



INDEPENDENT SERVICES CONTRACT OPPORTUNITY

Senior Software Engineer– HRIS Transformation

WE ARE SEEKING A HIGHLY SKILLED AND EXPERIENCED PROFESSIONAL TO LEAD THE DESIGN AND EXECUTION OF DATA MIGRATION FOR OUR HRIS TRANSFORMATION, TRANSITIONING FROM MULTIPLE LEGACY SYSTEMS TO A UNIFIED, CLOUD-BASED HRIS PLATFORM.

Having established the roadmap and budget, we now require an Engineering Lead for Data Migration to architect the bridge between our current state and the future vendor. This role is responsible for building a secure "Staging" environment on our Azure platform and developing the automated software pipelines required to scrub sensitive organizational data into a "Golden Record" dataset, ensuring a flawless system cutover.

Required Education & Experience

- Experience: 5+ years of professional experience in software development and data management.
- Technical Stack: Advanced proficiency in Microsoft Azure, PostgreSQL, NodeJS, and React.
- Communication: Ability to translate complex data logic and validation errors into plain English for non-technical stakeholders

Deliverables

- Secure Cloud Environment: Deployment of a secure Azure Staging Database (PostgreSQL) with the firewalls and access controls approved by the IT Manager.
- Architecture Blueprint: A comprehensive Data Migration Architecture Diagram detailing the flow from Legacy to Staging to Vendor.
- Automated ETL Scripts:
- Validated Python/SQL scripts that automate the extraction and cleaning of legacy data.
- Data Validation Reports: Regular reports identifying specific data gaps or logic errors for HR review.
- User Portal: A web-based "Staging Database" developed in consultation with the IT Manager to facilitate manual data entry and validation.
- Final Mapping & Cutover: Defined Field Mapping Schema and the successful execution of the final "Delta Cutover" data load to the new HRIS

Please submit your proposal and relevant references to the attention of:

Kerry Kane, HR Generalist at kerryk@kscskahnawake.ca or call 450-632-8464 for more information.

Deadline to apply: Friday, April 24, 2026, at 4:00 p.m.