

Job Title	Front-End Web Developer	Location	Remote, Vancouver Island
Salary	\$36 per hour	Position Type	35 hours/week, 6-month contract with possibility to extend

General Information:

Indigenous Marketing Solutions is a creative marketing agency owned by the Naut'sa mawt Resources Group. We provide graphic design, branded merchandise, and communications services. We work with like-minded organizations to develop effective brand strategies that engage audiences, create memorable connections, and inspire action.

Position Focus:

Indigenous Marketing Solutions (IMS) is seeking a full-time Web Developer to join our team. This is a 6-month full-time contract position with the potential to transition into a permanent role based on fit and evolving team needs. This role is weighted toward front-end development but also requires working knowledge of back-end logic and CMS customization—primarily within WordPress environments. Reporting to the Marketing and Communications Manager, you will collaborate with our full-stack developer, UI/UX designer, and Digital Marketing Specialist to create polished, responsive, accessible websites for our clients and internal projects.

Core Responsibilities:

- Build and customize responsive WordPress websites, primarily using Kadence theme and Gutenberg blocks
- Translate Figma mock-ups and wireframes into clean, maintainable front-end code
- Develop front-end layouts using HTML5, CSS/SCSS, and modern JavaScript (ES6+)
- Collaborate with the full-stack developer on PHP-based functionality, template logic, and CMS integration
- Conduct basic WordPress theme or plugin customization, when needed.
- Collaborate with the UI/UX Designer to ensure brand and user experience consistency across all devices.
- Coordinate closely with the Full-Stack Developer to implement interactive elements and connect front-end components to dynamic content or APIs.
- Accept and apply feedback from internal stakeholders and clients throughout the project cycle.
- Participate in weekly team check-ins, sharing progress, identifying blockers, and adjusting timelines as needed.



- Conduct cross-browser and device testing to ensure consistent functionality and layout.
- Optimize websites using lazy loading, caching strategies, image compression, and performance best practices.
- Troubleshoot and resolve front-end bugs or display issues.
- Maintain WCAG 2.1+ accessibility standards and follow established QA processes.

Skills & Qualifications:

- 2+ years of professional web development experience
- Experience building and customizing WordPress websites (Gutenberg blocks and Kadence theme experience is preferred).
- Proficiency in front-end development: HTML5, CSS/SCSS, JavaScript (ES6+), and responsive design principles.
- Familiarity with version control (Git/GitHub) and collaborative workflows.
- Excellent communication skills – written and verbal.
- Ability to manage multiple priorities and switch between projects as needed.

How to Apply

Please submit your resume and brief cover letter detailing your experience with WordPress to sean@indigenoumarketing.ca, quoting “Web Developer Position” in your subject line.

We appreciate every application, but only those shortlisted will be contacted.