



**Watersheds**  
C A N A D A

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## Website Designer and Programmer

May 4, 2022

### Job Title:

Website Designer and Programmer

### Reports to:

Executive Director

### Position Location:

Remote

### Length of Contract:

TBD (depending on funding)

### Pay Scale:

\$25.00 /hr

### Position Purpose:

Watersheds Canada is looking for a creative, dynamic, and well-rounded digital tech member to join our team to lead the development of a digital strategy that connects people to credible technological,

Your Lakes. Your Rivers. Your Future.



scientific and policy information. The purpose of this initiative is to accelerate our ability to serve our constituencies and meet our mission.

The successful candidate will be provided with an opportunity to build their digital skills in coding, programming, digital marketing, and digital media by helping Watersheds Canada improve our online presence and equip a variety of stakeholders with critical tools to protect shoreland and freshwater health. Stakeholders could include municipal officials, waterfront and community groups, students, policy makers, planners, and shoreline property owners. The candidate will also have the opportunity to lead a strategy to improve the engagement and integration of our existing online resources.

The Website Designer and Programmer will utilize their programming and digital marketing skills to develop a new interactive online resource that will include digital media, the ability to host online discussions with stakeholders, and integrate our contact management database and social media. This is an integral role that will help improve Watersheds Canada's programs and services by increasing the accessibility of credible scientific and policy information for our constituents to become better environmental stewards through the Planning for our Shorelands project.

## Primary Responsibilities:

- Conduct a digital audit of Watersheds Canada's current operations, focusing on tracking analytics (user engagement) and creating a digital engagement plan to improve current strategies.
- Implement the digital engagement plan by programming an efficient and testable online resource using best software development practices in WordPress.
- Create wireframes and user experiences (UX) for online engagement and analytics.
- Create a user interface (UI) with standard HTML/CSS practices.
- Integrate data from various back-end services and databases.
- Gather and refine specifications and requirements as needed.
- Create and maintain software documentation.
- Build, maintain, expand, and scale up a Wordpress site.
- Stay up-to-date on emerging technologies/industry trends and apply them to Watersheds Canada's operations and initiatives.
- Collaborate on web design to meet the intent of the project.
- Conduct quality assurance (QA) and security tests.



# Qualification Requirements:

## Education

Education required – Bachelor's degree in computer science or a related field, or demonstrated relevant experience.

## Experience:

None required, however preference will be given to those with some relevant work experience.

## Skills:

- Demonstrated working experience in web programming
- Experience with network diagnostics, network analytics tools
- Experience in UX design for optimum online engagement
- Knowledge of modern HTML/CSS
- Knowledge of appropriate programming languages (PHP, ASP.NET, Javascript, etc.)
- A solid understanding of how web applications work including security, session management, and best development practices
- Adequate knowledge of relational database systems, Object Oriented Programming and web application development
- Basic knowledge of Search Engine Optimization process
- Exceptional proactive problem diagnosis and creative problem solving skills
- Strong organizational skills and the ability to juggle multiple tasks within strict timelines
- Ability to work and thrive in a fast-paced, remote environment

Even if you do not have all of these skills, you are encouraged to apply!

## Funding Requirements:

Eligible interns are:

- Post-secondary graduates – this is not a requirement for residents of the Yukon, Northwest Territories and Nunavut applying for internships in those territories
- Underemployed (employed below their level of education, work part-time or unemployed)
- Between 15 and 30 years of age at the start of the internship
- Canadian citizens, permanent residents or persons granted refugee status in Canada\*
- Legally allowed to work according to the relevant provincial and Canadian legislation and regulations
- Available to work up to six months (26 weeks)



Cannot be:

- Previous participants of a DS4Y internship: <https://ised-isde.canada.ca/site/digital-skills-youth-program/en>
- University or college co-op or intern students
- Employees of the hiring employer prior to the start of their internship (does not apply to previous coop students or student interns, although this must be clearly indicated by the employer)

\*Refugee protection must be conferred under the Immigration and Refugee Protection Act. Persons awaiting refugee status, as well as those who hold a temporary visitor visa, student visa or work visa, are ineligible to participate in a Youth Employment and Skills Strategy initiative.

## How to Apply:

Applicants should submit a resume and cover letter by Sunday, May 15, 2022 at 11:59pm ET to: [info@watersheds.ca](mailto:info@watersheds.ca)

Please put "Website Designer and Programmer job application" as your email subject line.

Please no phone calls. Only those selected for an interview will be contacted.

