



Salesforce Core Developer

Aalto University IT Services



Aalto University



Aalto University

Multidisciplinary community of bold thinkers where science and art meet technology and business

Aalto University is a university where research, art and education are promoted hand in hand. We are committed to **identifying and solving grand societal challenges** and building an innovative future.

With high-quality research we aim at **creating significant impact** on the international scientific community, industry and business, as well as the society at large. Disciplinary excellence is combined with multidisciplinary activities, engaging both students and the local innovation ecosystem.

Aalto has **six schools** with 13 000 students and 400 professors. We are an international community: 40% of our academic faculty have an international background.

Aalto University was founded in 2010 as **three leading Finnish universities**, Helsinki University of Technology, the Helsinki School of Economics and the University of Art and Design Helsinki, were merged.

We have a **vibrant campus** in Espoo, in the Greater Helsinki region. The campus is developing into a unique, open **innovation hub** and a centre of collaboration that attracts partners from all around the world. It encourages sharing of ideas, inter-disciplinary encounters, creativity, growth and entrepreneurship.

Watch videos! [Here](#) you can find what Aalto is all about.

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Aalto University

“Liberal, multicultural and never dull”, says an Aalto IT expert. Read more about what it is like to work in Aalto IT services and watch a video here:
<https://duunitori.fi/tyoelama/aalto-universitys-it-experts-in-spotlight>

More info at
aalto.fi



Working at Aalto

Why is a career at Aalto University an excellent choice?

Collaboration reimagined

At Aalto University, a unique combination of science, art, tech, and business brings talent together to shape a sustainable future. Collaboration that breaks boundaries is where big, unlikely ideas, come to life. We have 13 000 students and close to 4 500 employees, but the whole innovation ecosystem at the Otaniemi campus is much bigger.

Joint direction

Sparkling people to find their own paths and make an impact is ingrained in our culture. Some of us call it research, knowledge or critical thinking. Some might call it innovation, radical creativity or entrepreneurial mindset. We help each other thrive, focusing on the community and people, teaching and learning from one another, infrastructures and campus, and services. Everyone has their passion, but it's all our diverse viewpoints that can together make an impact.

Culture that inspires and includes everyone

It's the people that create Aalto, now and in the future. We want to be an open community where equality and inclusion enable curiosity, innovation, collaboration and wellbeing. We constantly keep learning to find the most impactful ways to empower – and invest in – our people.

We actively support **the career and competence development** of our staff by creating opportunities for career advancement, flexible job rotation or moving on to a parallel career. We also offer a wide variety of training and development solutions for personal and professional growth at each stage of your career

Diversity is part of who we are. We actively work for caring and **inclusive** working culture where everyone can feel safe and welcome. Our environment is multicultural, widely English-speaking and its easy to settle in, wherever you come from. 40% of our academic faculty comes from outside of Finland.

Because of our goals, we have **high ambition level** in everything we do. At the same time, we believe that great results can only come from **healthy and happy employees**. We have reasonable working hours and longer than usual holidays. Also, we offer comprehensive private occupational healthcare services to all our employees.





IT Services

Top-level science and art require support from top-level experts

Aalto University has a strong focus on digitalization, development and creating new. Working with us you will get to see and experience the latest developments in IT industry and take part in big changes.

Aalto IT Services has a key role in supporting digitalization by producing top-level services for researchers, teachers, students and staff members to make their work easier, more flexible, comprehensive and secure regardless of time and location.

We are trailblazer in digitalization.
For example, we have:

- ❑ Strong research competence: e.g., big data, machine learning, algorithms, software, cybersecurity, user interface
- ❑ Multi-disciplinary applications in focus: e.g., industrial internet, new process technologies, service economy, gaming industry
- ❑ Tight collaboration with industry
- ❑ Active startup community

Join us in Digital Aalto journey!

At Aalto, we've already come far in our digitalisation journey. We have a strong research environment and attractive educational offerings supported by digitalisation, as well as a track record of running teaching and research activities online. We use and develop modern digital platforms for a wide range of services. Our next goal is to become a forerunner as a data-driven university.

Digitalisation is a key driver and enabler for Aalto's strategic goals:

- ❑ Enabling clusters of excellence and developing infrastructures for research & design
- ❑ Enhancing education and elevating student experience and quality of learning
- ❑ Building innovation, creative and entrepreneurial ecosystem
- ❑ Investing in community & people, physical and digital infrastructures and services

IT Platforms & Development Function

Salesforce

Microsoft DW

Frends

Azure

Analytics / AI

We are the Hub for Aalto's In-house Software Development, Using the Finest Platforms Truly Agile Way.

Our function is a collective of over 25 highly skilled professionals, complemented by about ten external partner experts who virtually integrate into our development work. Together, we're organized into three specialized teams: **Service Platform, Integrations, and Data Analytics Platforms.**

These three teams operate seamlessly together, forming a functional triangle that epitomizes collaboration and synergy.

We stand as the core pillar of Aalto's digitalization journey. As we progress, our team is increasingly evolving into a genuine in-house development unit with a burning passion to undertake and excel in larger projects.

Our way of working

Our way of working is independent and self-directive. We rely on our people's expertise and give them responsibility.

We are the early innovators in IT with passion for exploration and experimentation with the latest technologies.

We actively drive IT development in our university and want to take our tools and agile software development processes to the next level ensuring customer value.

Some experiences from a Salesforce core developer who joined our team in the beginning of 2021:

"Good and supportive team helps me to manage my work. Every team member is exceptionally talented and experienced in their field. They are very approachable and always come forward and help me in their areas, give good suggestions how to proceed and tell me how things work in university environment.

Aalto offers me long term benefits and development opportunities. I work in interesting projects with a wide range of Salesforce products. I am able to continuously develop my Salesforce competence, mentor others and the option is always open that I can also learn about other technologies. Aalto will continue offering me interesting opportunities.

Aalto also offers me balance and wellbeing. Both our management and HR encourage healthy atmosphere. They encourage us to do some fitness and improve ergonomic aspects – not just talking but leading by example. Since joining Aalto I have already achieved better wellbeing and more family time."

Are you a Developer wanting to work with Salesforce Platform in societally meaningful organization?

Your role and goals

In this role you will be a part of Service Platform Team working mainly with Salesforce platform, Service cloud, Experience cloud and Sales cloud development activities. Our Service Platform team consists of team members with different roles and duties e.g. Product owner, Scrum master, Developers, Admins, Architect and Team Leader. Team is heavily following Scrum practices and using this framework on our daily work. Development Team supports the product owner in her job by providing needed estimates for product backlog items and selecting sprint goals with team's capability.

Salesforce Developer participates in all stages of the software development activities together with the team: planning needed requirements and technical efforts, coding and configuration, testing, debugging and deploying software packages. Developer also creates needed technical documentation and ensures it is up to date.

In addition to all this, we are curious about your ideas – you will be able to shape your work based on your areas of interest. In this position, you will get to work with and support Finland's top gurus from different fields and be a part of an ambitious working environment that you can be proud of.

Your Responsibilities:

Develop Aalto Solutions:

- Perform Salesforce development, focusing on configuration and customization using Flows, Apex, Visualforce, and the Lightning Component Framework
- Integrate Salesforce with other platforms, ensuring data consistency, secure access, and seamless interoperability.
- Apply the industry standard salesforce implementation (configuration /customization) best practices
- Perform code analysis and reviews to enhance the performance and optimize the maintainability of the developed solutions

User-Friendly Design:

- Develop and implement user-centered solutions aligned with both Salesforce and Aalto's best practices to enhance functionality and user experience.

Releases and Deployments:

- Oversee product releases, version control, and API access using deployment automation tools like GitHub Actions to streamline deployment processes.

Platform and Operational Support:

- Collaborate with Platform Administrators, Product owners, solution owners to provide operational support, enhancements, and resolving bug fixes.

Agile and Scrum:

- Actively engage in Scrum processes, supporting Product Owners in planning, development, testing, and documentation to deliver features and improvements effectively.

Documentation:

- Maintain thorough documentation of design specifications, testing procedures, and development activities, adhering to Aalto's Salesforce guidelines and policies.



What we offer and what we are looking for

What we offer:

Aalto University is technically unique and interesting: we have a rich and versatile IT environment with leading edge technologies and latest developments in the field of IT research. Our significant in-house IT resources and capabilities enable experimenting and committed long-term IT development. We have an ambitious digitalization strategy and a diverse and vast community of innovative users.

We offer you an interesting, independent and contributing role in heart of Aalto's digitalization. Although you are independently responsible of your own area of work, we offer you support and coaching when you feel you need it. We offer you great possibilities for competence development and career advancement as we are looking for potential to grow into even more demanding IT roles.

With us you will be part of an inspiring and supportive work community of ambitious game-changers who are committed to identifying and solving grand societal challenges and building an innovative future. We support a culture of learning and experimentation. We fail fast and learn faster – together.

Aalto University puts great focus on employee wellbeing, offering flexible working time and location opportunities to suit your working style. We will work with you to form the best possible work experience during your employment in Aalto University!

Your experience and ambitions:

What will help you to succeed and enjoy working in this position:

Certifications:

- Required: Salesforce Platform Developer II.
- Preferred: Service Cloud Certification, Experience Cloud certification, or additional certifications in Salesforce products (e.g., Education Cloud, Student Success Hub) and Marketing cloud certifications

Experience:

- 3+ years of hands-on experience with the Salesforce platform, including Service Cloud and Experience Cloud.
- Agile/Scrum Methodologies:
- Practical experience working within a Scrum framework, participating in events like stand-ups, sprint planning, and retrospectives.

DevOps and CI/CD:

- Experience with DevOps tools (e.g., GitHub Actions) for managing Salesforce deployment pipelines
- System Integration and Security:
- Strong understanding of Salesforce integration techniques (REST, SOAP APIs) and proficiency in sharing and security models within Salesforce.

Additional Skills (Nice to Have)

- Familiarity with Salesforce Education Cloud (EDA data architecture), Student Success Hub, Analytics CRM, Marketing Cloud, and Data Cloud.
- Familiarity with the data modeling and Salesforce analytics, Agentforce

Soft Skills:

- Problem-Solving and Adaptability: Ability to analyze issues, propose solutions, and adapt quickly to evolving requirements.
- Communication and Collaboration: Excellent verbal and written communication skills for effective collaboration with technical and non-technical team members.



What we are looking for (continues)

Your experience and ambitions:

What will help you to succeed and enjoy working in this position (continues):

As a person, we wish you are collaborative and communicative. We hope you enjoy working in collaboration with diverse stakeholders throughout the university as well as with IT vendors and have the ability to find the common ground to deliver results. You are a creative thinker who can easily see the bigger picture.

The position is based in Finland. Our team working model is hybrid, and we meet 1-2 times a week at the campus, but other than that is mainly remote. We hope you have the ability to communicate in English, whereas Finnish is not a must but considered as an advantage. You can succeed and enjoy working in this position coming from many different backgrounds.

More than anything, we hope you are passionate about your field of work and enthusiastic about constantly innovating and learning something new together with others!

**Aalto University –
a community of
game changers**
aalto.fi



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