

SOFTWARE DEVELOPER (SPECIALIST)

Are you interested in joining an organization that:

- Plays a significant role in global airspace safety?
- Has over 35 years of experience providing industry leading Air Traffic Control (ATC) simulation training systems and state-of-the-art Air Traffic Management (ATM) solutions?
- Offers a job-related training tuition reimbursement program and access to various professional development opportunities?
- Has work/life balance programs in place and offers a holistic benefits package that is fully customizable based on your specific needs?

If this sounds interesting, continue reading about our job opportunity below.

Position Summary:

Under general direction of the Manager of Engineering, the Software Developer (Specialist) participates in the design, development, and testing of effective new software or enhancements to existing software in support of maintenance and enhancement of the Adacel product lines.

Essential Duties and Responsibilities:

- Perform software coding, testing, and create relevant documentation across multiple products with minimal supervision.
- Work with Product Management and subject matter experts to identify and clarify requirements.
- Display leadership within a team environment and contributes from their knowledge level.
- Optimize Engineering processes by recommending improvements to policies and procedures.
- Estimate software work packages and provide input to proposal responses.
- Assist in “Tier 3” engineering support of customer problems to resolve defects in fielded systems.

Competencies:

- **Critical thinking:** Thoroughly analyzes situations; seeks more information; validates the information that is provided; has a critical mind.
- **Coaching:** Ensures their employees’ development; offers them training; provides tips to employees; is available to provide advice and support or to facilitate their work.
- **Conflict management:** Deals with disagreements that arise; defends their

positions; gives in when appropriate; seeks an acceptable compromise and, ideally, “win-win” solutions.

- **Creativity:** Is creative and inventive; is motivated to find new solutions; values new ideas; is innovative; finds creative solutions.
- **Client orientation:** Is attentive to client needs and understands how they may change; proposes products and services that are in keeping with client expectations; tries to be proactive in adjusting products or services.

Qualifications:

Required

- Proficient in React and modern JavaScript/TypeScript (8+ years)
- Strong understanding of React design patterns
- Solid experience with WebSocket-based applications
- Some experience with Node.js and Redis to support back-end integration
- Experience with containerized development and deployment (e.g., DevContainers, OCI-compliant tools)
- Ability to write and maintain automated tests
- Participate in design, code reviews and collaborative problem solving

Desired

- Familiarity with lightweight state management (e.g. Zustand or similar)
- Background working with real-time dashboards or geospatial data
- Exposure to authentication flows, service monitoring, or DevOps practices
- Interest in simulation-based or real-time systems

Other Qualifications:

- Ability to adhere to Adacel's Drug Free Workplace Policy.
- Ability to pass an Adacel background check while employed.
- Ability to travel on a frequent basis without advance notice.

Physical Requirements:

- Occasional lifting – up to 50 lbs.
- Repetitive wrist, hand, and finger movement.

Work Environment:

- Location: Montreal, Quebec
- Job Status: Full Time Permanent
- Hybrid teleworking environment
- Alternative work schedules (9/80 with every other Friday off)

- Frequent airline and car travel
- Typically sitting at a desk

Benefits:

- Up to 26 three-day weekends annually with 9/80 schedule.
- Four weeks of vacation
- Company RRSP, SPSP (employer contribution), and TFSA
- Full (100%) employer-paid insurance program from day one of employment.

How to Apply:

- You may apply by emailing your resumé to careers@adacel.com
- Include the position title in the subject line of your message.

Disclaimer:

Adacel is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, and protected veteran status.

This job description reflects management's assignment of essential duties and responsibilities. It does not restrict the duties and responsibilities that may be assigned. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties and responsibilities. If this job has a travel requirement, note that the frequency of travel may increase at any time due to adjustments in Adacel's business needs.