Business Systems Analyst
Halifax, NS | Permanent | Information Technology

About WCB Nova Scotia

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Pursuant to the Workers' Compensation Act, WCB NS provides workplace injury insurance to workers and employers in Nova Scotia. Every day, WCB employees work to reduce the human and financial impact of workplace injury. WCB works to prevent workplace injuries, but when it occurs, they are there to provide security from its impact on workers and their families.

WCB works with workplaces across the province to help prevent workplace injuries, and establish strong return-to-work programs. When injury occurs, WCB supports injured workers to return to work in a safe and timely manner. WCB provides income replacement benefits, supports rehabilitation, and offers return-to-work assistance. WCB also provides extended benefits in cases where an injured worker is no longer able to work due to their workplace injury, and they support families in the wake of workplace tragedy.

WCB is a leader in Nova Scotia's growing workplace safety culture. Their social marketing campaigns spark important conversations and behavior changes related to workplace safety. WCB works with partners to reduce the human impact of workplace injury, through the promotion of workplace safety and return to work. Guided by its Strategic Plan, WCB is focused on service improvement, innovation, and opportunity.

About The Opportunity

Reporting to the Manager, Solution Delivery, the Business Systems Analyst has prime accountability for converting system requirements into system functionality. You will ensure the solution meets the defined system requirements, the system is designed to allow for flexible configuration, the system is developed on the current toolset and infrastructure supported by the IT department, the changes and/or new system are integrated into the current application environment, and that systems are designed so they can be efficiently monitored and supported from an operations perspective.

You will have the opportunity to work with other team members within IT and Corporate Development (and other Organization Units as required), to ensure the smooth introduction and changes of application systems, and a number of other responsibilities, including:

- Co-ordinating preliminary design and the detailed design of the system
- Supporting, directing, and guiding the delivery team through the development phases of the project, and supporting the functional test and acceptance test phases
- Ensuring industry as well as in-house standards are followed throughout the delivery process
- Construct estimates for deliverables using standard industry practices and tools
- Ensuring the scope control/change control principles are applied to the delivery process, and a delivery schedule and plan are constructed
- Managing the delivery according to the agreed-upon schedule, providing status reporting and risk identification throughout the delivery process
- Making key decisions regarding the development of the system and is responsible for the integrity of the system/project being delivered

About You

As the ideal candidate, you satisfy the following requirements:

A university degree in computer science or related fields, such as mathematics, engineering, or physics, plus a minimum of 3-5 years of progressively responsible experience in project management, the definition of business requirements, the design of business systems, or leading of teams and planning efforts.

OR

A university degree plus completion of a 1-year certificate program in business computing from a recognized technical school, plus a minimum of 3-5 years of progressively responsible experience in project management, the definition of business requirements, the design of business systems, or leading of teams and planning efforts.

OR

Graduation from a community college or technical school 2-year or 3-year program in business computing, plus a minimum 3-5 years of progressively responsible experience in project management, the definition of business requirements, the design of business systems, or leading of teams and planning efforts.

AND

A minimum of two years of experience with the responsibility for the design and delivery of solutions in an AS/400 and/or WEB environment. Also, a minimum of two years of experience in IT project management and the use of a planning tool i.e. Microsoft Project.

- Understanding of / Experience with N-Tier applications
- Experience leading a team of developers on small to medium projects
- Exposure to the following technologies toolsets are an asset: VB, Version Control software (ex: SourceSafe / Team Foundation Server), XML, XSL, HTML, CSS, JavaScript, Microsoft .NET Framework, Visual Studio, VB.NET, C#, ASP.NET, ASP.NET MVC, SQL Server, Programming Stored Procedures, IIS, as well as Object-Oriented Design and Programming and Object Relational Mapping concepts

The offer

WCB offers a competitive compensation package including a salary range of $68,646 – $85,754. Interested candidates can send their resume to Steph MacIntosh via *steph@venor.ca*.

Any offer of employment will be conditional upon the completion of all applicable background checks, including a criminal record check and confirmation of credentials, the results of which must be satisfactory to the WCB.

The WCB is an equal opportunity employer committed to supporting and developing employees.