

Job Posting – Web Developer/Designer

Organization	Egale Canada
Application Process	Resume and cover letter to Jobs@egale.ca
Type	Full Time / Permanent
Location	Toronto / Open to remote

Who We Are

Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.

Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression, so that every person can achieve their full potential, free from hatred and bias.

The Opportunity

Web Developer / Designer is an essential part of the Egale Canada team. Reporting to the Director of Communications & Public Relations, the web designer/developer is responsible for the design, layout, coding, and content management (appearance and usability) of Egale's website(s). They will work independently and with the rest of the Communications team to lead the technical and graphical aspects of Egale's website - how the site works and how it looks. They will also be responsible for the maintenance and updating of Egale's main website (egale.ca).

Core Duties & Responsibilities

- Create reliable user experiences across multiple platforms by creating simple, intuitive, high-performance, and reliable functionalities.

- Build, test and deliver new user-oriented code in modern tools, including reusable components and front-end libraries.
- Apply web and mobile design best practice standards, including AODA, WCAG 2.0 AA and other accessibility functionalities.
- Using JavaScript, HTML, and CSS to build fast, clean written tests within an A/B testing framework.
- Illustrate design ideas using storyboards, process flows and sitemaps.
- Create and maintain digital assets, such as interface design files, wireframes, and interactive mockups using design and prototyping tools: e.g., Adobe XD, Sketch and InVision.
- Collaborate closely with other members of the digital marketing team to brainstorm and plan the editorial calendar by determining the scope and realistic deadlines for design content – basic understanding of Knowledge Translation best practices is an asset.
- Maintain awareness of UI/UX industry trends and best practices and provide strategies and ideas for ongoing improvements.
- Create and translate designs, computing grids and business requirements into high-quality code.
- Work effectively with a high degree of autonomy, within a collaborative team environment.
- Conduct technical audits and ensure proper implementation of tests.
- Identify key user/audience and flow insights and optimization opportunities in Google Analytics which can be used to develop A/B tests.
- Implement, configure and maintain Google Tag Manager, Google Analytics and A/B testing framework.
- Identify and communicate opportunities for process and quality improvements, providing feedback on usage, defects, and suggested enhancements.
- Maintain procedures and policies to ensure the integrity of data collection.
- Write and maintains technical procedures.
- Work with the Director of Learning and the Learning team to support the configuration, operation, user management, and course management of Egale's LMS
- Provide support to the Learning Department on the alignment of visual, use and functionality of the learning modules
- Input executed course material into LMS systems

- Identify and communicate opportunities for process and quality improvements, providing feedback on usage, defects, and suggested enhancements
- Act as an internal consultant by analyzing data and recommending solutions to utilize the LMS to deliver, track and measure performance
- Troubleshoot and provide support related to the resolution of technical issues related to accessing the LMS and course content.

Qualification Requirements

Education

- University degree in computer science or information systems preferred, or an acceptable combination of education and experience.
- A combination of Web Development and Graphic Design certifications is an asset

Experience

- 3-5 years of direct work experience on web production and development initiatives
- Mastery of UX/UI design, HTML, CSS, React and related web technologies.
- Experience in web application development. Experience in front-end application development, preferably with skills on React.js/Redux.
- Wordpress Developer with experience building and customizing Wordpress themes and plugins.
- Design experience - Sketch, Photoshop, Adobe XD, InDesign, GIMP, etc.
- Experience working with modern JavaScript libraries and tools, including Gatsby, Typescript, Node.js, Greensock, Anime.js, Pixi.js, Polyfill, Knockout, require.js, Handlebars, Mustache, Underscore, etc.
- Experience with accessible design requirements (testing for screen readers, compliance with AODA standards)
- Experience in front end technologies such as CSS3, JavaScript and HTML5.
- Experienced using version control systems such as Git.
- Experience with A/B testing, multivariate testing, analysis and reporting in platforms like Maxymiser or Optimizely.
- Experience with view layout and rendering technologies (e.g., responsiveness, progressive enhancement, browser/device support).
- Experience working in not-for-profit sector.

- Experience working with, knowledge of, or passion for human rights impacting 2SLGBTQI communities in Canada and around the world.

Knowledge

- Strong knowledge of modern front-end building systems and languages (Webpack, ES6, Babel, etc.).
- Strong understanding of custom component architecture, custom user interface, and cross-browser support.
- You have an advanced knowledge of responsive designs and mobile first layouts.
- You are familiar with using debugging tools.
- You have expertise in Google Analytics and Google Tag Manager.
- Familiarity with Learning Management Systems

Abilities/Skills

- Interested in implementing creative web applications with modern/interactive design.
- Ability to lead internal tools projects and possibly lead other projects.
- Ability to work well as a team member and to openly share knowledge and ideas with partners and peers.
- Excellent planning, organizational, and time management skills.
- You are highly technical and able to communicate well with developers and non-developers.
- Bilingual (English and French) is an asset.

How to Apply

If you have a good understanding of 2SLGBTQI communities and priorities, and want to help direct change, please forward your resume or CV with a cover letter to: jobs@egale.ca

Salary range: \$65,000 - \$75,000

Deadline to apply: September 10, 2021 @ 4pm EST

Egale's Statement on Employment Equity and Diversity

Egale Canada is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.

Egale welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.