



FIRST PEOPLES WELLNESS CIRCLE

We Are Hiring:

Technical Lead – Aaniish Naa Gegii

JOB POSTING

Area/Department:	Programs, Mental Wellness Teams
Reports to:	Manager of Mental Wellness Team Supports
Supervisory Responsibility:	No
Employment Status:	Full-time- 1 year term
Location:	Remote (Canada)
Salary Range:	\$85,115

The First Peoples Wellness Circle (FPWC) is an Indigenous-led national not-for-profit dedicated to enhancing the lives of Canada's First Peoples by addressing healing, wellness, and mental wellness barriers. The organization's purpose is to walk with and support First Peoples and communities to share collective intelligence for healing, peace-making, and living a good life. FPWC's approach is centered on promoting wellness pathways based on traditional knowledge and culture that supports healing and wellness and fosters a two-eyed seeing approach. FPWC envisions a nation where our First Peoples experience wholistic health and wellness by championing diverse cultural values, beliefs, and practices.

We are currently seeking a qualified candidate for the position of **Technical Lead**. This is a one year term, full-time (37.5 hours per week) position with possibility of extension dependent on funding. Our head office is in North Bay, Ontario. This is a remote position with some travel expected. Individuals from Ontario may be given preference.

Under the direction and supervision of the Program Manager, the **Technical Lead** is responsible for leading the technical development, ongoing maintenance and improvement of the Aaniish Naa Gegii website [and member portal](#) and facilitate the interface with a variety of databases across Canada. This role requires strong hands-on experience with WordPress and Drupal, as well as deep practical experience with React, Progressive Web Apps, offline-first web applications, service workers, and REDCap servers. The **Technical Lead** will work across a range of initiatives including CMS development, custom features, platform enhancements, integrations, migrations, performance improvements, and deployment workflows. The ideal candidate is comfortable working in production environments, writing clean and maintainable code, collaborating across teams, and solving practical technical problems with confidence.

Main responsibilities:

- Develop, customize, and maintain web platforms and applications using modern web technologies.
- Work extensively with WordPress and Drupal in production environments.
- Build responsive, accessible, and maintainable interfaces using React, JavaScript, TypeScript, Node.js, FeathersJS, HTML5, and CSS3.
- Develop and support Progressive Web Apps and offline-first web experiences.
- Implement and maintain service workers, client-side caching, and browser-based storage solutions.
- Integrate with REDCap, REDCap API, and other external systems.
- Build and support custom themes, templates, modules, plugins, content structures, and administrative workflows.
- Develop and integrate backend functionality, APIs, and supporting services.
- Plan and execute content and data migrations across systems while maintaining quality and integrity.
- Troubleshoot issues, optimize performance, and improve reliability across applications.
- Collaborate with product, design, and content teams, as well as key stakeholders, to deliver effective solutions.
- Contribute to deployment workflows, environment setup, and ongoing maintenance practices.
- Write clear technical documentation and support sustainable development processes.
- Strong experience implementing OCAP® principles in software development.
- Experience with various Wordpress plugins such as TutorLMS, ACF, and Document Library.
- Strong experience creating and maintaining Drupal custom modules.

What you will need to be successful:

- Strong hands-on experience with WordPress and Drupal
- Strong hands-on experience with React and FeathersJS
- Strong experience building Progressive Web Apps and developing offline-first web applications
- Strong experience working with service workers, browser caching, and client-side storage
- Experience working with REDCap, including REDCap API integration
- Deep practical knowledge of CMS development, customization, configuration, and maintenance
- Strong experience with PHP, JavaScript, TypeScript, HTML5, and CSS3
- Experience with REST API integrations
- Experience building responsive and accessible user interfaces

- Experience working with relational databases such as MySQL and PostgreSQL
- Familiarity with Git-based workflows and collaborative development practices
- Experience with Node.js, Express.js
- Experience with Docker, Docker Compose, and CI/CD workflows
- Familiarity with Microsoft Azure and cloud-hosted environments
- Experience with content migrations, structured data migrations, and platform modernization
- Knowledge of accessibility standards including WCAG and AODA
- Experience working on public sector, healthcare and research
- Experience with Search Engine Optimization (SEO)
- Strong problem-solving ability and attention to detail, with proven experience creating maintainable, clean, scalable, and high-quality code
- Ability to work effectively with cross-functional teams and manage technical work independently
- Excellent communication and interpersonal skills, with the ability to effectively interact with both technical and non-technical stakeholders
- Familiarity with testing tools such as Jest, Cypress, and React Testing Library
- Experience creating internal tooling or automation scripts
- Understanding of performance optimization and caching strategies
- Knowledge of the Aaniish Naa Gegii

Qualifications

- Undergraduate degree in Computer Science, Software Engineering, Computer Engineering, or related field is required. A Master's degree is preferred.
- 5+ years of professional web development experience
- Experience working in a First Nation community or with Indigenous groups.
- Experience working with multiple partners and stakeholders.

Working Environment:

- These positions are fully remote, work from home role.
- Access to reliable internet and private office space to work is required.
- Travel throughout the territory in the designated project site.

What We Offer:

- Competitive salary, with full benefits and pension plan
- A generous Paid Time Off package
- Remote work stipend
- Work with a team of supportive and caring professionals, committed to improving mental wellness of Indigenous communities

Qualified applicants are invited to submit a cover letter clearly demonstrating how they meet the criteria, along with a current resume and three (3) work-related references. While First Peoples Wellness Circle (FPWC) appreciates all applications, only those who live in Ontario and meet the qualifications will be contacted for an interview. FPWC gives preference to Indigenous applicants for any employment opportunities as per Section 24(1)(a) OHRC. Please self-identify if you are of Indigenous ancestry.

Deadline: October 14, 2026

Please submit application to: humanresources@fpwc.ca

Subject Header: FPWC Technical Lead