KENT&ESSEX MUTUAL INSURANCE

Software Developer
Full Time · Hybrid

Kent & Essex Mutual Insurance Company is a well-established property and casualty mutual insurance company proudly located in Chatham-Kent. We are a financially strong and progressive company with over 135 years of experience building relationships with our policyholders, broker partners and community partners. We believe in ongoing development opportunities for our team and a focus on giving back to our community. We provide a competitive compensation package which includes a comprehensive benefit package and pension.

Kent & Essex Mutual is seeking a Software Developer to join our organization as we grow and transform our Technology landscape. Individual will complete intermediate end-to-end engineering tasks for specific system assignments including developing, analyzing, configuring, testing, debugging, troubleshooting, documenting, and implementing based on user or system design specifications, as well as participating in troubleshooting, conducting impact analysis, and escalating appropriately.

The ideal candidate thrives in an agile environment, thinks outside the box, and is passionate about developing high-performing, high-quality, maintainable code.

What Will You Do?
- Perform analysis, design, development, and configuration functions and define technical requirements for assignments of intermediate complexity.
- Collaborate with business analysts and other developers to define software requirements and specifications.
- Write clean, scalable, and efficient code while adhering to best practices and coding standards.
- Participate with team to perform analysis, assessment and resolution for defects and incidents of intermediate complexity and escalate appropriately.
- Troubleshoot, debug, and optimize existing applications to ensure high performance and responsiveness.
- Participate in architectural design and contribute to technical discussions and decision-making.
- Work within guidelines set by team to independently tackle well-scoped problems.
- Seek opportunities to expand technical knowledge, capabilities and stay up to date with emerging trends.
- Perform other duties as assigned.

What You Will Bring
- Formal education in Computer Science, or another Information Technology based program or an equivalent combination of education and experience, with a minimum of 5+ years of experience in a developer role.
- Excellent understanding of software design methodologies and documentation standards.
- Proficiency and experience with a diverse range of programming languages.
- Excellent problem-solving abilities and attention to detail.
- Understanding of Algorithms – ability to identify inefficiencies and implement appropriate methodologies to enhance performance while adhering to constraints.
- Knowledge of version control systems, specifically Git.
- Debugging and Testing Skills.
- Understanding of Databases and Complex Data Structures - Proficiency in various types of databases and expertise in data manipulation and collection.
- Effective communication skills.
- Ability to document code proficiently and produce clear technical documentation while effectively collaborating with team members.
- Familiarity with RESTful APIs - Understanding of RESTful APIs, including HTTP methods, authentication mechanisms, query parameters, response types, and JSON data handling.
- Strong analytical and critical thinking skills.
- Demonstrated ability to work both individually and as part of a team, plan and organize your own work, communicate effectively in writing and verbally in person or remotely.
- Ability to work effectively in a fast-paced environment and manage multiple tasks simultaneously.
- Must be eligible to work in Canada and reside in Ontario within commuting distance of our office as this is a hybrid position.

Current technology stack:	Experience with the following is considered an asset:
• Node.js	• Knowledge of Insurance is an asset.
• PowerShell	• Experience with Cloud Technologies
• Python	• Knowledge of Containerized Apps
• C#	• UI/UX Design Skills
• Docker	• Security Awareness Best Practices and Principles
• Microsoft SQL Server	• Experience with Microservices Architecture
• Git	• Knowledge of Machine Learning and AI
• ChatGPT	• Mobile Development Skills
	• Continuous Learning Mentality

If you would like the opportunity to join our team and possess the qualifications listed above, please apply in confidence to Human Resources by applying here: Careers - Apply Here.

We thank all applicants for their interest and wish to advise that only those candidates selected for an interview will be contacted. Appropriate accommodation will be provided upon request throughout the hiring process.