

Senior Data Developer

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| Position Status: | Temporary Assignment to March 31, 2027 |
| Posting Status: | Open |
| Location: | (On-site) 26 Prince Andrew Place, North York, ON, M3C 2H4 |
| Salary Band: | \$84,478 - \$124,487 per year |
| Hours of Work: | 36.25 per week |
| Posting Date: | May 14, 2026 |
| Closing Date: | May 24, 2026 |

Who we are

The Office of the Chief Electoral Officer (Elections Ontario) is an independent, non-partisan office of the Legislative Assembly of Ontario, responsible for administering provincial elections, by-elections, and referenda.

At the heart of our work is a commitment to democracy – making voting easy and accessible for all electors, while maintaining the integrity, security, and transparency of the electoral process.

Join our team

Data Developer to assist with process improvement, data quality initiatives and ETL development on the team.

You will be part of the team responsible for the ongoing maintenance of the Permanent Register of Electors and producing data products for stakeholders. During election events, the team produces the Lists of Electors, supports Voter Information Card processes, and contributes to geospatial and voter information activities.

The team is also responsible for delivering the Preliminary List of Electors for the October 2026 municipal elections and supporting municipalities in this process.

This role is suited to someone with a strong technical background and an interest in public administration, elections, or democratic processes.

The ideal candidate is naturally curious and able to solve problems in a way that accounts for the broader context in which data exists and is used. They are a systems thinker who can dive into underlying data to understand how it is structured and generated in practice. The role requires designing solutions that are



resilient to real-world inconsistencies and accurately model how data should behave across Ontario.

What you can expect in this role

Reporting to the Manager, Information Management, you will:

- Design, develop, and maintain new and existing data processing solutions to help maintain the Permanent Register of Electors.
- Develop complex production quality SQL queries to merge and transform data, generate reports, and identify anomalies.
- Develop and maintain existing data matching algorithms, data processing business rules, and strategies to be used during the bulk loads, elector registrations, regular register maintenance, and integration with internal or external systems.
- Lead the development of a data quality frameworks and assertion testing, including validation rules, and anomaly detection.
- Independently lead small-to-medium sized initiatives focused on improving data processing, including defining scope, estimating effort, and coordinating delivery.
- Lead data governance and documentation initiatives by evaluating and documenting business processes, codebases, and data stores to develop a clear understanding of how data is produced, transformed, and stored. Produce and maintain technical documentation and data dictionaries as required.

What you need to qualify

- Bachelor's degree in a related field or equivalent experience.
- Five years experience working in a development role with a heavy data focus. (Data engineering, database design, software development or ETL related roles).
- Advanced SQL knowledge and experience working with relational database systems (e.g. PostgreSQL, SQL Server, Oracle, MySQL) is essential. Direct Microsoft SQL Server experience highly is preferred.
- Experience with ETL development and techniques and demonstrated experience in writing, testing and shipping production quality data processes.
- Experience implementing data quality controls and validation frameworks in production environments.



- Experience with general-purpose programming languages, preferably Python or C#.
- Strong written and verbal communication skills, with the ability to explain complex concepts to technical and non-technical audiences.
- Experience working with identity resolution and managing person-based datasets, including matching, deduplication, and maintaining data integrity across multiple sources.
- Knowledge and experience with version control software (Git) and development workflows. Experience configuring CI/CD pipelines and creating automated testing scripts for databases is an asset.
- Understanding of geospatial data processing (e.g., FME, ArcGIS) is an asset but not required.
- Must be legally entitled to work in Canada.

This role requires in-office presence five (5) days per week. There is no hybrid option.

The successful candidate will be required to complete background and social media checks as part of the recruitment process.

How to apply

Our recruitment process reflects our mission to uphold the integrity and accessibility of the electoral process and to manage elections in an efficient, fair, and impartial manner. We offer career growth opportunities and a competitive rewards program.

Please submit your **cover letter and resume as one PDF attachment**, using format: **EO-2026-70, First Name Last Name** in the subject line, to jobs@elections.on.ca, no later than **4PM on May 24, 2026**.

Please note: Applications without a cover letter will not be accepted.

We thank all applicants for their submission, but only those candidates selected for an interview will be contacted.

How to request an accommodation

Elections Ontario is an equal-opportunity employer. We are committed to fostering an inclusive, equitable, and accessible environment, where all employees feel valued, respected, and supported.



Under the *Accessibility for Ontarians with Disabilities Act* and the Ontario Human Rights Code, we provide accommodation for applicants with disabilities throughout the recruitment and selection process. If you require a disability-related accommodation to participate, please call 1-888-668-8683, send a fax to 1-866-714-2809, TTY at 1-888-292-2312 or email hr@elections.on.ca.

At Elections Ontario, all resumes are screened by the Talent Acquisition team and Hiring Managers, without the use of AI. Criminal record checks also do not use AI. However, AI technology is used when conducting social media checks.

Elections Ontario posts salaries in accordance with ESA pay/transparency legislation. Individual salaries within the anticipated salary range are determined through various factors, including but not limited to internal equity, education, relevant experience, knowledge and applicable skill sets.