

IT company continues to search for qualified staff

by Heidi Riley

Information Technology Jobs

“In this time of economic uncertainty when we hear of many companies downsizing, we on the other hand are in hiring mode, continually looking for qualified staff,” says **Jennifer MacKinnon**, Account Manager, Business Development for **DeltaWare**.

DeltaWare specializes in software development and consulting services in e-health and e-business applications. They are located at the Atlantic Technology Centre in Charlottetown. They have 92 full-time staff, and are hiring more.

“We hired nine people since January, and three more will be starting soon,” says **Alana Lea**, Corporate Services Manager. “In addition, we are in final negotiations with several candidates, and have numerous competitions open.”

Qualifications needed

DeltaWare typically requires a university degree or college diploma, or a combination of education and previous experience.

“We have hired people with varied backgrounds including Business, Nursing, Pharmacy, Education, Engineering, Music, and Arts degrees who have gone on to complete additional IT training,” says Alana. “With some positions, the technical aspects can be taught on the job. We have an extensive job shadowing and mentoring program which pairs new hires with experienced staff.”

Immediate hiring needs

DeltaWare anticipates hiring for the following positions over the next three to 12 months:

- **Software Developers** - candidates should have a university degree or a two-year college diploma in IT.
- **e-Health Business Analyst** - candidates should have experience developing and documenting business requirements, and have



Joshua Shepard is a Junior Programmer/Developer who has worked for DeltaWare since March 2008. “I originally studied Sales and Marketing at Holland College and got a job right after graduating,” says Joshua. “I worked for a local business for five years, and decided that it was time for a change.

“I always enjoyed developing simple websites, so I decided to go back to school and take Computer Information Services. It was a tough program, and many of the students dropped out after the first year. Even though I had some experience in programming, it was very challenging, but I got through it.

“When I was accepted for an OJT with DeltaWare, it was a great experience. The workload is heavy, but this is a wonderful company to work for. I have a great mentor who I can always ask for help, and there is a real friendship among all the staff.

relevant education such as a university degree supplemented by IT training. Previous work experience in nursing, pharmacy, or case management would be considered an asset.

- **e-Health Project Managers** - candidates should have experience managing technology projects such as structured project management methodology. Project management certification is considered an asset.
- **e-Business Consultants** - candidates should have relevant education such as a university degree. Functional experience in areas such as accounting, human resources, manufacturing and freight management is considered an asset for this position.

Recruitment details

DeltaWare also has employees in the following technical positions, and is open to receiving résumés to keep on file for future hiring needs:

- Customer Support Analyst
- Tester
- Technical Writer
- Network Administrator
- Database Administrator

“Our hiring needs are generally for permanent, full-time positions, but we also hire students for on-the-job training placements,” says Alana. “We hope that the students will become long-term hires.

“We would strongly encourage anyone with an IT background or a relevant functional background with an interest in IT to send us a résumé,” says Alana. “Even if we don’t have an immediate opening, we are still interested in receiving résumés. We log all résumés received and reference them when we look for a specific skill set or have an immediate hiring need and can’t wait to advertise.

Encouraging job seekers to apply to local IT companies

“New graduates need to be patient if they don’t find a job right away,” says Jennifer. “It’s important to note that just because a company is not advertising jobs, they may still be hiring. Don’t wait for the advertisements. Speak with an HR representative and send in a résumé. It’s also helpful to speak with current employees to get a feel for the company and whether their work environment would be a good fit for you.”



For more information, call the Human Resources department at 368-8122 or visit www.deltaware.com