



SHEPP

People. Pensions. Results.

Full Stack Developer



What are we looking for?

We're currently seeking a **Full Stack Developer** to join our team on a permanent full-time basis, located in Regina, SK. As a member of the Information Technology (IT) team, you will design, develop, and maintain critical applications that are essential for SHEPP's Plan administration. The Full Stack Developer collaborates with stakeholders on data extraction, validation, and reporting needs, and is responsible for supporting and maintaining the technical aspects of content and functionality on SHEPP's internal and public-facing websites.

What are the perks of joining SHEPP?

- We're passionate about pensions and it shows in our work through delivering exceptional service every day.
- We're committed to providing programs and benefits that encourage physical, mental, financial and social well-being and support your professional growth and development.
- When eligible, you'll benefit from our defined benefit pension plan where we contribute \$1.12 for every \$1.00 you contribute.
- We recognize the importance of flexibility and work-life balance and offer hybrid work arrangements, flexible work hours, earned days off (EDOs), personal time and paid sick leave.

Who is SHEPP?

Established in 1962, the **Saskatchewan Healthcare Employees' Pension Plan (SHEPP)** is a multi-employer, defined benefit pension plan serving the healthcare industry in Saskatchewan.

2025 Top Employer

We are proud to be named a **2025 Top Employer** by Benefits and Pensions Monitor, being recognized as one of the best companies to work for in the Canadian benefits and pensions industry.



How will you spend your time?

- Design, develop, and maintain enterprise Java applications and Oracle PL/SQL code (procedures, functions, packages) supporting Plan administration and operational reporting.
- Build and optimize SQL queries and Oracle database solutions to meet complex data and reporting requirements.
- Develop and maintain frontend features using Vue.js and JavaScript.
- Design and support integration points between internal enterprise systems and customer-facing web applications, ensuring technical integrity, functionality, and security.
- Troubleshoot, test, and resolve application issues, participate in code reviews, and collaborate with stakeholders to ensure data integrity and system reliability.



What expertise will you bring?

- A post-secondary degree or diploma in Computer Science, Software Systems Engineering, Computer Systems Technology, or related field, supplemented by three (3) or more years of experience.
- Hands-on experience with Java application development in an enterprise environment.
- Experience with Oracle PL/SQL development including procedures, functions, and packages, and writing complex SQL queries for operational and reporting needs.
- Working knowledge of web application development using JavaScript and modern frontend frameworks (e.g., Vue.js), including maintaining and enhancing existing frontend components.
- Relevant professional certifications such as Java SE OCA/OCP, Oracle Database PL/SQL Developer, or application security certifications (e.g., CSSLP, GIAC GWEB) may be considered an asset.

Ready to apply?

We want to hear from you! Please submit your cover letter and resume outlining your qualifications to SHEPP Human Resources at careers@shepp.ca by no later than **Friday, May 22, 2026**.

What is the annual pay?

\$72,926 - \$91,158 annually (based on qualifications and skills)

We thank all applicants; only candidates selected for an interview will be contacted.

Prior to starting employment with SHEPP, the selected candidate will be required to successfully complete a background check, which may include (but is not limited to): references, proof of education/qualifications and a criminal record check.



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