



Job Specification

(2018HB34)

Role:	2* Developer, Umhlanga
Reporting to:	Lead Developer, Umhlanga
Employment status:	Permanent

Introduction

At Healthbridge we believe in transforming healthcare to enhance people's lives. We creatively look for ways to make healthcare more affordable, accessible and effective for everyone. Our innovative solutions ensure that patients, healthcare providers and other role players in the healthcare ecosystem benefit by collaborating together.

We seek high performers with a positive, growth mindset who will thrive in a culture based on strong values, accountability, openness, collaboration and no politics.

Team Mission

The purpose of the team is to enable Healthbridge to deliver meaningful, differentiated and easy to experience value offerings for segments it has chosen, through the Digital, Business Intelligence and Insights, and Strategic Relationships teams.

The Digital team's specific role is to lead Healthbridge in becoming an exciting Digital business, delivering in the important portfolios of: Digital services for Doctors (Clinical and RCM), Switching and Integrations, Business Operations and Engineering. This team works with, and supports, the Manage Value, Sell Value and Enable Value areas to deliver value to clients and the Healthbridge business.

The purpose of Switching team is to operate, maintain, integrate and continually enhance Healthbridge Switch as the enabler and the backbone of Healthbridge traditional business.

Role Purpose



The purpose of the Developer is to develop, maintain, operate, optimise and troubleshoot a wide array of Healthbridge core systems built in various technologies.

Description



While retaining the existing business, Healthbridge is entering a new stage of a cloud business where the business must operate at scale, high efficiencies and high speed and agility. Healthbridge is predominantly a digital and technology enabled business. To enable these business capabilities, it is required for Healthbridge digital platform and core systems to be able to operate at required scale, efficiency, agility and speed.

In this role, you will be a technology partner to the broader Digital Team. You will be focusing on how to optimise and operate our existing and future core systems, technology processes (e.g. SDLC, support, operations management) and tools so that Healthbridge as a digital business can be enabled to operate at scale, efficiency, agility and speed.

You and your team will be accountable for the digital experience of Healthbridge customers on daily basis. While you and your team will be underpinned by other teams within Healthbridge and Tradebridge, you and your team will be ultimately responsible for their end user experience of core healthbridge systems (such as performance, stability, reliability, etc.).

Being able to operate at the scale, fast pace and reliably is not something that happens as an afterthought. It requires lot of upfront thinking, a very proactive and out of the box approach and many years of experience. You will also be the custodian of knowledge and skills of how to maintain and operate the existing systems and how to engineer and design any new Healthbridge system. Hence you will be a partner to other Digital Teams (Clinical, RCM, Switching) so that once the newly developed solutions become operational they will have these characteristics.

Job Requirements



Qualifications & Experience

- Tertiary degree (BS in Computer Science, Software Engineering or other related technology degree) strongly preferred
- Minimum 5 years of experience in software development industry with a diverse background in various software development and operation disciplines (analysis, development, architecture, design, etc.)
- Experience in healthcare advantageous

Knowledge and Skills

- Systems Thinking – the ability to see how parts interact with the whole (big picture thinking)

Behavioural Competence

- High level of professional flexibility and openness to innovative new ideas
- Ability to think outside of the obvious or traditional solution or norms
- Client (internal and external) service orientation
- Ability to self-manage, self-organise and work autonomously
- Ability to operate in a dynamic environment with less clarity and certainty
- Flexibility to interact in a broader environment where various stakeholders have different cultures, skills, abilities or different approaches in working towards a set goal.
- Strong ability and willingness to learn and have an open mindedness to different approaches, ideas and points of view
- Ability to recognise the constructive feedback in any critique
- Experience in working with remote teams where distance, language or any other barrier may be a challenge
- Growth mindset attitude
- Continual learning and self-development

Technical competence

- In-depth of understanding of industry wide traditional enterprise (e.g. middleware, application servers, relational databases), mobile, IoT and modern technologies.
- In depth understanding of technologies used in Healthbridge core systems (e.g. C#, Entity Framework, Javascript, jQuery, AngularJS (Advantageous), CSS, Bootstrap (Advantageous), MS SQL, T-SQL, GIT VCS, Telerik Controls (Advantageous), SSRS Local Reports (.RDLC), Understanding of ISS)
- Modern SDLC approaches (e.g. Agile, RUP, etc.)
- Technologies, methodologies and or architecture patterns relevant to the future direction of Healthbridge RCM and Clinical platform (e.g. Micro services, SOA, EDA, Distributed Domain Driven Design)