JOB DESCRIPTION

Position: Full-Stack Solutions Developer

Location: Offices in Abbotsford, BC, St. Catharines, ON, and Colorado Springs, CO

Reports to: Director of Systems & Technology

Salary Range: $51,000 - $58,200 USD

Position: Full Time, Permanent

About Us

We help ministries that have their boots on the ground, those "feet on the street" organizations that meet people where they are—whether on the streets, in shelters, or in neighborhoods—bringing practical help and the hope of the gospel to the nations. Rooted in a Christ-centered mission, we believe unity multiplies impact, empowering ministries to transform lives and strengthen communities in ways none of us could achieve alone.

At The Great Commission, we carry the unseen load—donations, accounting, wages, compliance—so the mission never has to pause. Our ministries carry the gospel. We carry them.

Role Summary

If you love solving problems and working across the full stack – from API integrations to user interfaces, this is your chance to make a real difference!

You will work closely with our Systems and Technology team to design, develop, and maintain automation tools, integrations, and web-based solutions that enhance workflows across the organizations.

Key Responsibilities

- Review legacy automation tools (C#, Delphi) and contribute to the design and development of next generation automation tools.

- Build and maintain integrations between platforms such as Blackbaud NXT, Dynamics 365, Sage, etc.

- Develop RESTful APIs and automation workflows using tools like Power Automate, Zapier, and other relevant tools.

- Create user-friendly web interfaces and portals (HTML, CSS, JavaScript/React).

- Work with CI/CD pipelines, source control (Git, Azure DevOps/GitHub), and cloud-first solutions.

- Implement secure, role-based access to systems and ensure compliance with privacy standards.

- Collaborate with stakeholders to refine requirements and deliver solutions that meet business needs.

- Support data migration, transformation, and validation activities.

- Other duties as assigned.

Required Skills

- Strong coding experience (3-5 years) in software development with C#/.NET

- Basic understanding of Delphi for legacy code review

- Proficient with API development, REST principles, and integrating multiple systems

- Familiarity with automation platforms like Power Automate or Zapier

- Proficiency in frontend development skills (HTML, CSS, JavaScript, React)

- Proficiency in SQL databases and with data handling

Nice-to-Have

- Experience with Blackbaud NXT, Dynamics 365, and Power Platform

- Nonprofit sector or donation/accounting workflow knowledge

- Portal development experience

- Familiarity with scripting languages (Phyton, PowerShell)

Soft Skills

- Strong problem-solving abilities and attention to detail

- Ability to work collaboratively and take initiative

- Eagerness to learn and adapt to new tools and technologies

- Good communication and interpersonal skills, with the ability to maintain strong inter-departmental collaboration

Qualifications

- Post-secondary education in a computer science or related field. Equivalent knowledge base and relevant experience may be considered.

- Minimum 3 years of professional experience in full-stack software development, including designing and delivering solutions with backend, frontend, databases, and integration components.

Faith-Based & Ethical Standards

- As a Christian non-profit, we seek team members who embody our faith-based values and are dedicated to our mission of empowering Christian ministries to thrive globally. Join us as a Full-stack Solutions Developer to support our vision with passion and purpose.

To Apply:

1. **Submit your resume:**
   Resumes with cover letters should be sent as PDF's to hr@thegc.org, please use Subject Line: Full-Stack Solutions Developer.

2. **Complete the TRAITS survey:**
   To complete the survey please use the link below or paste the URL into your web browser's address line. The survey should take about 20 minutes to complete.
   https://app.traits.com/survey/477684d0-844f-44da-8019-cb1afc3b2d57