Specialisterne Canada is recruiting!

Specialisterne Canada specializes in working with businesses to hire people on the autism spectrum, or with similar neurodiversities*. Presently, Specialisterne Canada is working with Kinaxis to recruit for three different roles in Ottawa, Ontario.

Kinaxis™ is a leading edge and growing software company providing innovative supply chain planning and sales and operations (S&OP) cloud-based solutions to large corporations all over the world. Kinaxis sees the value in establishing a diverse workforce and responding to challenges from multiple perspectives. They offer the stability of an established company, combined with the passion and innovation of a start-up.

Specialisterne Canada provides recruitment, staffing solutions and management support to businesses interested in employing neurodiverse talent. A different perspective or an alternative communication style can be a great asset to any employer, yet because of standard recruitment processes and management practices, many people face systematic barriers to accessing and maintaining employment. Our process is designed to avoid these barriers.

Descriptions of the roles are provided below. Applications should be submitted in full no later than August 27, 2019.

*For the purpose of this recruitment program, neurodiversity has been defined to include individuals on the autism spectrum, with PDD-NOS, ADD, ADHD, OCD, clinical anxiety or mental health diagnoses, learning disabilities, those who face similar challenges in obtaining employment.

Role Descriptions

WEB DEVELOPER
Full-time, Permanent
Ottawa, Ontario (Kanata)

Do you have a background or knowledge in Web Development? Does working in a dynamic environment where you are part of a team focused on building out web clients sound like something you would enjoy? If so, this may be the job for you.

Here is what you will do:
• Be part of a team focused on identifying and creating user centric solutions in order to enhance user experience
• Understand and help define user needs and business requirements
• Deliver new feature content by writing code based on user interface specifications and design patterns
• Create unit tests for all written code and execute bug fixes where required

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• Collaborate with other teams to support successful implementation and identify areas for improvement

In performing this role, you will:
• Possess a University degree or College diploma in Computer Science, Web/Software Development or Computer Engineering
• Use your ability to learn new tools and concepts quickly to deliver results
• Apply your hands-on experience in HTML5, CSS and JavaScript to write code
• Apply your understanding of Git system software and test frameworks to test and track changes in code

Nice to have:
• Familiarity with software development tools npm and Yarn
• Knowledge of React-Redux, HTTP SOAP and Web Services
• Interest in latest web and mobile technologies
• Interest in data visualization and dashboards
• Knowledge of supply chain products and concepts

SOFTWARE DEVELOPMENT SUPPORT
Full-time, Permanent
Ottawa, Ontario (Kanata)

Are you an analytical thinker with an interest in software development and testing? Does using an attention to detail to identify errors or better ways to solve problems sound like something you would enjoy? If so then this may be the job for you.

Here is what you will do:
• Contribute to the development of supply chain management software
• Identify software problems, find their source and propose possible solutions
• Support development team by monitoring and testing platform infrastructure
• Participate in improvement and enhancement initiatives
• Work in a small team environment and work both independently and in collaboration with others to achieve shared goals and objectives

In performing this role, you will:
• Possess a University degree or College diploma in Computer Science or a related discipline
• Use your detail orientation and investigative skills to detect and resolve errors or inefficiencies
• Have experience with one or more software application development tools such as C#, Python, PowerShell or other scripting languages, Visual Studio and/or Jenkins

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• Use your knowledge of object-oriented principles (e.g., Java) and software development processes to test developed products
• Use your written and verbal communication skills to concisely present information and findings

Nice to have:
• Previous exposure to automated software testing
• Interest in dashboard and data visualization
• Knowledge of supply chain products and concepts

PROGRAM CONTENT DEVELOPER
Full-time, Permanent
Ottawa, Ontario (Kanata)

Are you an analytical thinker with an interest in Technical Writing or Multimedia Design? Do you want to be part of a team focused on developing content and training modules used to educate software users? If so, this may be a good role for you.

Here is what you will do:
• Review and test newly developed software training products to detect errors and areas for improvement
• Research, gather requirements and create content used to educate and instruct the end-user for new products or product enhancements
• Follow a step by step approach and established guidelines to analyze content quality and functionality
• Contribute to content enhancement by communicating findings, give suggestions and generate new ideas
• Assist in data collection, case study development and problem motivation processes to help build multimedia training content
• Learn about leading edge technology, build transferable skills and develop your critical thinking in an environment supportive of learning and growth

In performing this role, you will:
• Possess a University degree or College diploma and experience or knowledge in technical writing or multimedia design
• Utilize your technical understanding of software to become proficient with content development tools such as Jira and Flare, and multimedia tools like Storyline
• Be a focused individual with a willingness to learn and contribute to improvements
• Apply your critical thinking skills to review and test developed content
• Have a basic understanding of data and information flow in the context of software architecture
Employ different thinking

Nice to have:

- Previous exposure to data or business analytics processes and concepts
- Knowledge of supply chain products and concepts
- Understanding of processes involved in quality control testing and learning management

The Recruitment Process

Application
The first step in the recruitment process is for interested candidates to apply for the roles. This will involve completing an online questionnaire as well as submitting their resume to Specialisterne Canada. Instructions for applying are included below. Applicants will be shortlisted for participation in the next step based on a review of each online questionnaire and assessing the likelihood of fit for the roles for which we are recruiting.

Employment Discovery Workshop
The next step in the Specialisterne recruitment process is an Employment Discovery Workshop. It is a hands-on, task-based experience where you will work on specific projects in a relaxed setting. It is an opportunity to learn about our approach to hiring, and for us to get to know you – what motivates you, your interests and your skills.

Training and Assessment Program
Candidates whose profiles are well-suited for the roles for which we are recruiting will be invited to participate in a four-week skills evaluation and training program on the employer’s site. It will include case studies, real-life projects, as well as on-site training relevant to the roles and working environment.

Employment
Employment offers are made to the candidates with the best fit. Once accepted, the individuals will transition into their positions at the organization. Specialisterne Canada will provide support where necessary, which may include modifications to the work environment.

Those not selected can have their profiles added to our database for consideration for other more suitable job opportunities in the future.
To Apply

Please read the role descriptions carefully.

This opportunity is only available to individuals who are neurodiverse, defined for the purpose of this recruitment program to include individuals on the autism spectrum, with PDD-NOS, ADD/ADHD, OCD, clinical anxiety or other mental health diagnoses, learning disabilities, or who face similar challenges in obtaining employment.

To apply and for more information on our recruitment process visit our website at www.specialisterne.ca/opportunities.

Applications should be submitted in full no later than August 27, 2019

If you completed a Specialisterne questionnaire in the past, please do so again, as this one has been customized for this recruitment program.

For More Information

Please direct any questions via email to info@specialisterne.ca. If you prefer to speak on the phone, send us an email and we will schedule a call.

For more information about Kinaxis, go to kinaxis.com.

For more information about Specialisterne, visit our website specialisterne.ca.

We look forward to hearing from you!