



**FIRST PEOPLES'**  
CULTURAL COUNCIL

## Senior Full-Stack Developer

Victoria or Vancouver, B.C.

Join a growing team, dedicated to revitalizing First Nations arts, languages, cultures and heritage in British Columbia. The First Peoples' Cultural Council (FPCC) is looking to fill the position of **SENIOR FULL-STACK DEVELOPER** to support the success and impact of our program.

Reporting to the IM/IT Director, the Senior Full-Stack Developer (SFSD) develops end-to-end code, integrating third-party services into applications developed by FPCC, extending our API and proactively designing, developing and planning new features and changes. This role is responsible for delivering scalable, efficient code as well as ensuring test coverage is sufficient.

If you are a passionate and experienced professional and are interested in working with a great team dedicated to work that supports cultural revitalization, we look forward to hearing from you!

Submissions from applicants with First Nations, Métis or Inuit ancestry are strongly encouraged.

### Who We Are:

The First Peoples' Cultural Council is a First Nations-governed Provincial Crown Corporation with a mandate to support B.C. First Nations languages, arts and cultural heritage revitalization in British Columbia. You may learn more about us here: [fpcc.ca/about-us](https://fpcc.ca/about-us)

### What We Offer:

- An equal opportunity, respectful and inclusive work environment.
- Travel opportunities to conferences and community events.
- Training and professional development opportunities to grow your career and skills.
- Dental, extended health and vision care for you and your family through Canada Life.
- We value your work-life balance and family/community time.

### What You Will Do:

#### Development and Project Management

- Develop front-end and back-end code for tools, applications and services developed by FPCC's IMIT department, including integration with third-party services.
- Contribute to the design and architecture of applications and related systems, including supporting processes.
- Serve as a technical lead for selected features of the FirstVoices ecosystem, owning architectural decisions, implementation and long-term maintainability.



- Contribute to maintaining our code quality, test coverage and automation processes.
- Provide technical expertise and guidance when reviewing wireframes, feature designs and pull requests, ensuring alignment with architectural standards and best practices.
- Proactively improve the security, accessibility and performance of the platform.
- Participate in troubleshooting and profiling of systems.
- Provide expertise when gathering user feedback.
- Research and suggest new technologies, workflows and methods.

### **Collaboration**

- Work closely with the IMIT Manager, Application Development and act as a technical backup as required.
- Collaborate with other technical experts to ensure a consistent and maintainable approach to third-party service integration, including media APIs and content delivery.
- Collaborate with project teams to understand project requirements and translate them into technical specifications. Manage assigned project deliverables to ensure on time and on budget delivery.
- Stay updated on emerging technologies and industry trends and make recommendations to adopt new tools and practices to enhance development processes.
- Perform other duties as assigned.

### **What You Will Bring:**

- Minimum of a Bachelor's degree in a computer science field; or an equivalent combination of education and experience in a software development role.
- At least 7 years of experience developing full-stack web applications within the last 7 years, or 4 years of experience with a Master's degree.
- Experience ideally will include the following:
  - Strong proficiency in Python and Django framework. Front-end experience with ReactJS is preferred; VueJS and/or TypeScript experience is also valued.
  - Experience working with Google Workbox, including runtime caching, cache management and service worker tooling.
  - Demonstrated experience with REST Web API development and integration.
  - Knowledge of Kubernetes-native Infrastructure as Code (IaC) options and their best practices.
  - Hands-on experience building, maintaining and evolving Progressive Web Apps (PWAs), including sharing best practices and mentoring others.



- Experience working in an agile development environment with open-source projects and as part of virtual teams.
- Working knowledge of automated end-to-end tests and unit tests.
- Working knowledge of Git and GitHub.

#### **Required Skills and Abilities:**

- Deep knowledge of software engineering best practices, with a strong commitment to clean, maintainable and scalable code.
- Ability to document technical designs, implementation details and best practices for internal teams.
- Ability to provide innovative, cost-effective solutions to complex business problems, from a 'user-first' perspective.
- Demonstrated experience handling multiple competing priorities in a fast-paced environment.
- Demonstrated experience providing high-quality, respectful support to peers, communities and partners.
- Outstanding organizational skills and attention to detail – things don't get lost, missed or forgotten when you are around.
- Strong written and verbal communication skills, as well as listening skills.
- Demonstrated tact and judgment in interpersonal relationships.
- You can work independently and as part of an integrated team.
- Ability to understand users' requirements and translate them into actions.
- You are also: inquisitive, a problem solver, patient, understanding and respectful, highly motivated and analytical.
- Interest and connection to language, arts and heritage revitalization and B.C. First Nations or commitment to learn.

#### **Working Conditions**

- Most work is hybrid, partly done in a general office environment in either Vancouver or Brentwood Bay near Victoria.
- Travel to meetings throughout B.C. may be required.
- May be required to work occasional evenings and weekends.

The salary range for this position is **\$80,000 to \$90,000** based on experience and qualifications. The standard work week at FPCC is **35 hours**.



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For more information about the First Peoples' Cultural Council, visit: [www.fpcc.ca](http://www.fpcc.ca)

Please send a resume and covering letter to: [hr@fpcc.ca](mailto:hr@fpcc.ca)

**The posting will remain open until filled.**

The First Peoples' Cultural Council is located in Brentwood Bay and we are grateful to have our home in the beautiful traditional unceded territory of the W̱SÁNEĆ Nation people, in the village of W̱JOLELP.

FPCC values all employees and the communities we serve, and the health and safety of the work environment is a top priority.