Job Posting – Web Developer
Developing an Independent, User Friendly, Community Based Online Hate Reporting Platform
Hamilton Centre for Civic Inclusion (HCCI)
Contract Position (3 months)
$25,000

Compensation:
Hours: As required to complete project deliverables within the agreed upon timelines. Working hours are flexible with exception of occasional check-in meetings with project stakeholders.
Location: Remote, with potential occasional in-person meetings at the HCCI office located at 423 King Street East.
Project: Community Online Hate Reporting Platform
Project Start Date: January 31st 2022 (or earlier)
Project Launch Date: April 31st, 2022 (or earlier)
Payment: $25,000

The **Hamilton Centre for Civic Inclusion (HCCI)** is seeking a technology specialist to help it design, develop, and implement a pilot instance of an independent, user friendly community based online hate reporting platform. The aim of the Community Online Hate Reporting Project is to create an independent, user-friendly, and multifaceted online reporting system that can serve as an inclusive and effective alternative to study and infer the prevalence and patterns of hate-motivated incidents, to underscore the deleterious impact such events have on target communities, and to provide access to and overview of counselling services and other helpful tools to victims/survivors of hate-motivated incidents. The system builds on the successes of other online hate reporting platforms including [Elimi8hate](#), [Kitchener/Waterloo Report Hate](#), and [iReport-Ireland](#).

Collaborating with the project team, community partners, and service users, you will create a website that allows Hamilton residents and visitors to report hate incidents and receive tailored information about community-based services and resources that suit their needs. In this position, you will be responsible for both front- and back-end requirements gathering and development to create a website that meets stakeholder requirements, while ensuring that sensitive information submitted to the site is hosted and managed securely and ethically.

Overall Responsibilities:
- Responsible for database, source code and interface development, including planning, implementation, testing, and documentation.
- Plan, implement, and manage full technical stacks of virtual hosts.
- Develop and manage node.js JavaScript stacks
- Work cooperatively with others to effectively determine information and understand business requirements of a complex nature.
- Explain and exchange technical concepts and information to stakeholders in a non-technical manner to ensure that they comprehend the issue.
- Consult on and implement best practices in data and information security.

- Conduct security reviews on host systems to identify technology and process improvements and remediate potential vulnerabilities.
- Provide advice to stakeholders on alternative and recommended approaches to computing system solutions that meet their business requirements.
- Provide production service implementation training.
- Prepare and review operations documentation, training materials, and timelines.
- Work with the project team to prioritize and schedule feature development and issue resolution.
- Conduct user acceptance testing; identify and implement improvements in line with the scope of the project.
- Ensure that the internal and external user perspective is a driving force behind decisions and activities.
- Interact with others in a way that gives them confidence in one's intentions and those of the HCCI.
- Actively participate as a member of the project a team to move the team toward the completion of goals.
- Participate in project team meetings, share and brainstorm solutions and requirements
- Provide knowledge transfer through documentation as well as in-person training of staff and users

The Successful Candidate will possess the following qualifications and skills:
- Experience designing, developing, and maintaining front and back ends of production-ready, professional websites, from requirements analysis to implementation to delivery.
- Experience working with staff, community partners and service users from diverse and marginalized communities
- Strong collaboration and communication skills
- Experience managing LAMP stacks on virtualized infrastructure
- Previous experience and familiarity working with modern programming languages and technologies including PHP/Yii2, MySQL/MariaDB, Python, C/C++/C#, node.js JavaScript stacks (MEAN/MEVN), etc
- Ability to work independently with minimal supervision
- Practical solution design that balances modern tools with client accessibility for long-term usability and management.
- Alignment with and strong interest in HCCI Values: Anti-Oppression, Equity, Justice, Amplification of voices and Decolonial Practice
- University degree or college diploma in computer science, information science, applied mathematics or related area or combination of education, experience and/or training.
- Up to five years' experience with databases and database software.
- Demonstrated knowledge of "big data" concepts including data warehousing and database design.
- Superior knowledge of databases, database software and database languages, including knowledge of Relational and NoSQL databases.
- Skilled in writing complex queries in SQL, as well as performing data analysis, data profiling, data mapping and data integration.
- Enthusiastic about using open-source software alternatives

- Well organized and detailed oriented with the ability to multi-task.
- Analytical, and problem-solving abilities, along with an ability to collaborate cross-functionally in a fast-paced environment.
- Knowledge of advanced statistical analysis and concepts, and how to apply them to data sets.
- Knowledge of supervised and unsupervised machine learning algorithms (clustering, decision tree learning, etc.)

About Hamilton Centre for Civic Inclusion (HCCI)
Hamilton Centre for Civic Inclusion is a charitable organization driven by a mission to mobilize all Hamiltonians to create an inclusive and welcoming city. Founded in 2006, HCCI has undertaken an extensive number of initiatives that have made a measurable impact of the vision of building a united community that respects diversity, practices equity, and speaks out against discrimination. To achieve this, the organization engages with partners and supporters and works hard to be both proactive and responsive as society evolves and new challenges emerge.

How to apply:
Please send a cover letter and resume by January 21st 2022 at 5pm.
- Email: info@hcci.ca

No phone calls/email inquiries please
We thank all applicants in advance. Only those selected for interviews will be contacted.

As part of HCCI's work against racism and other oppressions, we strive to reflect the diversity of the communities we serve. Woman identified and non-binary persons, who are Indigenous, immigrant, refugee, lesbian, bisexual, 2 Spirit, queer, racialized, with disabilities, and/or who experience any other oppressions are encouraged to apply.

- Proof of Vaccination Required
- Equipment will be provided.