JOB POSTING

About the Job

POSITION TITLE: Senior Developer, Enterprise Applications
POSITION TYPE: Permanent
LOCATION: Kohl & Frisch Limited (Concord, ON)
DEPARTMENT: IT

About Us

Founded in 1916, Kohl & Frisch Limited has a solid reputation in the healthcare industry that distinguishes it as the only national, Canadian-owned and operated wholesale distributor. A family-owned company, it is one of Canada's leading national distributors and is the essential link between pharmaceutical manufacturers and healthcare providers. Kohl & Frisch is fully equipped to service large chain retailers, independent pharmacies, clinics, and hospitals for all their Rx, OTC, home healthcare, and front shop needs.

About the Role

The Senior Developer, Enterprise Applications is a hands-on technical contributor responsible for designing, developing and maintaining the technology eco-system within a regulated pharmaceutical distribution environment. This role focuses on high-quality development, integrations and system enhancement while ensuring solutions align with established architecture, security standards and Health Canada regulatory requirements.

Reporting to the Senior Manager, Enterprise Applications, the Senior Developer works closely with Business Analysts, functional SMEs, technical leads and platform teams to deliver reliable, compliant and well-documented ERP capabilities.

What will you do?

Technical Contribution

+ Design, develop and maintain software code where applicable
+ Contribute to solution design and ensure implementations align with established technical architecture and development standards
+ Apply best practices for performance, scalability, security and maintainability in all development work

Development Integration

+ Build and support integrations with applicable technologies such as EDI platforms, warehouse management systems (WMS), HRIS, middleware, and third-party applications.
+ Develop and maintain data integrations using OData, Logic Apps, and file-based interfaces.
+ Support data migration and ongoing data management using the Data Management Framework, including validation and reconciliation.

Environment & Platform Collaboration

+ Utilize environment monitoring, updates, and issue analysis
+ Work closely with DevOps and Azure platform teams on deployments, environment health, performance monitoring, and resiliency.
+ Support performance tuning and telemetry using Azure Monitor and Application Insights

Security & Compliance

+ Implement solutions that comply with role-based security, data privacy regulations (GDPR, PIPEDA), and internal security standards.
+ Ensure technical changes are properly documented and audit ready.
+ Collaborate with compliance and quality teams to meet GxP and Health Canada requirements.

Data Quality & Governance Support

+ Support data governance practices by enforcing validation rules and reconciliation processes within D365FO.
+ Assist with master data integrity across integrated systems.

Team Collaboration & Mentorship

+ Provide code reviews and technical guidance to other developers.
+ Mentor junior developers and contribute to knowledge sharing within the team.
+ Coordinate with external partners and vendors on technical deliverables.

Change & Release Management

+ Participate in Agile and DevOps practices, including sprint planning, backlog refinement, and release activities.
+ Support version control, build, and deployment processes using Azure DevOps pipelines.
+ Coordinate testing and deployment of functional enhancements in accordance with IT department processes and standards.

People Management

+ Manage members of the Development team including activities such as performance appraisals and time away

What you bring

Education

+ Bachelor's degree in computer science, Engineering, or a related field.

Experience

+ **5+ years** of hands-on development experience with software technologies such as Dayforce, Microsoft Dynamics 365 Finance & Operations (or AX), delivering customizations, integrations, and production support in enterprise environments.
+ Demonstrated experience working on complex ERP implementations or steady-state support, ideally within regulated or audit-sensitive industries.

Technical Skills:

+ Knowledge in X++, D365FO extensibility, and data entities.
+ Experience with Azure DevOps, Logic Apps, OData APIs, and integration patterns.
+ Working knowledge of Power Platform and ERP security models.
+ Experience using Lifecycle Services (LCS) and supporting automated testing frameworks.

Certifications

+ Microsoft Certified: Dynamics 365 Finance and Operations Apps Developer Associate (preferred).
+ Additional Microsoft Azure or Power Platform certifications are considered an asset.

What's in it for you?

This position offers a salary range of $120,000 - $140,000, exclusive of discretionary bonus eligibility and our full benefits package. The final salary offered to the selected candidate will be determined by factors including location, relevant experience, skill level and education.

Additional Compensation (if applicable):

+ Bonus or commission structure
+ Pension Plan (eligibility after 18 months service)

Benefits:

+ Health, dental, vision from day 1
+ Personal Days
+ Employee Assistance Program
+ Opportunity for Professional Development
+ Wellness programs
+ Vacation Pay
+ Exclusive memberships and discounts

How to Apply

If you are interested in applying, please submit a résumé and any other relevant documentation by **March 31, 2026** to: recruitment@kohlandfrisch.com.

Please ensure you specify the job title, **Senior Developer, Enterprise Applications** in the subject line of your email.

As part of our recruitment process we may use AI for initial screening and assisting in evaluating candidate qualifications. All final hiring decisions will be made by our recruitment team.

*Kohl & Frisch would like to thank all applicants for their interest. All applicants who received interviews will receive an update on their application status within **45 days** of applying. We value your interest in joining our team and strive to provide a timely, transparent hiring experience.*

Kohl & Frisch Limited welcomes applications from individuals with disabilities and provides accommodations upon request for candidates taking part in the selection process.