



Position Title: Web Developer/Designer  
Status/Type: Full-time/Regular  
Job Team: Communications & Marketing  
Deadline: Open until filled  
Location: Toronto (Etobicoke), Ontario

**About InterVarsity:**

Our staff walk alongside and support young people from childhood through to young adulthood. We welcome young people to spend significant time at our camps and to establish communities of faith with their high school, college, university and workplace peers. We are especially interested in helping young people navigate significant transitions in life: from high school to college and university, and from there into workplaces. This mission is carried out through nine camps and more than 60 communities of faith in high schools, colleges, universities and workplaces across Canada and is a part of the wider IFES movement (International Fellowship of Evangelical Students) serving in over 150 countries around the world.

**Position Overview:**

We have an opportunity to creatively minister to the next generation through our digital presence and encourage participation in InterVarsity's four ministry areas (camp, campus, high school and workplace). As part of the Communications and Marketing team, the **Web Developer/Designer** will focus on maintaining and developing InterVarsity's websites to more effectively engage our audiences.

**Key Responsibilities:**

Professional Leadership

- Effectively manage content updates on InterVarsity's websites and intranet
- Monitor and advance the technical elements of all websites (accessibility, SEO, performance, plugins, security, domain management, etc.)
- Cultivate effective internal partnerships by maintaining strong communication with InterVarsity staff (camp, campus, high school and workplace)
- Ensuring website function and stability across devices i.e. desktop, mobile, tablet
- Develop or provide leadership/consultation on new websites or webpages related to our evolving web presence
- Employ industry and design best practice on new websites or webpage build processes
- Work with communication and marketing teams to incorporate brand elements and relevant market research findings into the websites
- Be a leading voice in shaping the direction and strategy InterVarsity's website presence
- Help ensure web KPIs are met (accessibility, performance, QA, SEO, UX)
- Stay current on user research, analytics and best practice to maintain a thorough understanding of the market and website usability

Personal Development

- Develop areas of expertise related to job assignment
- Develop as a communicator, particularly around working with clients that have a limited understanding of web development & design

- Develop and maintain relationships with ministry partners
- Be a growing and developing disciple of Jesus Christ
- Grow in prayer and witness of the gospel of Jesus Christ
- Commit to right and peaceable relationships with all people

### Qualifications

- Personal relationship with Jesus Christ and a desire to grow as a follower
- Understanding of InterVarsity's purpose and mission with a strong desire to advance our goals
- Degree, diploma or equivalent experience in web development, design or related field
- Proficient in Wordpress.org web platform, HTML and CSS
- Working knowledge of Java Script and PHP is helpful
- Proficient with the Adobe Creative Suite
- Excellent design skills and a solid understanding of UX and UI
- Experience with responsive design
- Experience with hosting platforms and domain registrars like Amazon Web Services and GoDaddy
- Working knowledge and experience with AODA and WCAG compliance is an asset.
- Working knowledge of SEO, Google Analytics, Google Tag Manager & Google Data Studio is an asset.
- Some understanding of crawling, indexing and on-site web performance, metrics, and conducting performance tests
- Ability to communicate well with internal clients and external vendors
- Ability to be a creative and efficient problem solver
- Solid time management skills with ability to flex to a dynamic, changing environment
- Committed to professional and character development

### Key Outcomes

- Effective partnerships with internal clients through clear and timely communication
- Websites are being effectively maintained. This ensures that websites:
  - Are accurate and up to date
  - Are cohesive and branded appropriately
  - Meet KPIs (accessibility, performance, QA, SEO, UX)
- Websites are being effectively developed to meet long-term strategic goals
- Invested contributor to team and ministry developments and priorities

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Interested applicants are invited to email a résumé and cover letter to [humanresources@ivcf.ca](mailto:humanresources@ivcf.ca)  
Employment is conditional upon a clear police reference check.

The successful candidate must be able to submit to InterVarsity's Code of Conduct and Statement of Faith.

We welcome and encourage applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank all applicants for their interest; however, only those candidates selected to move forward in the recruitment process will be contacted. No agencies please.