



**Arctic  
Co-operatives  
Limited**

[Statement on the Co-operative Identity and Seven Principles](#)

## Career Opportunity

Title	Programmer Analyst
Department/Division	Application Services/Information Technology
Salary	\$4,663 to \$5,487/month
Location	Home Office - 1645 Inkster Blvd, Winnipeg
Other	Permanent, full time, unionized

Benefits of working at Arctic Co-ops include:

- a competitive salary,
- annual vacation (accrue 3 weeks of paid vacation time in first year),
- employer-matched pension plan,
- comprehensive group benefits plan,
- career development opportunities,
- annual performance plans,
- and an environment where employees are encouraged, supported and recognized.



### Position Summary

Reporting to the Application Services Manager, the Programmer Analyst position will provide the development, execution, and maintenance of the computer applications & computer application service strategies needed to support the business needs and goals while meeting or exceeding established departmental service levels with the ultimate goal of providing highly available, secure, cost effective and innovative products, programs, and services.

### Duties and Responsibilities

- Collaborating with the application services development team to apply industry best practices to the design and implementation of application solutions;
- Develop and implement proactive frameworks to achieve high levels of availability and reliability;
- Analysis and documentation of business processes and process mapping;
- Perform primary duties in the following areas:
  - Problem reporting and resolution recording/tracking
  - System specification development
  - Provide, measure, and monitor application delivery estimations
  - Design application deliverables consistent with best practices
  - Creation and execution of test plans
  - Application / database performance analysis and tuning
  - Data analysis and modeling

- Applications maintenance and customer support
- Technical and user-based documentation
- Vendor interaction in pursuit of application delivery
- Customer training for staff in Member Co-operatives
- Vendor interaction in pursuit of application problem resolutions;
- Other duties and responsibilities as assigned.

#### Qualifications

- Post-secondary education in computer science or equivalent
- 2-5 years experience in all phases of the Software Development Life Cycle (SDLC) to include strong business process analysis skills, process re-engineering, requirements definition, system specification development, data modeling, warehousing and module design, code development, unit and system testing and debugging
- Proficient in the VB and C# programming languages, including experience with object-oriented design and development principles
- Have good decision making ability, good judgment, initiative, diplomacy and the ability to coordinate work flow efficiencies with other team members
- Possess the ability to assist and support others as well as take a leadership role when necessary and to be a technical expert on the software development team
- Strong organizational and administrative skills
- Excellent communication skills, both verbal and written. Possess excellent interpersonal skills
- Ability to work independently, as well as a member of a team
- Proven ability to work in a cross-cultural setting
- Proven commitment to personal growth and development
- Ability to travel, if required

#### Assets:

- Knowledge of retail point-of-sale systems and processes
- Experience with Relational Database administration
- Development experience with C++ / QT, and cross platform development would be considered a strong asset
- Experience developing applications in a Microsoft Windows CE environment
- Experience with leading projects from a project management standpoint
- Exposure to purchasing/freight/logistics software programs
- Exposure to accounting practices and/or accounting software programs

**We'd love for you to join us!**

**Resumes accepted via email to [Human Resources](#) or by fax 204-632-8575**

**For more information you can visit [our website](#) and [follow us on LinkedIn](#)**