



Job Specification

Full Stack Developer

Employment status: Permanent

Reporting to: Business Innovation Analyst - Healthbridge Innovation Lab

Location: JHB

About Healthbridge

As Healthbridge we exist to transform 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.

About the Healthbridge Innovation Lab

The Innovation Lab is a new division of Healthbridge dedicated to transforming healthcare through innovation. The Lab is led by Healthbridge founder Gerrie van Zyl and is made up of a team of individuals from different backgrounds, including strategy consulting, entrepreneurship, data analytics and machine learning, and project management.

The Lab's mission is to re-envision healthcare by conceptualising, testing, and incubating transformative innovations. To do this, the Lab leverages the domain knowledge, linkages, and data of the Healthbridge business in a "lean" innovation process. This allows the Lab to quickly design, test, and launch innovations that can have a real impact on the healthcare industry.

The Lab collaborates with project teams within Healthbridge and across our strategic partners to co-create innovative solutions to current and future challenges facing our industry. The Lab team ensures a consistent approach to managing projects based on the "Invincible Company" framework and provides a permanent focus on driving innovation within the business.

In addition to managing and guiding the overall innovation process, the Lab team contributes directly to the development and refinement of the project ideas. We are a team of smart, motivated individuals passionate about improving healthcare and growing the capabilities of all innovators within Healthbridge.

About Growth

Growth opportunities at Healthbridge are wide and varied, with excellent growth opportunities within the role itself to become a specialist. We are a dynamic and growing company that rewards great performance with not only the standard progression (take-my-boss'-job) path but also offers exciting opportunities to those wishing to expand their horizons.

Healthbridge is growing to become a R1Bn leading HealthTech platform company that fuels better healthcare outcomes. High performing 'bridgians will grow with it!

About the Job



Role Purpose

The purpose of this role is to support Innovation Lab projects with the required software engineering skills to:

- Help guide and shape the design of the products
- Implement proof of concepts and functional mockups for tests and pilots
- Develop critical parts of the final product, with an emphasis on high-fidelity UIs
- Document and hand over the final code to the product production team.

If you are someone who strives to provide measurable value in an industry where you can make a real difference then Healthbridge, in the Innovation Lab, is where you'll have that opportunity.



Description

In this role, you will be tasked with writing new code, operating, troubleshooting, maintaining, integrating and continually enhancing the Healthbridge Innovation Lab products.

Duties will include:

- Working with other members of Innovation Lab (UX specialists, business analysts, product managers) in an Agile process to design and specify products that deliver real client value
- Developing technical specifications to guide the optimal implementation of the products
- Coding the front-end (Angular/TypeScript) functionality and coding, or working with other teams to code the back-end services
- Debugging and optimizing as required
- Documenting and handing over code maintenance responsibility to product software teams.

Job Requirements

Qualifications & Experience

- Tertiary degree (BS in Computer Science, Software Engineering, B.Com Informatics or other related technology degrees) is an advantage
- Minimum 7 years of experience in the software development industry with both front-end development and back-end experience across different technology sets (Web, mobile, desktop, microservices)
- 3+ years experience with Angular 2 (v12 or higher preferred) using a Typescript-based web UI framework is a necessity and mandatory for this role.
- Experience with Google Cloud Platform, Firestore, Cloud Functions, and Firebase is an advantage
- Experience with JAVA/C#/SQL/JSON/XML development is beneficial
- Proficiency in software design principles and best practices, including but not



limited to SOLID principles, modular design, separation of concerns, design patterns, and code reuse.

- Modern SDLC such as Agile methodology using Scrum and/or Kanban, is essential
- Experience in working with remote teams is highly advantageous
- Experience in healthcare is strongly preferred

Knowledge and Skills

- The software development life-cycle, such as Agile methodology
- Front and backend best practices
- Systems Thinking – the ability to see how parts interact with the whole (big picture thinking) spanning client needs, product features and code.
- Problem-solving and optimizing for client value
- A keen eye for detail and ability to deliver user interface designs that both match requirements and provide a great customer experience

Behavioural Competence

- A passion for product development and excellence
- Willingness to work as a member of a team, to work on personal brilliance while making the team better as a whole.
- Ability to deliver to challenging timelines with great quality
- High level of professional flexibility and openness to innovative new ideas
- Ability to self-manage, self-organise and work autonomously
- Strong ability and willingness to learn and have an open-mindedness to different approaches, ideas and points of view
- Ability to recognise constructive feedback in any critique
- Prepared and committed to continual learning and self-development
- Ability to challenge and be challenged on set ways of thinking, having an open and open mindset
- Ability to recognise and appreciate constructive feedback and constructive criticism

Technical competence

- In-depth understanding of industry-wide traditional enterprise (e.g. middleware, application servers, relational databases), web, mobile, IoT and modern technologies (e.g. NoSQL database, stream and data processing).
- In-depth understanding of technologies used in Healthbridge Practice and Clinical systems:
 - Angular 2 (Version 12+ preferable)
 - JavaScript/TypeScript & ES6
 - HTML5/CSS3
 - RxJS
 - Functional programming principles
 - Application architecture principles
 - Software design principles and patterns
- Advantageous
 - Java or C# (Advantageous)
 - ORM, such as Hibernate (Advantageous)
 - SQL