COMPUTER PROGRAMMER ANALYST

COMPETITION: #25193-50010541

SECTION:	Data & Development Services Unit, VPD Information & Communications Technology Section
LOCATION:	3585 Graveley Street, Vancouver
STATUS:	Regular full-time
HOURS OF WORK:	Four-day compressed workweek – 8 a.m. to 5 p.m.
SALARY:	Pay Grade 27 - $47.62 to $56.27
COMPETITION END DATE:	Friday, December 19, 2025

Responsible for analyzing existing and proposed systems and procedures and designing and developing complex programs or segments of programs to solve identified user problems.

ESSENTIAL DUTIES

- Develops new software applications in various programming languages
- Upgrades and fixes problems in existing applications including troubleshooting and debugging
- Obtains specifications and requirements, and recommends and designs application solutions
- Develops test plans and prepares test data to perform program testing, and debugging and troubleshooting of errors
- Assists users during testing and provides end-user support
- Looks at ways of upgrading and improving existing applications by adding new functionality and fixing deficiencies
- Assists technical staff by applying patches and service packs to existing applications
- Maintains and enhances existing applications
- Provides technical advice and/or training to co-workers and end-users relating to information technology
- Prepares, maintains, and updates technical documentation and user manuals including effective comments and documentation within code
- Acts as a technical resource person in regard to software development
- Researches and recommends possible developmental tools, new technologies, and new methodologies
- Performs technical and financial analysis of new technologies and recommends standards, architectures, and policies related to software development
- Analyzes existing technologies and limitations of business processes or services, and assists in implementing any new changes
- Other related duties as assigned

KNOWLEDGE, SKILLS, AND ABILITIES

Required:

- Thorough knowledge of computer programming methods, practices, and procedures applicable to the work
- Considerable knowledge of data processing operations, database design, operating systems, and related software
- Considerable knowledge of problem definition, analysis, and solution techniques for data processing systems
- Ability to collect, analyze, and evaluate information for analysis and programming; develop logical solutions; and perform related coding
- Ability to establish and maintain effective working relationships with divisional and user department staff
- Ability to operate data processing equipment

Preferred:

- Experience with modern application development tools and languages such as: C#, .NET, Java, SQL, JavaScript/TypeScript, HTML5, CSS, Bootstrap, LINQ, REST APIs
- Experience with relational database platforms (e.g., SQL Server), SQL programming, and reporting tools (e.g., SSRS, Power BI)
- Familiarity with Agile methodologies, iterative development cycles, and version control systems (e.g., Git)
- Experience with web application development frameworks, client-server or N-Tier architectures, and integration technologies
- Experience with Microsoft development tools (Visual Studio, Azure DevOps), Java development environments (IntelliJ IDEA), and common middleware or application server platforms (e.g., IIS, Tomcat)
- Knowledge of contemporary cloud concepts, DevOps practices, or continuous integration/continuous deployment workflows
- Experience supporting end-users and contributing to technical documentation standards

EXPERIENCE

Required:

- Sound experience in computer programming, including analysis, coding, testing, and system support

Preferred:

- Several years of progressively responsible experience as a programmer analyst, software developer, or similar role in a complex IT environment
- Experience working in public sector or enterprise-scale organizations

EDUCATION

Required:

- Completion of a two-year Computer Systems Technologies diploma OR an equivalent combination of training and experience

Preferred:

- Bachelor of science in computer science or in a related field with a significant programming component
- Additional coursework, certifications, or professional training related to programming, systems analysis, or database management

OTHER REQUIREMENTS

- All employees must maintain their enhanced security clearance while employed with the Vancouver Police Department, which will be renewed every five years
- Canadian citizenship or Permanent Resident status

SELECTION PROCESS

We thank all applicants for their interest, however, only those short-listed will be contacted. Short-listed candidates will be required to take a written test and need to achieve a minimum of 70% to move forward to the interview stage.

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This position falls under the jurisdiction of Teamsters Local 31.

Applicants should submit a cover letter and resume via email to vpd.civilian.jobs@vpd.ca by 4:30 p.m. on the closing date. **The competition number must be indicated in the subject line of the email**.