compete agreement required with regards to the proprietary Tymbrel Platform.
- Non-disclosure agreement required.
- IP ownership agreement required.
- Flex hour options available, upon agreement with Management.

GROWTH PLAN
- Performance/satisfaction reviews at 3 months, 6 months and then every 6 months thereafter.
- Remuneration review at 12 months and annually thereafter.