RPRA
Resource Productivity & Recovery Authority

Senior Salesforce Developer Job Description

Aug 2026

Are you passionate about protecting the environment? Do you go out of your way to reduce, reuse, and recycle? Do you envision a waste-free future?

If you answered yes to those questions, then we'd like to hear from you.

We are the Resource Productivity and Recovery Authority (RPRA), Ontario's circular economy regulator.

Our vision is a waste-free and prosperous Ontario. And, our mission is to support waste reduction and resource recovery by enforcing compliance with Ontario's producer responsibility laws, providing registry services to our regulated community, and reporting publicly on Ontario's progress towards a circular economy.

We are looking for a talented and committed individual to join us as Senior Salesforce Developer to support the government's efforts to protect the environment and advance a new economy in which all waste is reused, recycled, and reintegrated.

Supervisory Relationships

Reports to: Manager, Application Services
Supervises: n/a

Job Summary

As a Senior Salesforce Developer, you will work in an agile development environment as part of a team (in-house and outsourced) to implement and customize our Salesforce system.

You will help to define and understand requirements relating to Salesforce capabilities and then design and develop solutions with multiple components of the Salesforce Platform (including Service Cloud, Experience Cloud, Marketing Cloud, and Community).

Working with a technical team, you will deliver custom development work and ensure the code is technically sound, scalable, and maintainable.

Essential Duties and Responsibilities

- Provide technical guidance for Salesforce development activities, including code reviews, pull request discussions, and coordination of development tasks.
- Collaborate with business stakeholders and managed services teams to support the delivery of Salesforce enhancements and initiatives.
- Design, develop, and support deployment of Salesforce solutions using DevOps and CI/CD best practices.
- Support and execute deployments across environments using tools such as Git, Bitbucket, GitLab, and Gearset pipelines.
- Build and configure Salesforce Experience Cloud sites, including deployments and guest user access.

- Design and implement secure integrations between Salesforce and external systems using REST/SOAP APIs, OAuth 2.0, Named Credentials, and AI connectivity through MCP servers.
- Develop scalable automation using Salesforce Flows and modern platform capabilities.
- Create technical documentation, including solution designs, UML diagrams, and implementation notes.
- Develop and maintain custom UI components using Lightning Web Components (LWC) and Aura Components.
- Demonstrate strong proficiency in JavaScript, including modern ES6+ features, to build scalable front-end solutions.
- Design, implement, and optimize Salesforce solutions using Apex, SOQL, and platform best practices
- Perform Salesforce administration tasks, including user management, license management, certificate renewals, security settings, and other configuration activities.
- Build and manage Flows, Process Automation, and Validation Rules to support business processes
- Ensure data integrity and enforce business logic through declarative tools
- Execute and support data migration activities, including data import, export, transformation, and validation using tools such as Data Loader.
- Work as a member of the team at every stage of software development life cycle – solution design, development, unit testing, system testing, test automation, documentation, training and deployment
- Research new methodologies and technologies, then share relevant knowledge and recommendations with the team.
- Design, develop, test, release, and maintain complex workflow rules, validation rules, formulas, custom workflow, page layouts, custom fields/objects, and other Salesforce customizations.
- Create screen mock-ups using tools like Figma based on business requirements.
- Write clear and concise technical solution approach documentation in JIRA and Confluence
- Perform Salesforce coding and development in compliance with security measures, including application and data security requirements defined under Salesforce guidelines.
- Deliver custom development work and ensure the code developed is technically sound and scalable.
- Deliver data migrations from different sources into Salesforce.
- Deliver Salesforce integrations with Dell Boomi, SAP, external APIs, Twilio, Chargent, Amazon Connect, and mobile applications.
- Work with business stakeholders to clarify requirements, provide technical input, and support user acceptance testing.
- Participate in Change Management processes, provide technical input during TCAB discussions, ensuring all exit criteria are met before CAB review.
- Implement approved changes into the Salesforce production environment.
- Collaborate with the Data team to synchronize data between Salesforce and Microsoft Fabric, ensuring data quality, sanitation, and continuous API account functionality.
- Manage Salesforce data backup and restoration using AvePoint, including data seeding, masking, and monitoring alert configuration.

Other

- Other duties as assigned

Job Qualifications

Education

- College diploma or university degree in Computer Science or a related field.

Experience

- 5-7 years of hands-on Salesforce development experience using Apex, Visualforce, triggers, batch Apex, and Salesforce APIs.
- 2-3 years or more experience providing technical guidance to Salesforce developers, mentoring team members, conducting code reviews, and supporting technical delivery.
- Experience integrating Salesforce with other applications using APIs and AppExchange connectors, such as the Amazon Connect connector.
- Experience working with DevOps tools such as Jira, Confluence, Bitbucket, and Jenkins.
- Experience with Agentforce is considered an asset.

Other Knowledge, Skills, Abilities or Certifications

- Salesforce certifications are considered a strong asset, including Salesforce Certified Administrator, Platform Developer I, Platform Developer II, and Platform App Builder.
- Experience working with Salesforce integrated with an AWS environment.
- Experience working with Salesforce integrations with Dell Boomi, Chargent and Twilio.Experience working within a cross-functional team in an agile environment.
- Knowledge of React Native for mobile application development is considered an asset.
- Knowledge of Microsoft Fabric and Power BI from a Salesforce data ingestion and integration perspective is considered an asset.
- Knowledge of AvePoint Salesforce backup and recovery solutions is considered an asset.
- Exceptional written and verbal communication and presentation skills
- Strong organizational skills, with the ability to prioritize, multitask, and thrive in a fast-paced environment with multiple priorities and deadlines.
- Experience supporting project delivery in an agile or cross-functional environment.
- A team player with exemplary oral and written communication and problem-solving skills

Travel Requirements

- N/A

Physical Demands

- Office/Desk Job

Working with the Resource Productivity and Recovery Authority

You will be a part of a collaborative team doing ground-breaking and meaningful work with a critical environmental and economic mission.

This is a permanent full-time role working Monday to Friday from 9:00 a.m. to 5:00 p.m., with flexibility as needed. Our highly attractive total compensation plan includes a competitive salary (commensurate with experience), health benefits, personal days, and three weeks of vacation to start.

We have a hybrid work arrangement and support flexible work schedules. Remote work is expected to be completed from a location within Ontario. Our office is conveniently located in North York on the Yonge subway line at Sheppard Avenue.

RPRA is committed to maintaining a professional and respectful work environment. RPRA prioritizes the safety and well-being of its employees. Harassment or disrespectful behaviour of any kind by any individual towards our employees will not be tolerated.
We strive to build a team that reflects the diversity of the community we work in and encourage applications from traditionally underrepresented groups such as women, visible minorities, Indigenous peoples, people identifying as LGBTQ2SI, veterans, and people with disabilities.

RPRA welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.
The Resource Productivity and Recovery Authority utilizes artificial intelligence (AI) to screen and assess applicants for this position based on pre-defined, job-related criteria. AI acts as a supporting tool, but all final decisions are made by human HR professionals and hiring.

Target salary range: Min: $92,645 – Mid $115,806

How to apply

Submit your cover letter and resume (Name_JobTitle_2026) with the job title in the subject line via: careers@rpra.ca