Software Developer (Full-Stack)

Location: Fredericton, New Brunswick or Remote
Type: Full-time

Populus is a close-knit, agile team building innovative, scalable health technology that delivers world-class data management tools for the health sector. Our platforms are trusted by health professionals, administrators, researchers, and leading pharmaceutical partners both locally and internationally.

We're seeking a **Software Developer** to join our team and contribute across the full stack. This is a fantastic opportunity to contribute to technology that makes a positive difference in healthcare and research, grow your skills, and be mentored by experienced developers in a remote-friendly, supportive environment.

What You'll Do

- Design, build, and maintain features across the full software development lifecycle.
- Work with technologies including Java, Angular/React, Spring, PostgreSQL, Docker, NiFi, Elasticsearch, and Keycloak, in a Linux environment.
- Support and extend components of our health data registry platform, including:
    - Configuring and updating NiFi data ingestion workflows.
    - Uploading and managing HAPI FHIR ValueSets.
    - Building FHIR client applications and lightweight clinical tools.
    - Developing front-end utilities, dashboards, and data entry forms.
    - Implementing Keycloak-based authentication and role-based access control (RBAC).
    - Participating in platform maintenance (e.g., Docker deployments, environment refreshes).
- Troubleshoot, test, and document software and deployment processes for reproducibility.
- Continuously learn and apply knowledge of health data standards (e.g., HL7 FHIR).
- Collaborate in an agile, team-focused environment that values quality, mentorship, and impact.

What We're Looking For

We're looking for a developer who takes pride in their work, values collaboration, and has the drive to keep learning and improving. You don't need to know everything from day one—what matters most is your drive to improve and your interest in healthcare technology. While this role

can be remote, candidates within reach of Fredericton will benefit from optional in-person training, mentorship, and team camaraderie.

Desired Qualifications

- Degree in Computer Science, Software Engineering, Information Systems, or equivalent experience.
- Web development experience using JavaScript/TypeScript, HTML5/CSS3, and frameworks like Angular or React.
- Backend development experience with Java, Spring, REST APIs, and PostgreSQL.
- Familiarity with reporting, quality assurance (QA), and documentation, with strong attention to detail and a focus on accuracy and process improvement.
- Experience with some of the following: AWS, Docker, Elasticsearch, Linux/Unix, Bash, Git.
- Comfort with agile development methodologies.
- Interest in responsive web design, usability, and UI design principles.
- Strong written & verbal communication skills in English.

Bonus Skills (Nice to Have)

- Experience with:
    - ETL tools such as NiFi
    - FHIR APIs and healthcare data formats (JSON, XML)
    - Keycloak and security best practices.
    - Docker and container-based deployments.
    - Superset or similar data visualization tools.
- Exposure to AI-assisted development tools like GitHub Copilot or ChatGPT.
- Strengths in other areas we haven't listed—tell us about them!

Why Populus?

At Populus, you'll:

- Be part of a **close-knit**, mission-driven team.
- Build products that make a **real-world impact** on healthcare and population health.
- **Collaborate** with leading healthcare organizations and pharmaceutical partners.
- Enjoy a remote-friendly and flexible work culture.
- Get exposure to **cutting-edge technologies** in health data, AI, and cloud platforms.

Apply Now

If you're excited to learn, grow, and contribute to an innovative population health platform, we'd love to hear from you. Please send your application and resume to **careers@populusplus.com**.

You may be the right fit for us—but most importantly, **Populus may be the perfect fit for you.**