Manager, Software Development

fundserv certainty.

GREATER TORONTO'S TOP 2021 EMPLOYERS

2021 SME CANADA'S TOP SMALL & MEDIUM EMPLOYERS

Who are we?

Have you ever wondered what makes trading and settlement possible in Canada? It's Fundserv—the online ecosystem that ensures every fund transaction is processed timely, accurately and securely. We're an online hub that electronically connects manufacturers, distributors, and intermediaries, enabling them to buy, sell, and transfer investment funds.

Our Culture & Values

Fundserv is guided by our four core values: Collaboration, Adaptability, Integrity, and Respect. Because above all else, Fundserv CAIRs:

- Collaboration
- Adaptability
- Integrity
- Respect

Benefits & Perks

Fundserv provides a comprehensive benefits plan that includes the following:

- Health care spending account
- RRSP with employer match
- Annual performance pay
- Fitness reimbursements
- Employee discount program
- Charitable donation matching
- Flexible hours & remote work options

To better support our employees during Covid-19, we've expanded our benefits:

- Virtual social events including escape rooms, online trivia & games
- Corporate-wide mental health days
- Subscription reimbursement for fitness, nutritional, and mental health apps

Location:
Downtown Toronto (remote until further notice)

Reports to:
Manager, Infrastructure Security

Department:
Infrastructure Security

Fundserv is an equal opportunity employer. We welcome and encourage applications from individuals with disabilities. Accommodations are available on request – please let us know how we can meet your needs.

The Opportunity

Fundserv is embarking on a multi-year, multi-million-dollar technology transformation program that focuses on currency, resiliency, security and agility. This ambitious transformation will completely redesign every façade of Fundserv's platform. We follow the Agile methodology principles, the collaborative practices of DevSecOps and will be leveraging the latest technologies and tools, such as a hyper-converged infrastructure, software-defined network, cloud, containers and APIs, enabling Fundserv to serve the industry better, and adapt to this ever-changing technology and investment landscape.

The Manager Software Development is responsible for leading the development and delivery of software products. The role will oversee the software development team who analyze, design, code, unit test and troubleshoot software programs and applications utilizing an agile methodology for delivery. The Management role will provide the leadership and direction to ensure that the agile teams are equipped with the technical skills and resources to drive the development, delivery and support of Fundserv's mission critical custom software applications.

In this role you will:

- Create a challenging and rewarding work environment that encourages open communication and trust and fosters employee engagement.
- Direct the daily operations of the team, including establishing priorities in line with the company's strategic priorities, developing and maintaining high standards of delivery, ensuring team's access to the tools and resources needed to perform their roles, and managing schedules and team workload.
- Analyze team workflow for improvements and foster an environment of continuous improvement, where team members are empowered to bring forward, participate in, and lead process improvement initiatives.
- Build and maintain a high-performing team including identifying gaps, making recommendations on team structure, and recruiting for and onboarding new members of the team.
- Foster employee development by actively coaching and mentoring direct reports, building development plans, and ensuring access to training and development activities.
- Manage team performance, including completing the annual performance review cycle, clearly communicating expectations, providing continuous feedback, recognizing and rewarding high performance, and conducting performance improvement plans where required.
- Where needed, conduct progressive discipline up to and including termination.
- Prepare and manage departmental budget, manage team vendors following Fundserv's vendor management process, and approve department invoices.
- Ensure team's completion of all internal company-wide requirements, including but not limited to internal audits, policy attestations, HR and security training.
- Serve as a key member of Fundserv's management team by attending management meetings, designing and implementing programs to support corporate values, and building strong relationships across all levels of the organization
- Collaborate with business analysts, product owners and application architects in the initiation of new solutions and/or software programs and applications.
- Assist technical leads and other developers in conceptualizing and developing new software programs and applications
- Contact person for the applicable Product & Project Managers and other stakeholders as identified in the project charter
- Responsible for the third level support schedule and incident escalation
- Contribute to the project schedule, identify technical risks, participate in the testing strategy and provide estimates and forecasts using story points
- Plan phases/releases of the software development life cycle (SDLC) for a variety of projects
- Oversee the unit testing of new code and ensure that test coverage is sufficient
- Ensure that security and resilience is built into new code from inception
- Conduct research on emerging application development software products, languages, and standards in support of procurement and development efforts.
- Monitor software tests on new and existing programs for the purposes of gathering performance statistics, correcting errors, isolating areas for improvement, and general debugging.
- Assist in the development and maintenance of application specific documentation and guides and knowledge transfer sessions for smooth handover to operational teams
- Ensure compliance to SDLC methodology and audit controls
- Maintain KPI's & metrics for project/product work streams with an objective to improve efficiency, throughput and quality

Why YOU are the person we're looking for

- College Diploma or University Degree in the field of computer science/engineering or information systems
- College Diploma or University Degree in the field of computer science or software engineering.
- Minimum of 8 years' experience in a senior software development role
- Expert in the latest J2EE technologies such as spring framework
- Extensive technical knowledge of programming languages such as: C/C++, Java, Scripting languages ex. ksh and/or TCL.
- Expert in Rest APIs, JSON, XML, and Schema
- Extensive knowledge of Tomcat is required
- Extensive knowledge of HTML5, CSS3, JQuery, AngularJS, JavaScript, Wicket and Bootstrap.
- Experience with cloud native applications, Kubernetes and API/microservices architectures with knowledge of azure APIM gateway is an asset
- Solid experience with code repositories and devops tooling such as: Git, Maven, Jenkins and Nexus
- Experience with agile task allocation, scrum methodology and sprint planning and story point estimation
- Extensive experience with UNIX operating systems is a must, Linux is optional.
- Extensive experience with relational databases
- Knowledge and experience with Websphere MQ, Active MQ, Kafka is preferred
- Demonstrated leadership ability
- Strong verbal and written communication skills and interpersonal skills
- Ability to effectively prioritize and execute tasks in a high-pressure environment

If this sounds like you, apply today at hiring@fundserv.com.