DEPARTMENT: INFORMATION TECHNOLOGY
POSITION TITLE: JUNIOR DATA & INTEGRATION DEVELOPER
REPORTS TO: BUSINESS INTELLIGENCE MANAGER

ABOUT US

The Mutual Fire Insurance Company of British Columbia is growing and is seeking a Junior Data & Integration Developer to join our team.

Founded in 1902, Mutual Fire Insurance was the first mutual insurance company headquartered in British Columbia. Today, the company provides solutions for farm, commercial, and home insurance needs from British Columbia to Ontario. Mutual Fire Insurance is committed to making people a priority by creating membership initiatives, investing in technology, and supporting community projects.

Mutual Fire Insurance's subsidiary, Four Points Insurance provides innovative insurance solutions for small to medium-sized businesses in suburban and rural areas. Four Points Insurance was formed in 2022 to support small businesses through the many adjustments they must face now, and in the future. Built with a passion for customer service and risk management, Four Points Insurance offers business owners a suite of commercial packages insurance options.

In late 2021, Mutual Fire Insurance created two employee driven committees, an ESG Committee and a Purpose Committee. Today these committees are creating the framework and policy for Mutual Fire Insurance to work towards sustainability within our communities, while also ensuring environmental, social, and governance mandates are accomplished.

THE OPPORTUNITY

The Business Intelligence (BI) team is seeking a Junior Data & Integration Developer to strengthen our technical capacity, support growing integration needs, and assist the BI team where needed within a variety of projects and initiatives. This role is designed to bring in a developing technical professional who can grow into a key contributor within our data, automation, and integration workflows.

The ideal candidate brings solid foundational development skills, strong SQL capability, and the curiosity and initiative needed to take ownership of technical work. You will work closely with senior BI team members to support integrations, automation pipelines, backend data processes, and modernization efforts across the organization. We are looking for someone who is adaptable, curious, collaborative and has the ability to take initiative.

Responsibilities:
Systems Integration & Development

- Build, maintain, and troubleshoot integrations between internal systems, cloud platforms, APIs, and third-party services.

- Implement and support REST API workflows including authentication, tokens, and system-to-system communication.

- Participate in the full development cycle: requirements gathering, building, testing, deployment, documentation.

- Maintain scripts, scheduled jobs, and environment-related configurations.

Data Engineering & ETL Support

- Develop and maintain SQL queries, stored procedures, views, and transformations.

- Support ETL/ELT pipelines and ensure reliable movement of enterprise data.

- Conduct validation, root-cause analysis, and quality checking on production data flows.

- Assist with the transition from manual tasks to automated or scheduled processes.

Automation & Workflow Building

- Contribute to automation solutions using Power Automate and similar tools.

- Support automated reporting workflows, event-triggered tasks, notification logic, and recurring data processes.

- Help expand BI's automation footprint into new areas where manual workloads remain heavy.

Operational Stability & Team Resilience

- Reduce dependency bottlenecks by learning and sharing ownership of systems currently maintained by a limited number of team members.

- Provide continuity coverage for integration and data processes during vacations, outages, or high-volume periods.

- Participate in daily standups, planning sessions, and backlog discussions to maintain team alignment.

Modernization & Technical Roadmap Support

- Assist with upgrading and refactoring legacy components.

- Support ArcGIS and geospatial workflows as part of accumulation management and risk analysis projects.

- Contribute to BI's strategy to improve system reliability, process efficiency, and long-term scalability.

Here's what you bring:

Diploma or degree in Computer Science, Software Development, IT, or related field.

1–3 years of development, automation, or integration experience.

Strong SQL ability (queries, functions, troubleshooting, optimization)

Understanding of relational database concepts (SQL Server, PostgreSQL)

Experience with a backend programming language (C#, VB.NET, or JavaScript)

Familiarity with APIs, JSON payloads, endpoints, and authentication

Knowledge of ETL concepts and data integration principles

Basic understanding of Git or other version control tools

Willingness and ability to work with Power Automate

The following will be considered an asset:

Insurance and insurance data backgrounds will be highly favoured

Experience with Agile Methodology

Exposure to ArcGIS or geospatial datasets

Experience with automated reporting, event-based workflows, or pipeline orchestration

Understanding of multi-environment promotion

Comfort with system-level troubleshooting (logs, connectivity, permissions)

What we offer:
- Competitive salary
- Comprehensive employee benefit package
- Flexible work environment, opportunity to work remotely with limited office attendance
- Diverse mix of staff and demonstrated work/life balance
- Career growth opportunities and continuing education programs

Please send your resume in confidence to careers@mutualfirebc.com

We thank all applicants for their interest, however only candidates under consideration will be contacted.