Programmer Analyst

Re:Sound is the Canadian not-for-profit music licensing company dedicated to obtaining fair compensation for artists and record companies for their performance rights. On behalf of its members, representing thousands of artists and record companies, Re:Sound licenses recorded music for public performance, broadcast and new media.

Re:Sound is hiring a Programmer Analyst who is a good communicator and who values team spirit. The Programmer Analyst will collaborate closely with project teams to ensure the successful delivery of high-quality software solutions by helping to gather user requirements, translating them into technical specifications, and developing efficient and robust applications. The ideal candidate has expertise in programming and system analysis, can easily adapt in a rapidly evolving environment, and will work passionately to the realization of business solutions. This position will report to the IT Manager. The following is a general description of the position's duties and responsibilities:

Responsibilities
- Participate in the full software development life cycle from technical design to development, testing, and deployment, using contemporary Cloud-based development tools
- Interact directly with users, development team members, and other stakeholders to ensure project success
- Design, develop and integrate custom-built applications and application enhancements using Python, Java, JavaScript, .NET, modern web technologies, database querying tools, and other platforms
- Write well designed, testable, and efficient code, adhering to coding standards and software development best practices
- Assist in identifying, troubleshooting, and resolving defects encountered in the production environment and during various stages of project delivery, including during the deployment and implementation of solutions in production environments
- Collaborate with cross-functional teams to ensure seamless integration and interoperability of software systems and applications
- Produce and maintain documentation, including functional and technical designs, and end-user guides
- Provide recommendations on technical solution options
- Facilitate and perform assessments to identify improvement opportunities and their scope using appropriate methodologies and tools
- Participate in code reviews, providing constructive feedback to peers and team members to promote code quality and maintainability
- Prioritize and cope with competing and changing objectives in support of long-term goals while maintaining stakeholder expectations

Requirements
- Strong understanding of object-oriented development
- Proficient in programming languages such as Python, JavaScript, C#, Java, along with knowledge of relevant frameworks and libraries
- Familiarity with web development technologies (HTML, CSS, JavaScript, RESTful APIs) and front-end frameworks (Angular, React, Vue.js)
- Working experience with database management systems (e.g., MS SQL, PostgreSQL, MongoDB) and proficiency in writing efficient SQL queries
- Preferred – experience with Salesforce development tools and practices (Apex, SOQL, MuleSoft, etc.)
- Understanding of Agile, Scrum and other iterative development methodologies and practices

- Experience using modern software DevOps tools (Git, Jira, Confluence, SVN)
- Strong analytical and problem-solving skills, with the ability to effectively diagnose and troubleshoot software issues
- A creative mindset to apply innovative approaches to software design
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with cross-functional teams and stakeholders
- Bachelor's degree in Computer Science or a related major
- Essential – 5+ years' experience as a Programmer Analyst or similar role, with a strong track record in software development

Re:Sound is an equal opportunity employer and is committed to diversity in its workforce and to providing a workplace that is inclusive and accessible to all. Should you require accommodation during this process, please let us know.

We thank all applicants in advance - only those selected for an interview will be contacted.