INNOVATION ENGINEER

Join our Canadian reinsurance company and help us empower and advance our mutual insurance community!

Farm Mutual Re is currently seeking an Innovation Engineer to join our Innovation group, inspiring Farm Mutual Re to become the global reinsurer of choice. This role is part of an Innovation group responsible for innovation technology development. With experience in software engineering, this individual has experience making decisions to test and explore new technologies and can build prototypes and MVPs. The ideal candidate has experience in full stack software engineering, with a good understanding of various tech stacks (e.g., .net, Python, Django, C#, JavaScript, Angular, React). This individual will also strengthen and support decision making on the approach for developing MVPs and will support decision making on Innovation Partnerships (POCs) with InsurTech and Digital technology companies.

The Role:

The Innovation Engineer primarily focuses on innovation technology development. This includes testing and exploring new technologies and building prototypes and MVPs. Additionally, the incumbent will support Innovation Programming, supporting colleagues in learning Innovation concepts and will support Farm Mutual Re's engagement in the external Innovation ecosystem. The successful candidate can expect to:

- Build prototypes and MVPs using lean software engineering and agile principles
- Participate and engage in all aspects of the Applied Innovation Process, including search, ideate, build, review, and scale
- Develop documentation to support hand-off of projects past MVP or POC phase
- Support decision making on approach for development of MVPs, considering many factors including velocity to build an MVP, to security and risk requirements, to preparing for hand-off and scale
- Understand, and advocate for, Innovation Design practices
- Advocate for Innovation culture change, focusing on leveraging their practice to incent and engage organizational awareness and understanding
- Strengthen organization's participation in Innovation Ecosystem, including assisting with external relationship building
- Create strong internal and external relationships among Mutual and Reinsurance Community

Your Skills and Qualifications:
- You have a degree in Computer Science, Software Engineering, or related field
- You have full stack development experience and have worked with various tech stacks like, .net, Python, Django, C#, JavaScript, Angular, React
- You know collaboration is the best way to achieve goals and KPIs

- You're flexible in outcomes: You know that sometimes, a new product isn't the best outcome but rather, you value asking hard questions to prevent creating products that don't deliver enough value
- You're design-oriented: You understand and value the need for design, and concretely apply it to your everyday practice

Join Our Team!

Recognized as one of Waterloo Area's Top Employers 2022 as well as one of Canada's Greenest Employers 2022, at Farm Mutual Re we are committed to inclusion for all and cultivating belonging where everyone can be their authentic and best selves. Operating since 1959, Farm Mutual Re is a general reinsurer, sharing in the property, automobile, liability, and other risks originally accepted by insurance companies operating principally in Canada.

We're passionate about empowering and supporting our employees and business partners. Our relationships are the foundation that helps us advance the mutual insurance community. We take pride in giving back to our community and the environment. We hold ourselves accountable for the promises we make to our members, employees, and valued business partners.

Our office is in Cambridge, Ontario off the 401 in a state-of-the-art, environmentally friendly building. Our employees enjoy perks including complimentary access to an on-site gym, a variety of fitness classes and wellness sessions, a ping-pong table, and mini massages as well as the flexibility to work remotely as we embrace the modern hybrid work environment. Our culture is supportive of achieving a balanced and healthy lifestyle. In addition to a great working environment, we invest in our employees continued professional development, offer a competitive salary, employer-paid benefits, pension plan and more.

How to Apply:

Don't miss this opportunity to join our team. Visit our website and complete our **Employment Application**.

In accordance with our company values, Farm Mutual Re is committed to creating an equitable, diverse, and inclusive work environment for all, regardless of race, colour, religion, gender, gender identity, sexual orientation, national origin, or age.

Farm Mutual Re is committed to providing accommodations and to achieving a barrier-free workplace for individuals with disabilities. Should you require an accommodation to participate in our recruitment process, we will support you by considering your individual accessibility needs.