

Council of Ontario Universities

Web & Systems Developer

Reports to: Manager, Distance Education & Information Technology, PHCNP Program

The Ontario Primary Health Care Nurse Practitioner (PHCNP) Program is a nine-university consortium dedicated to preparing nurses for advanced practice as Nurse Practitioners in Primary Health Care. Using a bilingual (English/French) hybrid learning model, the program supports excellence in education and healthcare delivery across Ontario. The consortium includes Lakehead, Laurentian, McMaster, Ottawa, Queen's, Toronto Metropolitan, Western, Windsor, and York Universities.

The Programmer Analyst serves as the lead developer and technical expert within the Distance Education and Information Technology (DE-IT) team. This role focuses on designing, developing, and maintaining mission-critical systems that support all operational aspects of the NP program, including the Central Registry Database (CRDB) and its integration with the Canvas Learning Management System (LMS).

The incumbent will lead redesign efforts for the public-facing website, developing custom applications, automating workflows, enhancing LMS functionality, and ensuring robust system performance and data integrity. The Web & Systems Developer plays a key role in translating academic and administrative needs into efficient digital solutions.

This role combines strong programming expertise with an understanding of eLearning platforms, system integration, and user experience design.

Key Responsibilities:

1. Software Development & Programming (~80%)

- Redesign and modernize the PHCNP public website (currently WordPress; open to alternate frameworks).
- Analyze stakeholder needs in collaboration with the DEIT Manager and design appropriate software solutions.
- Develop, maintain, and optimize the CRDB (Central Registry Database), serving approximately 1,200 users annually.
- Create secure web interfaces to manage accounts, course plans, clinical placements, and permissions.
- Build and maintain integrations between the CRDB and Canvas LMS via API.
- Program scripts and automation tools for course setup, enrolment, and data synchronization.
- Develop and enhance PHP, ColdFusion, and JavaScript applications using frameworks such as jQuery, DataTables, and Select2.

- Conduct functionality, regression, and performance testing to ensure system reliability and quality.
- Develop scripts and automation tools for course setup, enrolment, and reporting.

2. Systems & Operations Management (≈20%)

- Collaborate with the IT Manager to plan technical solutions, cost estimates, and implementation timelines.
- Manage, maintain, and support the Canvas LMS infrastructure and integrations.
- Monitor database operations and generate analytical reports.
- Conduct quality assurance, debugging, and performance analysis for existing and new software.
- Recommend, plan, and implement software updates, security patches, and performance improvements.
- Liaise with internal teams, site coordinators, and vendors to ensure smooth deployment and user adoption.
- Provide mentorship and guidance to junior technical staff when applicable.
- Conduct R&D initiatives to assess new technologies and development tools that could enhance system performance.

Education:

- Bachelor's degree in Computer Science, Information Systems, or a closely related field (Master's preferred).

Experience & Technical Skills:

- Minimum 5 years of full-stack web development experience, including:
 - HTML, PHP, ColdFusion (Lucee), JavaScript, CSS/CSS3.
 - Libraries/Frameworks: jQuery, DataTables, Select2, Chosen.
 - Database design and development (MySQL).
 - Web application development and API integration.
- Experience managing or implementing Learning Management Systems (Canvas preferred; familiarity with Moodle or BrightSpace is an asset).
- Experience with WordPress CMS (installation, hosting, configuration, security).
- Experience with SharePoint and LMS data migration.
- Strong analytical, problem-solving, and organizational skills.
- Excellent understanding of coding best practices, version control, and software lifecycle management.
- Ability to work independently under pressure, set priorities, and meet strict deadlines.
- Demonstrated ability to collaborate effectively with faculty, administrators, and IT peers.
- Proven ability to identify pedagogical and technical needs and implement tailored solutions.

Other Requirements

- Fully bilingual (English and French) – verbal and written proficiency required.
- Commitment to confidentiality and data integrity.
- Demonstrated ability to manage multiple priorities under tight deadlines.

The hiring salary range for this position is \$71,803 to \$85,206 (remuneration commensurate to relevant skills and experience) plus a comprehensive benefits package.

Those qualified are asked to submit a cover letter with resume, outlining your experience and suitability for the position, to ttrem@np-education.ca by **5:00 pm on June 30, 2026**.

COU is an Equity-Focused and Equal Opportunity employer, committed to equity, diversity and inclusion (EDI) as part of its core values. EDI is a vital component of COU's strategic priority to achieve organizational excellence. COU will foster a culture of equity, diversity and inclusion by enhancing and developing programs, policies, and training that supports and educates our employees. We recognize and appreciate the transformative power of diversity in the workplace. We encourage applications from individuals who identify as members of equity-deserving communities.

COU is committed to providing an inclusive and barrier free recruitment process to applicants with accessibility needs in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation during this process, please inform COU of your requirements.

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

Land Acknowledgement

The land on which the Council of Ontario Universities (COU) operates **in the** traditional territory of the Huron-Wendat, Anishnabek Nation and Haudenosaunee, and the treaty land of the Mississaugas of the Credit.

The territory is the subject of the Dish with One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee Confederacy and the Anishinabek and allied nations to peaceably share and care for the resources around the Great Lakes. Today, this meeting place is still the home to many First Nations, Inuit, and Métis people from across Turtle Island and we are grateful to have the opportunity to work on this land.

COU recognizes the historical and ongoing contributions of Indigenous peoples to our society, the historical and continuing injustices that Indigenous peoples endure, and the need for truth and reconciliation. COU is committed to forging a sustainable relationship with Indigenous

partners based on principles of mutual trust, respect, reciprocity, and inclusion, towards making historic and significant progress in advancing the process of reconciliation in our communities, in our province, and across Canada.