



## Specialisterne Canada is recruiting!

**Specialisterne Canada specializes in working with businesses to hire people on the autism spectrum, or who face similar challenges. Presently, SAP and Specialisterne Canada, in partnership with Pacific Autism Family Network, are working together to recruit for several different roles in downtown Vancouver and in the Greater Toronto Region.**

SAP is a global leader in enterprise application software. The company values diversity in its workforce, invests in its development and is an important partner of Specialisterne. Descriptions of the roles are provided below.

Specialisterne Canada provides recruitment, staffing solutions and management support to businesses interested in employing the skills and talents of people on the autism spectrum. A different perspective, alternative communication style, or a passion for detail can be a great asset to any employer, yet because of standard recruitment processes and management practices, many people we know on the spectrum face natural barriers to accessing and maintaining employment. Our process is different and designed to avoid these barriers.

Pacific Autism Family Network is a centre of excellence and network of supports and services developed to support individuals on the autism spectrum and related disorders and offers adult programming focused on empowering individuals towards their potential.

To apply and for more information our recruitment process visit our website at [www.specialisterne.ca/opportunities](http://www.specialisterne.ca/opportunities).

## Role Descriptions

### **JUNIOR DEVELOPER**

**Vancouver**

**Internship – 12 months**

**Are you a passionate coder who wants an opportunity to learn new things while honing your skills using leading edge technologies?**

Are you interested in cloud based applications, Big Data, Mobile, and modern Visualization? Do you thrive working with others who share your commitment, who are close to the code and can make valuable and informed technical contributions?

### **Here is what you will do:**

- Design new features in a team environment that extends to colleagues in other locations and from teams responsible for Product Management and User Experience.
- Work closely with engineering and operations teams to build, integrate, test and deploy your innovations and algorithms into production systems.

- Assess new technology projects and tools, or migrate environments to new versions to keep up with the rapid pace of change.

## **In performing this role you will**

- Apply your Bachelor's degree or equivalent experience in computer science or engineering
- Use your solid programming skills in Javascript and Java or equivalent.
- Work with HTML, CSS and at least one leading Javascript framework such as jQuery or similar
- Understand and apply data structures, algorithms and principles of object-oriented design.
- Apply your understanding of databases and web application servers.
- Use practical software development for commercial or open source projects, co-op, academic projects, or similar

## **PRODUCT SUPPORT ANALYST**

**Vancouver / Toronto**

**Internship – 12 months**

**Do you want to be part of a team providing technical support to customers and users worldwide?**

## **Here is what you will do**

- Actively investigate customer systems issues building your understanding of several SAP technologies
- Analyze and resolve sometimes complex, real-world problems with SAP software in production environments, to maintain customer satisfaction.
- Collaborate on tool development and SAP product innovations with a small group of colleagues.
- Spread ideas on social media through the creation of Knowledge Bases, blogs, wikis and videos, for colleagues and customers.

## **In performing this role you will**

- Apply your Bachelor's degree or equivalent experience in computer science, engineering or business & technology.
- Use your diagnostic and technical analysis skills to troubleshoot problems and plan solutions.
- Apply sound understanding of databases to resolve connectivity and performance problems.
- Program with an object-oriented language.
- Apply your knowledge of computer networking and the migration to new platforms / operating systems.

## **TRANSLATION TOOLS DEVELOPER**

**Vancouver**

**Internship – 12 months**

**Are you a passionate web developer who wants an opportunity to learn new things while honing your skills using leading edge technologies?**

Are you interested in working in a dynamic environment where you are part of team responsible for ensuring products are translated and ready for global markets? Would you like to enhance your development knowledge and experience by helping develop SAP's new translation platform in the Cloud?

### **Here is what you will do**

- Run, monitor and maintain scripts to ensure the process of translating the software User Interface of various SAP products runs smoothly and on schedule.
- Develop new features to further improve the localization and translation process. Opportunity to work on a variety of tools and technology.
- Work mostly independently but also with product owner, developers and project managers on your team as needed.
- Provide primary support while monitoring and maintaining support queues

### **In performing this role you will**

- Apply your Bachelor's degree or equivalent experience in computer science, engineering, or business & technology
- Work in different technical environments using different technology (.NET, C#, Perl, Java, Javascript)
- Apply your understanding of databases (SQL Server, including triggers and stored procedures)
- Manage several different tasks learning how to prioritize and use your strong problem solving skills

## **SALES OPERATIONS & REPORTING INTERN**

**Vancouver**

**Internship – 12 months**

**Are you interested in supporting a North American wide sales team achieve challenging goals?**

Are you interested in working in a dynamic sales environment supporting a team of Program Directors across North America? Would you like to track and report on Sales Operations and the Sales Opportunity Pipeline? Would you like to enhance your knowledge and experience by developing new and better reports and processes?

## Here is what you will do

- Create and run bi-weekly reports on the sales pipeline for Program Directors and their teams
- Develop and run Excel macros to cleanse data, append key fields and present data
- Be responsible for developing and maintaining all sales lists and reports
- Develop new target lists for different business units, ensure all lists are included in the master list and that all reports are issued on schedule
- Work with Program Directors to continually improve reporting efficiency and report usability.
- Potential to learn & use data visualization and analytics tools to improve insights into the significance of data and improve the usability of reports

## In performing this role you will

- Use your knowledge and experience in MS Excel to work with large data sets
- Use advanced excel formulas, and possibly learn visual basic and basic analytics tools
- Master the intricacies of reporting data, and develop more intelligent and automated ways to deliver reports
- Develop simple, clear and visually appealing reports on a weekly basis
- Work independently on time sensitive deliverables

## The Recruitment Process

### Application

The first step in the recruitment process is for interested candidates to apply for the roles. This will involve completing an online questionnaire as well as submitting their resume to Specialisterne Canada. Instructions for applying are included below.

Applicants will be shortlisted for participation in the next step based on a review of each online questionnaire and assessing the likelihood of fit for the roles for which we are recruiting.

### Employment Discovery Workshop

The next step in the Specialisterne recruitment process is an Employment Discovery Workshop. It is a hands-on, task-based experience where you will work on specific projects in a relaxed setting. It is an opportunity to learn about our approach to hiring, and for us to get to know you – what motivates you, your interests and your skills. Every participant who attends will receive a summary profile useful with future employers.

### Training Program

Candidates whose profiles are well-suited for the roles for which we are recruiting will be invited to participate in a four-week skills evaluation and training program on the employer's site. It will include case studies, real-life projects, as well as training relevant to the roles and working environment.



## **Employment**

Employment offers are made to the candidates with the best fit. Once accepted, the individuals will transition into their positions at the organization. Specialisterne Canada will provide support where necessary, which may include modifications to the work environment. Those not selected can have their profiles added to our database for consideration for other more suitable job opportunities in the future.

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## **To Apply**

Please read the role descriptions carefully.

If you are interested in applying go to [www.specialisterne.ca/opportunities](http://www.specialisterne.ca/opportunities).

Applications should be submitted in full no later than February 10<sup>th</sup>, 2017.

If you completed a Specialisterne questionnaire in the past, please do so again, as this one has been customized for this recruitment program.

If you have already attended a Specialisterne Discovery Workshop, wish to apply for one of these roles, please send an email to: [jobs@specialisterne.ca](mailto:jobs@specialisterne.ca)

## **For More Information**

Please direct any questions via email to [info@specialisterne.ca](mailto:info@specialisterne.ca). If you prefer to speak on the phone, send us an email and we will schedule a call.

For more information about SAP and Autism at Work go to [sap.com](http://sap.com).

For more information about Pacific Autism Family Network go to [pacificaautismfamily.com](http://pacificaautismfamily.com)

For more information about Specialisterne, visit our website [specialisterne.ca](http://specialisterne.ca).

We look forward to hearing from you!