Job Posting: Software Developer

About Posterity Group

Our Work

Posterity Group Consulting helps assess opportunities and risks associated with the energy transition, working with our clients to provide the data, software, and guidance they need to navigate the future.

Our team of experts provides analysis and advice on how policy, technology, and economics influence the energy system. Our core services include modelling, analysis, and advice to support clean energy programs; integrated resource planning; policy impact assessment; energy transition scenario analysis; and sector-focused energy forecasting. We are trusted advisors to utilities, energy planners, policy makers, and private sector organizations across North America.

Who We Are

As a consulting company, we use our knowledge and experience to help our clients solve challenging problems. The sum of the individual differences, life experiences, knowledge, self-expression, and unique capabilities that the team brings to work makes us better at solving these problems. These differences make Posterity Group a more interesting, richer workplace and ultimately contribute to our success. We are committed to cultivating and preserving a culture of diversity, equity, and inclusion, and we want every individual we interact with to experience kindness, consideration, and inclusion. Our values are:

1. *Responsibility to Act*: We strive to make the world a better place by working on the climate crisis.

2. *Honesty*: We strive to create a safe space for honesty, which requires vulnerability, openness, collaboration, and accountability.

3. *Continuous Improvement*: We strive for continuous improvement at personal and company levels.

4. *Kindness*: We engage with kindness and empathy, and we do so fairly and equitably.

5. *Integrity*: We have the courage to stand by our beliefs and the facts.

Our team is growing! We are seeking a Software Developer. This role will report to the Software Developer Team Lead.

We offer a healthy work atmosphere that is purposeful, motivating and gratifying. Our progressive management policies include:

- Flexibility on work location and hours.
- Health benefits, including drug, dental, and supplemental health coverage.

- Generous paid time off: Four weeks of vacation, plus our offices are closed between Christmas and New Year's Day, and Fridays from Canada Day through to Labour Day.
- Profit sharing.

The Role

We are building our Energy and Emissions Simulation Software Platform, the Navigator, and we want to connect with talented developers with 2 to 5 years of software development experience. Our ideal candidate has worked on web applications, software tools, data processing engines and is eager to contribute to a platform that drives real-world impact.

If you are well versed in JavaScript frameworks, SQL Databases, and APIs, and you are also a life-long learner wanting to dabble with other languages and framework, then this position is for you. The position will provide the candidate with the opportunity to learn and implement both front end and back-end technologies.

Responsibilities for this position include:

- Design, implement, and maintain high-performance, responsive, and scalable web applications across the full stack.
- Write clean, maintainable, and efficient code for both front-end and back-end, following industry best practices and coding standards.
- Develop intuitive user workflows using modern front-end technologies and component-based architectures.
- Integrate and optimize data storage solutions, including relational databases, object/blob storage, caching layers, and data warehouses.
- Identify and resolve bottlenecks, bugs, and security vulnerabilities, applying performance optimization and preventative measures.
- Collaborate closely with product managers, designers, and other engineers to translate requirements into technical solutions and deliver features on time.
- Maintain source control workflows, CI/CD pipelines, and automated testing procedures (unit, integration, and end-to-end) to ensure software quality.
- Participate in and contribute to code reviews, sharing knowledge, mentoring peers, and upholding high code quality standards.
- Stay current with emerging technologies and frameworks, evaluating and introducing tools that improve development efficiency and product quality.

The ideal candidate for this position will possess the following:

- An engineering, science, computer science or similar degree or diploma.
- Minimum of 2 years of experience as a Software Developer
- Candidates must have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada under relevant provincial or territorial legislation and regulations

General Requirements

- Expertise in TypeScript, with a deep understanding of advanced language features and type safety.
- Experience with at least one statically typed, compiled language (e.g., Rust, C++, Go, or Java) and the ability to apply transferable skills to new languages and paradigms.
- Proven experience working in Agile environments, including tools like Jira.
- Proficiency in Git and GitHub workflows, including branching strategies and code review best practices.
- Strong grasp of software design patterns, including both functional programming and object-oriented principles.
- Understanding of service-oriented architecture and distributed systems, including message queues and asynchronous processing.
- Familiarity with performance optimization, memory management, and writing safe, reliable code.
- Experience implementing automated testing (unit, integration, and end-to-end).
- Ability to work independently, think critically, and deliver scalable solutions to complex industry problems.

Front-End Skills

- Advanced experience with React, particularly React hooks and modern state management patterns.
- Skilled at designing, consuming, and maintaining component libraries; experience with Mantine, React Flow, or AG Grid is a plus.
- Proficiency with Apollo Client for GraphQL queries and mutations, including cache normalization and management.
- Familiarity with in-browser data parsing (e.g., CSV, Excel, JSON) and handling large datasets efficiently.
- Familiarity with front-end validation and automated testing tools (e.g., Selenium, Playwright, Cypress) is a plus.

Back-End Skills

- Experience designing and building GraphQL APIs; familiarity with the NestJS framework is a plus.
- Strong understanding of relational databases, particularly PostgreSQL and Prisma ORM.
- Knowledge of data warehousing techniques and experience working with object/blob storage solutions.

Candidates must have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada under relevant provincial or territorial legislation and regulations. The successful applicant may be asked to submit to a criminal reference check.

The anticipated salary band for this position is $80,000 to $93,000, with flexibility based on experience. Preferred locations are Ottawa, Toronto, or Vancouver however we will consider applicants based in other Canadian locations. Anticipated start is immediate.

If your values align with ours and you think the role will support your career goals, please apply even if you do not meet all the criteria listed above. Please explain why you would be a good fit at Posterity Group in a cover letter.

Posterity Group is dedicated to fostering a diverse and inclusive workplace. We believe that embracing diversity in all forms—race, gender, age, sexual orientation, disability, or any other dimension—brings a wealth of perspectives that strengthen our team. We are committed to fostering a culture where everyone is valued and empowered to contribute, ensuring that all voices are heard and included. We seek candidates who share our commitment to diversity, equity, and inclusion. We welcome applicants from all backgrounds and are committed to providing equal opportunities for employment and advancement. We welcome applicants to identify as part of an equity-seeking group in their cover letter should they wish to.

Please apply to careers@posteritygroup.ca by September 19, 2025.

While we appreciate all interest, only those candidates selected for an interview will be contacted.