The Public Health Association of BC is Hiring!

Software Developer Analyst, Strengthening Public Health Collaborative Action Plan (SPH-CAP)

Remote (BC)
Short Term Consultant Contract
August 25th - December 19th, 2025 with a possibility of extension

Overview

The Public Health Association of BC (PHABC) is hiring a **Software Developer Analyst** to be an integral team member responsible for the IT component of a province-wide engagement initiative, the ***Strengthening Public Health Collaborative Action Plan (SPH-CAP)*** *project*. This initiative aims to engage population and public health partners across BC in co-developing an action plan to advance *B.C.'s Population and Public Health Framework: Strengthening Public Health.* This project will foster collaboration across the population and public health (PPH) sector, identify collective actions to strengthen public health, evaluate progress toward PPH goals, and support public health initiatives across the province.

Reporting to the Senior IT Director and the Project Management Office and Quality Assurance Manager, the Software Developer Analyst will be responsible for developing an online reporting tool to engage partners in action planning. This includes finalizing the platform requirements, selecting and adapting a COTS (commercial off the shelf system), or developing a custom system to meet the reporting requirements of the initiative if there is no suitable COTS available. The Software Developer Analyst may also contribute to other PHABC projects as needed.

Background

The Public Health Association of BC (PHABC) is a voluntary, non-profit charity (est. 1953) that promotes and protects public health by actively working to advance the development and implementation of healthy public policy, by encouraging and facilitating research that supports public health and cooperating regionally, nationally and internationally with partner organizations. Its national linkages enable the PHABC to participate in dialogue and action on matters of interest across Canada. The PHABC has a long track record of fiscal and administrative stability and considerable experience with community development, continuing education, initiatives addressing the determinants of health and project planning, implementation, assessment and evaluation. PHABC has partnered with the federal and provincial governments to carry out significant knowledge development and exchange projects.

Position Summary

We are seeking a strategic and technically skilled professional to review, and lead the design, development, and implementation of a digital platform that enables community-based organizations to collaborate, report actions, and align with the Provincial Public Health Framework. The successful candidate will oversee platform architecture, data governance, and iterative development to ensure the tool reflects community needs and supports collective impact.

Key Accountabilities/Responsibilities

Platform Selection and/or Development
- Review available COTS solutions and prepare a comparative analysis of solutions reviewed and alignment with requirements for the SPHI-CAP initiative.
- Lead the end-to-end development of the online collaboration tool, including requirements gathering, prototyping, testing, and deployment.
- Select and manage technology stack (e.g., Power Platform, Airtable, Salesforce, DHIS2) based on scalability, security, and usability.
- Ensure multi-tenant architecture to support secure access for multiple organizations.

User Engagement and Co-Design
- Facilitate user testing and/or co-design sessions with community organizations to inform platform features and workflows.
- Build trust and maintain ongoing relationships with diverse partners.
- Incorporate feedback into iterative platform improvements.

Data Strategy and Reporting
- Develop frameworks for data aggregation, disaggregation, and analysis aligned with public health priorities.
- Ensure data privacy, ownership, and compliance with relevant regulations.
- Create dashboards and reporting tools to visualize progress and impact.

Strategic Alignment
- Map organizational actions to public health goals, objectives and indicators.
- Support decision-making through real-time analytics and insights.
- Collaborate with provincial public health teams to ensure interoperability with existing systems.

Qualifications & Required Skills
- Bachelor's or Master's degree in Information Science or Technology, Computer Science, Data Science, Software Engineering or related field.
- 3+ years experience in digital platform development, preferably in public or non-profit sectors.
- Ability to design and implement digital solutions using programming tools of choice, and to advise on suitable technical approaches in collaboration with a non-technical team.

- Proven experience with user engagement and co-design methodologies.
- Strong understanding of data governance, privacy, accessibility, and health equity principles.
- Familiarity with databases and data integration from various sources.
- Familiarity with data visualization and business intelligence tools (e.g. PowerBI, Tableau), Airtable, Salesforce, or DHIS2.
- Excellent communication, facilitation, and project management skills.

Assets
- Experience in public health or health sciences field.
- Experience working with Indigenous, rural, or equity-deserving communities.
- Knowledge of the BC Provincial Public Health Framework and related policy environments.

This is a **short-term consultant contract position from August 25th, 2025 to December 19th, 2025** (with potential for extension) valued at $25,840 plus GST. The selected candidate will be offered a consultant contract and must hold a valid GST number.

To Apply
Please submit a resume and a cover letter detailing why you would be the ideal candidate for the position to **Olivia Tefft, Project Lead** at **special.projects@phabc.org** by **August 18th, 2025**. Please include *Software Developer Analyst Job Posting* in your email subject line. Shortlisted candidates will be asked to provide up to 3 references.

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

PHABC is an equal opportunity organization and all qualified applicants will receive consideration for this position without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.