



Employment Opportunity

Junior Web Developer

Department:	IT
Posting Date:	February 27, 2026
Location:	Garden Village, Nipissing First Nation
Schedule:	35 hours per week
Job type:	Full Time / Contract
Contract End:	March 9, 2027
Vacancies:	One (1)
Reports To:	Strategic Officer
Salary Wage:	\$46,719.40 to \$61,625.20

Nipissing First Nation is looking for a motivated and community-focused Junior Web Developer who is eager to grow their skills while contributing to meaningful work. The ideal candidate has a solid foundation in modern web technologies, is detail-oriented and collaborative, and values clear communication.

What You'll Do in the Role

- Develop and maintain web pages, features and components under the direction of the Strategic Officer, Technology & Digital Innovation
- Implement Bug fixes and minor enhancements to existing web applications and websites
- Update content on NFN's public-facing websites and internal portals as requested
- Write clean, readable code following established coding standards and guidelines
- Participate in code reviews and incorporate feedback to improve code quality
- Test web applications across browsers and devices to ensure compatibility and responsiveness
- Help maintain data integrity and follow Nipissing First Nation's data security practices
- Troubleshoot and resolve data-related issues in web applications
- Assist departmental staff with minor web-related requests and content update
- Document work completed and maintain clear records of changes made to applications
- Support IT with web-related special projects or software development initiatives

Reasons to Join Nipissing First Nation



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At NFN, we don't just offer a job, we offer a purpose-filled career in service to our community. Our workplace is one where learning is encouraged, growth is supported, and our culture is celebrated.

- ✓ Work with a passionate team rooted in community values
- ✓ Be part of an inclusive, supportive work culture
- ✓ Competitive salary and defined contribution pension plan
- ✓ Comprehensive benefits package – medical, dental, vision, life, and disability
- ✓ Business Casual dress and modern workplace practices
- ✓ Training, mentorship, and ongoing development opportunities

Vacation Time:

Start with three (3) weeks of vacation, plus enjoy a two (2) week paid office closure over the December holiday season – giving you time to rest, reset, and reconnect.

Additional Leave:

We offer better-than-average leave benefits to support your health, wellness, and work-life balance.

What You Bring to the Table

- It is preferred that you have a diploma in Computer Science, Web Development or a related field
- PHP Experience or knowledge of Object-Oriented Programming fundamentals
- Proficiency in HTML, CSS and Javascript
- Strong problem solving and analytical abilities
- Good communication skills
- Willingness to learn and take feedback
- Ability to work independently and as part of a team
- Time management and organizational skills

Application Deadlines and How to Apply

Nipissing First Nation follows a structured and fair hiring process. Please identify your eligibility clearly in your application.



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Round 1 – Closing March 13, 2026,

Only open to registered Nipissing First Nation members.

(Round 1 applicants will be considered at this stage.)

Round 2 – Closing March 20, 2026,

Only open to spouses and children of registered NFN members and registered members of other First Nations.

(Round 2 applicants will be considered at this stage.)

Round 3 – Closing March 27, 2025,

Open to all applicants (status and non-status).

Posting will remain open until the position is filled.

If you are excited by this opportunity and want to make a meaningful impact with Nipissing First Nation, please submit your **cover letter and resume** to:

✉ resumes@nfn.ca

🕒 **Deadline: 4:30 p.m. on the date assigned to your eligibility round**

📌 **Are You a Member of NFN?**

Nipissing First Nation is deeply committed to the training, development, and employment of our members. ***We strongly encourage NFN members to apply,*** even if you don't meet every qualification. Your lived experience matters, and we consider all aspects of your background in the hiring process.

As per **Section 24(1)(a)** of the *Ontario Human Rights Code*, **preference will be given to First Nation applicants.**

***Miigwech to all applicants for your interest.
Only those selected for an interview will be contacted.***