



## Technology Integrator

Full Time; Vancouver, BC [www.essa.com](http://www.essa.com)

### In Brief

Come sling code for the environment as ESSA's new **Technology Integrator**, where our mission for over 37 years has been *to bring together people, science and analytical tools to sustain healthy ecosystems and human communities*.

We're looking for a **unicorn** – a magical mix of desktop and web application **programming** expertise, database management skills, **GIS** know-how, and a deep desire to make a difference in the world through innovation in pursuit of effective water and fisheries management, river restoration, recovery of species at risk, environmental assessment, and climate change adaptation. *And we're really very serious about this last part* – you are someone happier coding a solution for a problem about how endangered fish interact with their habitat than prototyping a disruptive language agnostic React.js mobile web application blah-blah etc. or just making a pretty map “about whatever”.

*Move along if you're just looking for a temporary gig* –We're a highly collaborative, knowledgeable, and passionate team. Positions at our firm are coveted for their competitive compensation, lifestyle flexibility, supportive family atmosphere, and engaging, high-profile projects. You'll make a difference here.

### The Opportunity

We are seeking a “full-stack” **Technology Integrator** (including GIS skills) to support decision and analytical services, assist our domain experts on existing projects, as well as help source and coordinate subcontractors for **GIS** and **programming** services. This means your technology “stack” includes desktop and web application programming expertise *in addition to* GIS know-how. Our project domains include water and fisheries management, river restoration, recovery of species at risk, environmental assessment, and climate change adaptation. This position involves working to support ESSA's domain experts (systems ecologists and environmental specialists) on existing projects, building simulation models, interactive web maps, and custom databases tied to unique analytics and data visualizations.

**The successful person for this role will be somewhat of a unicorn.** Someone who is interested in and passionate about environmental sustainability, a lover of scientific facts, the outdoors and learning about ecosystems and how our human communities interact with them. You are someone happier coding a solution for a problem about how endangered fish interact with their habitat than

prototyping a disruptive language agnostic React.js mobile web application to showcase for Gary Vaynerchuk at Startup Grind. Instead, you come to us fully formed – you of course expect opportunity and growth – but you already know who you are and are happy in your craft, possessed with a technical repertoire that enables you to see projects through from start (prototyping, planning) to middle (coding, building) to finish (rigorous qa/qc, deploying, managing). You also are a nerd for maps and have acquired experience with GIS software and analysis. You may even have some prior experience in a past life in the natural sciences, environmental studies, hydrology, planning, or a similar field.

### **Your (WIDE Range) of Skills and Tools**

The position will involve working on highly innovative ecosystem decision support tool projects within aquatic and terrestrial environmental sciences. Successful candidates must have demonstrated experience in the following:

- **VB.NET/ C#/ ASP.NET/ JavaScript**
- **GIS analysis** (ArcMap/ArcGIS, QGIS)
- Microsoft **SQL Server** and **ADO.NET** command & object fundamentals
- Thorough **QA/QC** (Unit/Integration/Regression/Acceptance/System testing and bug tracking)

The successful candidate will also have experience in several of the following areas:

- MVC & Entity Framework
- HTML5/CSS; Responsive Web Design
- JavaScript frameworks (jQuery, AngularJS, etc.)
- PostgreSQL, Access
- R language for statistical computing
- GIS libraries (GDAL/OGR) and Python
- AJAX, JSON, XML
- Google Charts API, and other data visualization technologies
- Web Services
- Legacy install pack management
- Cloud server providers like AWS or Google Cloud
- Server administration; including DNS
- Cloud-hosted application development
- Technical documentation writing

We are looking for technology integrators that understand / practice:

- Agile development methodology
- Object-oriented programming principles
- Source code control
- Collecting, organizing and maintaining geographic data

## Other Essential Attributes

- Self-aware with high emotional intelligence and a proven ability to listen, take direction and work in teams. Communicating with you is straightforward and pleasurable.
- You have the skill of acquiring new skills and the ability to research and troubleshoot problems creatively
- You ask great questions to understand requirements, then get immersed and work independently without a strong need for constant communication
- You are a careful first-time coder but voraciously and efficiently test your own code/scripts before showing it to others
- You thrive at being organized and finding a realistic balance among multiple priorities while ensuring top quality technology solutions
- Have prior experience coordinating jr. programmer's/GIS technicians (contract workers)
- Excellent English communication skills are essential

What this job is	What this job ISN'T
<ul style="list-style-type: none"> <li>• Exactly what we have written above</li> <li>• A unique opportunity to settle <b>long-term</b> into a dynamic, stable role, and <i>make it your own</i>.</li> </ul>	<ul style="list-style-type: none"> <li>• A place to earn a pay cheque for a time while over-engineering gold-plated monuments and secretly designing disruptive new technologies to showcase at start-up conventions.</li> </ul>

## Education and Experience

We are only considering technology integrators with *demonstrated* experience in computer science and GIS and the specific technologies listed above, whatever their educational background. This normally means that candidates must have a minimum of 5 years of experience in the private sector.

Required minimum education:

- Bachelor's

Required experience:

- Desktop and web application programming: 5+ years
- GIS: 2-3+ years
- 5 years of experience working in the private sector
- Personal and/or professional environmental: 2+ years

## Compensation and benefits

We welcome candidates looking for an opportunity to work with a welcoming team of highly skilled professionals within a culture of support, innovation and appreciation. We provide a competitive salary, performance-based profit sharing, an excellent extended health benefit plan including Medical Service Plan coverage, three weeks' vacation and paid time off between Christmas and New Years. Support is provided for professional development and growth within your role.

## Applying

Please email a cover letter and résumé to [careers@essa.com](mailto:careers@essa.com) by **early January 2017** with **“Technology Integrator”** in the subject line. We will screen and review all applications in **January** and conduct interviews with select candidates. The start date for the successful candidate will be **early February 2017**. In accordance with Canadian law, preference will be given to Canadian citizens and Landed Immigrants.

Short-listed candidates will be expected to furnish a portfolio representative of their work, which they will make available on-line and may be asked to present in person during an interview.

## More About ESSA

ESSA is a unique employee-owned Canadian environmental consulting company founded in 1979 with offices in Vancouver, British Columbia and Ottawa, Ontario. We achieve our mission by using best science and systems thinking to reduce uncertainty while working to draw focus on those elements of a problem that have the most influence on decision making. We strive to apply a neutral, thorough evaluation of evidence, encourage diverse participatory processes, and collaboratively guide our clients to make informed decisions that are designed to learn over time. At ESSA, we are passionate about what we do and take great pride in attracting, developing and retaining people who are leaders in their field that share our values and mission. Learn more about us and explore [www.essa.com](http://www.essa.com).

The key to our success is a unique and rich combination of systems thinking, facilitation techniques that integrate a wide range of perspectives, and a scientific mindset focused on learning – cornerstones of Adaptive Management (AM), a rigorous framework and approach that we have applied in our work for 37 years. By adopting a mindset rooted in AM, ESSA delivers decision paths to its clients that are more robust and sustainable, with fewer regrets.