TALENT DAY

BCjobs.ca IN PARTNERSHIP WITH **BC TECH** association DISCOVERY FOUNDATION

ATTENDEE GUIDE

WHAT IS THIS?

We've put together a document for you with key information about the companies coming to Talent Day. This will help you learn more about the employers in advance and help you make the most of your time.

WHAT YOU'LL FIND INSIDE

- Top roles companies are looking to fill (*)
- Quick summaries of companies (what do they do?) and their tech teams
- Skills that are useful for you to have

*(*) Note that this will list the highest priority openings for companies, but it is **NOT AN EXHAUSTIVE LIST** of all positions a company is hiring for*

PREPARING FOR TALENT DAY

- **DON'T:** Ask questions like *"what do you do?"* or *"what are you hiring for?"* because this information is available to you (online and in this document)
- **DO:** Use this information and tie it into impactful questions about the role, the team, and the best parts about working at the company
- **DO:** Identify key employers you want to connect with and do deeper research about them (their values, recent news stories, or fun/unique things about working with their team)
- **DO:** Think about ways that you can make a positive and lasting impression. Employers talk to lots of people at these events so make sure you're asking questions that are thoughtful and engaging.
- **DON'T:** Print this document out. Instead, save a copy on your phone or make your own notes. Please be considerate of your environmental impact!

Amazon

What we're looking for

- Software Development Engineer
- Senior Software Development Engineer
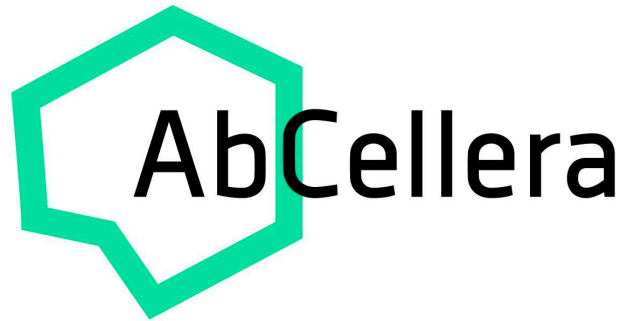- Software Development Manager

What we do

Amazon Web Services in Vancouver builds a world scale services – Relational Database Services, messaging, S3 and many others.

About our tech team

We are Amazon Aurora, part of the Amazon Relational Database Services team. We are 20 people here in Vancouver. We are looking for engineers and managers who are passionate about building scalable distributed systems and genuine interested in cloud native database engines working at unprecedented scale.

Useful skills to have

- Java
- SQL
- Spring
- RPC

AʙCELLERA

Wʜᴀᴛ ᴡᴇ'ʀᴇ ʟᴏᴏᴋɪɴɢ ғᴏʀ

- C++ Software Engineer
- Full-Stack Software Developer - Bioinformatics
- Data Manager

Wʜᴀᴛ ᴡᴇ ᴅᴏ

AbCellera's therapeutic antibody discovery team is integrating microfluidic technology for single B cell screening, advanced data visualization, computational intelligence, and machine learning to mine the vast diversity of natural immune repertoires of any species.

Aʙᴏᴜᴛ ᴏᴜʀ ᴛᴇᴄʜ ᴛᴇᴀᴍ

At AbCellera, we're solving tough problems and creating innovative solutions from the ground up - complex data visualization and analysis tools that leverage machine learning from rich data sets to revolutionize the way that scientists explore antibodies. We're the first in our field to be providing tools like these, which means you'll be solving new problems every day, helping us develop unique software products that make us leaders in the biotech industry. You'll have the chance to work with the scientists who use the tools to identify new product opportunities, from detailed usability tweaks through to new feature development and even visionary new software. We're a growing company with a huge amount of data and the drive to be the best in the industry.

Usᴇғᴜʟ sᴋɪʟʟs ᴛᴏ ʜᴀᴠᴇ

- C++
- Python

Best Buy Canada

What we're looking for

- DevOps Engineers
- Software Engineers
- Product Owners / Scrum Masters

What we do

Best Buy Canada is a Canadian retailer specialized in selling consumer electronics. Our eCommerce site is the #1 electronics website in Canada with over 250 million visitors to our site every year.

About our tech team

Here at Best Buy we have two technical departments: eCommerce & IT. Together we have over 600+ individuals who work within these areas of our business. The environment within these two areas are agile meaning that the culture is very collaborative, open, innovative, and fast paced.

Useful skills to have

- Java
- Azure
- Jenkins

BIG CHIP

WHAT WE'RE LOOKING FOR

- Programmer
- Database Admin

WHAT WE DO

Big Chip engineers really cool / easy to use SAS solutions for hospitality and retail — with 3x 100% growth year over year and counting.

ABOUT OUR TECH TEAM

- We are a selectively small collective of really good programers where each person's opinion actually counts. The team is lean by design as it keeps all of us close and involved in the project.

- We best work with business minded people as everything we do impacts someones business at some point.

- If you are looking for a place that embraces entrepreneurship in all levels — come find our super fancy 8.5 x 11 sign.

USEFUL SKILLS TO HAVE

- PHP
- XML
- Javascript

BMC

WHAT WE'RE LOOKING FOR

- Full Stack Web Application Developers at Various Levels
- Technical Writer

WHAT WE DO

BMC is a leader in IT Service Management, with the BMC Digital Workplace developed in Vancouver, providing intuitive and intelligent consumer-like experiences to help organizations step into the future of work.

Details at https://www.bmc.com/it-solutions/digital-workplace.html

ABOUT OUR TECH TEAM

BMC Vancouver consists of just over 30 people, most being software developers and QA. To fit this team you need to have previous experience with the core technologies we use, and you need to be passionate about the technology and building awesome software, from the clean code right through the end user experience. You have to be comfortable working in a highly collaborative environment where your coworkers come from multitude of cultural and ethnic backgrounds and a range of skills and experiences.

USEFUL SKILLS TO HAVE

- Java
- Angular
- Angular.js

Cayenta

What we're looking for

- Application Consultant / Implementation Specialist
  - UX Designer
  - QA Analyst
  - Developers

What we do

We provide innovative end-to-end CIS and ERP solutions that were engineered from the ground up to be agile and seamless, ensuring that our utility clients have a platform for operational success.

About our tech team

Application consultants and Project managers have utility, CIS, or ERP experience, enjoy working face to face with customers, and a willingness to travel. **Software application developers** will maintain and enhance Cayenta's industry-leading Customer Information System (CIS). To be an awesome fit you have a high level of initiative, energy, and have a great consultant-minded work ethic.

Useful skills to have

- 4GL
- Sequel (SQL)
- Cobalt

Cisco Canada

What we do

Cisco enables people to make powerful connections--whether in business, education, philanthropy, or creativity. Cisco hardware, software, and service offerings are used to create the Internet solutions that make networks possible--providing easy access to information anywhere, at any time.

About our tech team

We are a company of engineers and technologists passionate about delivering a better Internet. At Cisco Umbrella, we seek bright, committed team members who are excited about contributing to a company that has a vibrant and unique culture. Working at Cisco on the Umbrella team means being surrounded by passionate, intelligent and creative people who are determined to disrupt the security industry with endless innovation, world-class research and unrivaled products and services.

Our Vancouver office is located on the edge of historic Gastown—just a stone's throw from Vancouver's best restaurants and public transportation. Natural light and killer views of the North Shore help to create a unique and inviting space for everyone to enjoy.

Predominantly populated by Engineering and Product staff, the open office space bodes well for architecting and building an industry-dominating security solution. We know everyone works differently, so the office has sit-stand desks, conference rooms for brainstorming and developing great ideas, design elements unique to the West Coast and created by local artisans, cozy nooks, a fully stocked kitchen and fun games for everybody to enjoy in our downtime.

clearly

Clearly

What we're looking for

- UX / UI Design Lead
- Front End Web Developer
- Systems and Network Administrator

What we do

Clearly is one of the largest e-commerce companies in the optical space based in Vancouver and serving millions of clients across the globe every day.

About our tech team

We have an energetic multicultural tech team that believes cooperation fosters success. We have developed the mindset of "We're in it together". We have a dynamic IT department, which includes Web and Java Developers, DevOps, ERP Developers, Quality Assurance, Business Analysts, Technical Support and an Infrastructure team.

A candidate will be an awesome fit if they share same values as the team – cooperative, approachable, open-minded, hard working, helpful and understanding of people's differences, sociable, willing to learn new skills and share knowledge, and be proud of their work. Sense of humour is important in our team to build rapport and have enjoyable atmosphere.

Useful skills to have

- ReactJS, Vanilla JavaScript, SASS
- Web Performance Optimization, Software Development Best Practices JVM language(s) (Java, Groovy, or Scala), Spring framework (Spring Boot, Spring Cloud). Microservices experience (high-availability, scalability, event-driven architecture)

Clio

What we're looking for

- Software Developers
- Development Managers
- Product Managers
- Application Security Developers
- Systems Engineers
- **And more!**

What we do

We're not just an award-winning tech company—Clio is committed to transforming the practice of law, for good. Disrupting a centuries-old profession like the legal industry means we're bringing the best in technology, talent, and drive to create a product that solves a real need in the world.

About our tech team

With technical teams in Burnaby, Calgary and Dublin - Clio's product organization is quickly approaching 100+ in size. A few of our core values include: "Living a Learning Mindset", "Thrive as #TeamClio" and "No Doors, Only Windows". As our team continues to expand at our current pace, it is important to continue to find folks that share these values to keep our culture amazing and teams high-performing!

Useful skills to have

All nice to have: Ruby, AngularJS or React Native - but more important is strong development fundamentals

CREATE MUSIC GROUP

What we're looking for

- Full Stack Developer
- Data Developer
- Backend Developer

What we do

One of the fastest growing music technology companies in the entertainment industry providing both traditional services and SaaS platforms related to rights management, distribution, and analytics.

About our tech team

14 people and growing, we love candidates that are amicable and open that can gel with a team. Our core values are respect, accountability, transparency, appreciation, work life balance, and fun. Last but not least we love having dogs in our office.

Useful skills to have

- PHP, Javascript, Python
- AWS (ECS, S3, EC2)
- Google Cloud Platform Tools
- Atlassian

FLIR SYSTEMS

WHAT WE'RE LOOKING FOR

- Senior Software Engineer
- Reliability Engineer

WHAT WE DO

FLIR Systems is one of the world's leading manufacturers of machine vision digital cameras.

ABOUT OUR TECH TEAM

- Roughly 65 Engineer/Software Developers with each team broken into 7-10 employees

- The teams include: Manufacturing Automation, Software, FPGA, Hardware, Research, Mechanical, Firmware

- We keep pace with technology and apply it to solving thorny problems in a lean manufacturing environment. Our software, tools, and processes help enable the capacity and agility the company needs to grow sales, release new products, and improve profitability.

- We look for people that are not satisfied with the status quo and passionate about creating amazing technology.

USEFUL SKILLS TO HAVE

- C#
- SQL/NoSQL Databases
- Cloud Technologies

Global Relay

What we're looking for

- Java Developers
- iOS / Android Developers
- SDETs

What we do

We help organizations manage and control their communications data. Whether you want to meet regulatory requirements, streamline your eDiscovery process, or improve employee productivity, we can help you achieve your goals. Our services provide all employees with the tools and data they need - helping them make decisions and your organization stay competitive.

About our tech team

Headquartered in Vancouver's historic Gastown neighborhood, we're rapidly growing in Canada, the United States, the UK, and Singapore. Join our over 425-person-strong team! Our 250-person R&D team develops our innovative technology solutions entirely in-house. On the business side, our teams ensure we continue our rapid growth while maintaining our reputation for excellent services, close customer relationships, and unique corporate culture. We are always looking for exceptional people who can help us achieve our ambitious goals.

GroupHEALTH Benefit Solutions

What we're looking for

- Software Engineer
- Product Manager
- Junior Underwriter

What we do

GroupHEALTH is looking to transform the way Canadians experience Benefits.

In every industry there is a company that thinks and does things differently. In employee group benefits, GroupHEALTH Benefit Solutions™ is that company.

About our tech team

Our IT team is 30 people and growing. We are currently looking for a **QA Analysts** to work with a team of internal developers, testers, business analysts and project managers to develop and improve enterprise level applications.

GroupHEALTH is currently automating its manual testing and is looking for experienced candidates in automation scripting. Our goal is to automate and become more efficient by investing more into Continuous Delivery, Continuous Integration and agile methodology.

Useful skills to have

- Software Engineer: PHP/Javascript/MySQL
- Product Manager: Marketing Product Strategy, Design, Launch, and Analysis
- Junior Underwriter: Math or Stats Background

LENDESK

WHAT WE'RE LOOKING FOR

- Ruby Developer
- Front End Developer
- AWS Developer

WHAT WE DO

We're on a mission to create graceful products that simplify the mortgage process, and help fund the future. Our flagship product is an advanced digital mortgage origination platform that connects borrowers, brokers and lenders. We're a fast-growing, technology team of 23+ employees, comprised of innovative and engaged individuals working collaboratively to deliver a unique digital home buying experience.

ABOUT OUR TECH TEAM

Our technology team believes in constant growth, introspection, and training. We have bi-weekly lunch 'n learns, organized peer and group mentorship of skill development, and training and conference budgets. We believe in best practices like agile, CI/CD automation, code reviews, style guides, security guardrails, and team retrospectives. We're looking for smart people with a great attitude, a proven track record of delivering quality products, and a demonstrable history of working with our core technologies. If you're teamwork-oriented, a life-long learner, engaged, hard-working, and humble, Lendesk would be a good fit for you.

USEFUL SKILLS TO HAVE

- Ruby on Rails
- Javascript
- React

NORTHLAND PROPERTIES

WHAT WE'RE LOOKING FOR

- Senior Java Developer
- Senior Javascript Engineer
- Senior Front End Developer

WHAT WE DO

Northland Properties Corporation is the force behind such brands as Sandman Hotel Group, The Sutton Place Hotels, Moxie's Grill & Bar, Chop Steakhouse & Bar, Denny's Restaurants, the Dallas Stars, and Northland Asset Management Company.

ABOUT OUR TECH TEAM

Northland is creating a brand-new engineering team to develop and maintain a booking engine, loyalty program, and the associated websites/apps for a chain of hotels and restaurants. Although Northland is a large organization, this team will be more akin to working in a smaller tech start-up, but with a small set of dedicated customers which are Northland's hospitality brands.

The areas of research and development will include aspects of digital marketing (including websites, loyalty, personalization, analytics), dynamic pricing, and a high-performance booking engine with integrations into various travel channel partners.

The initial hires on our team will be experienced senior developers, who will take ownership of the application and code. It is likely that these roles will evolve into leadership positions, with each operating smaller teams that focus on a particular area of the application. However, for the first few months, the environment will be flat as we gain perspective on the current technology and how to best move it forward.

PayByPhone

What we're looking for

- Software Developers
- iOS and Android Software Developers
- Product Managers
- Project Manager
- QA Analyst
- Senior UX Designer

What we do

PayByPhone is an app that lets you pay for parking in a few quick taps. No coins, no hunting for the machine, just a clever little app that means you spend less time with your car and more time with your friends.

You've got better things to do than worry about parking tickets. Get rid of all the hassle with PayByPhone.

About our tech team

The product development team is around 50 and growing. (People with growth mindsets, a constant learning and curiosity mentality and empathy for others are GREAT fits.) PayByPhone employees are constantly teaching others and seeking to learn from others….breaking through barriers to grow the business and themselves. People with experience in rapid growth tech companies (starting from a small size) are ideal to help us scale the org into 2019 and beyond.

Useful skills to have

.NET stack, C#, C++, Angular, React, Java, Node.JS, Go, Python, Ruby, AWS/AZURE

PDFTron

What we're looking for

- Software Developer
- Web Developer
- Deep Learning Developer

What we do

PDFTron powers businesses with document technology to do more including edit, annotate and fill forms, with the comfort of data security and regulatory compliance.

About our tech team

Our developer team consists of approximately 30 talented individuals developing cross-platform technology. As an SDK, our clients are other developers so we have a focus on providing top-quality code and utilizing the latest tech stacks. Thriving in a startup-like, agile and entrepreneurial environment, excellent communication, team-oriented, and passion are all skill sets that would make a candidate a great fit for the PDFTron team.

Useful skills to have

- Javascript
- C++ / C#
- Swift for iOS

Piranha Games

What we're looking for

- 3D Environment Artist
- UI / UX Designer

What we do

Piranha Games was founded in 2000, starting out making FPS action games for big-name franchises, including AAA licensed titles such as Need for Speed: Undercover and Duke Nukem Forever. Best known for the Free-to-Play game title MechWarrior Online, PGI is as committed as ever to creating world-class action-based games, having most recently announced the upcoming release of MechWarrior 5: Mercenaries, which will feature intense PvE 'Mech combat in an immersive, career-based Mercenary campaign driven by player choice.

About our tech team

We are always looking for like-minded individuals to join us! In order to hire the best, we look further than just your qualifications. At Piranha Games, you are not just an individual — you are part of the family. We maintain to be a boutique studio and our staff is a key component to our success. There is a genuine sense of support, collaboration and respect toward each other. We are proud of who we are and of our products.

We have a great team of people who know to work hard and play hard. Conveniently located, we are just steps away from public transit, a variety of restaurants, shopping, and entertainment events venues. Our benefits package includes 100% company paid Extended Health and Dental coverage, Transit Passes or Parking, Training Reimbursement, a fully stocked kitchen with snacks and beverages, social events, Game Hour and our favorite: Beer Fridays! And that's not all...

Useful skills to have

- 3ds Max, Unreal Engine 4, 2+ years of experience in a game development environment

realtor.com®

REALTOR.COM

WHAT WE'RE LOOKING FOR

- Software Engineer in Test
- Software Engineer – Front End
- Software Engineer – Back End

WHAT WE DO

Realtor.com is the trusted resource for home buyers, sellers and dreamers, offering the most comprehensive database of for-sale properties, among competing national sites, and the information, tools and professional expertise to help people move confidently through every step of their home journey.

ABOUT OUR TECH TEAM

HQ located in the hub of Silicon Valley, California, our tech force features approx 800 employees and contractors in technology and product across all of our locations, including Richmond, BC. An awesome candidate has the skills needed to fit the job as well as the drive to learn new technologies.

USEFUL SKILLS TO HAVE

- Javascript (node.js, react.js)
- Java
- AWS

Semios

What we're looking for

- Android Ddeveloper
- Big Data Engineer
- Software Developer

What we do

Semios is a market leader in leveraging the internet-of-things (IoT) and big data to improve the sustainability and profitability of specialty crops. Motivated to help nature feed a growing population, we leverage our proprietary IoT networks to reduce dependency on pesticides and the impact of pests, diseases and weather events, helping growers produce higher yields and higher quality harvests.

About our tech team

Our team is about 20 strong, and growing fast. What would make people jive with us is being humble as a person and someone who wants to be part of a family (team oriented). Of course, being technical doesn't hurt!

Useful skills to have

- Javascript
- Python
- Multi-cloud environment
- Machine learning

THINKIFIC

THINKIFIC

WHAT WE'RE LOOKING FOR

- Intermediate Full Stack Engineer
- Senior Front End Engineer
- Technical Customer Champion

WHAT WE DO

Thinkific is a software platform that enables entrepreneurs to create, market, sell, and deliver their own online courses. Thinkific's mission is no less than to revolutionize the way people learn and earn online by giving them the tools they need to turn their expertise into a sustainable business that impacts both them and their audience.

ABOUT OUR TECH TEAM

Our Product team makes up over 50% of our total headcount at Thinkific. We work in two-week sprints following a SCRUM process and believe that our processes are always adjustable. We work in small, feature-driven teams when necessary, and individually when that's all that's needed. We believe in iterating fast and in getting our product to our customers as quickly as possible. We deploy every day—sometimes multiple times per day. We value collaboration, resourcefulness, a "never stop learning" mindset and a passion for serving our customers above all else.

USEFUL SKILLS TO HAVE

- Ruby on Rails
- React
- Ember.js
- AWS
- Docker

Tickit Health

What we're looking for

- Intermediate Developer

What we do

Tickit is a mobile platform that saves lives with smart health assessments for patients and intelligent data insights for providers.

About our tech team

We are currently looking to add two people to our product development team. We have a great work environment located right near Olympic Village in Vancouver.

Our friendly and casual culture, solid UX/UI design team, and streamlined product management ensure smooth workflow and work/life balance. Working with us, you'll contribute to some groundbreaking work in Healthcare while expanding your skill set for this unique industry.

Useful skills to have

- Javascript / TypeScript
- React / Angular / Vue
- Rails
- Docker / Kubernetes
- Respect for comprehensive automated testing

TRACTION ON DEMAND

WHAT WE'RE LOOKING FOR

- Business Solutions Consultants
- Data Specialist
- Full Stack Developer
- IT System-Network Administrator
- Project Manager

WHAT WE DO

We are masters of simplifying process and creating time and capacity through the use of technology. Our Mission is to create a people focused, employee-first, business revolution. Our Vision is to be known as the best Salesforce partner on the planet.

ABOUT OUR TECH TEAM

As a Salesforce consulting and app development firm, Traction looks to hire individuals who are enthusiastic about using technology to innovate and create new solutions for existing business challenges. But relevant skills aren't the only thing we look for. In fact, we prioritize cultural fit, intelligence and problem solving above relevant skills. We are building this community with committed "A-players" who think about how they can create something amazing for both our clients and the communities we partner with. Interesting and exciting projects are the rule, not the exception.

WORKSAFEBC

WHAT WE'RE LOOKING FOR

- Software Developers (Junior, Intermediate, and Senior)
- Scrum Master
- Agile Business Analyst

WHAT WE DO

At WorkSafeBC, we're dedicated to promoting safe and healthy workplaces across B.C. We partner with workers and employers to save lives and prevent injury, disease, and disability and when work-related injuries or diseases occur, we provide compensation, and support injured workers in their recovery, rehabilitation, and safe return to work.

ABOUT OUR TECH TEAM

The IT department has grown over 36% to about 400 in the last year and a half as we adopt agile DevOps practices. We've gone beyond agile: Not only have we flattened the walls between business and IT, we've also broken the boundaries with operations - we build and we support what we build.

We're in the process of moving our applications to the cloud and building the cloud tenant to host the underlying cloud infrastructure to support the rapidly growing product development DevOps teams. We're using a combination of a cloud portal and automation to build out the infrastructure, so it's a fast-paced dynamic environment.

USEFUL SKILLS TO HAVE

- Agile
- DevOps
- .NET
- C#
- Cloud

ZABER

ZABER TECHNOLOGIES

WHAT WE'RE LOOKING FOR

- Software Developers
- UX Designers
- Product Managers

WHAT WE DO

Zaber Technologies is a steadily growing, employee-owned company which designs, manufactures, and sells precision motion control equipment for high-tech markets around the world.

ABOUT OUR TECH TEAM

Zaber's software team is developing our next generation open-source motion control software that will be deployed both online and as stand-alone applications. Our firmware team builds the next generation of motion control firmware, targeting high speed and high torque applications which require nanometer accuracy. Our products need to run in real-time - performing advanced signal processing, communication, and motor control - while minimizing complexity for end users.

USEFUL SKILLS TO HAVE

- C++
- Javascript
- C#
- Python