



Job Specification

Innovation Lab Business Analyst

Employment status:	Permanent
Reporting to:	Chief Entrepreneur
Location:	JHB

Healthbridge: Transforming healthcare and enhancing people's lives

Healthbridge is South Africa's leading cloud-based healthcare technology and collaboration platform. We're transforming healthcare to uplift lives and make healthcare more affordable, accessible, and effective for everyone. Our innovative solutions are designed to help patients, providers, and other stakeholders collaborate and improve the healthcare experience.

We're looking for exceptional individuals with a winning attitude and a hunger for growth. Join our vibrant culture, rooted in integrity, accountability, transparency, collaboration, and zero tolerance for politics. Join the Healthbridge revolution today!

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. Project team members work on projects on a part-time basis and will fully re-integrate into their Business Lines upon the successful completion of the project. 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.

About the Job



Role Purpose

To create world-class transformative digital products that live up to Healthbridge's Purpose of "Liberating Life through transforming healthcare". These products must create meaningful value for doctors, patients and where applicable, insurers. This purpose includes:

- Turning business ideas
- into value propositions
- that matter to customers,
- embedded in scalable
- and profitable
- business models



Description

The successful candidate will be responsible for planning, leading, organizing, and motivating agile project teams to achieve a high level of performance and quality in exploring and developing products. You will manage several concurrent high-visibility projects using agile methods in a fast-paced environment that may cross multiple project teams.

A typical innovation project will require you work with Healthbridge business owners in an iterative lean process to:

- Conceptualize product and business design ideas
- Unpack and document the business model and perform high-level analysis of the value proposition and the business model
- Document the hypotheses on which the value propositions depends and develop a testing plan to validate or disprove the assumptions
- Execute the testing plan (which typically includes client research, and competitor research at various stages of the process)
- Refine the business design and iterate

Once the final business design has been achieved, document the business and technical requirements of the solution and work with the software developers to prototype or implement the solution.

Oversee the market testing and upon success hand over the product to the appropriate business owner in the company.



Job Requirements

We are seeking a candidate who combines the right educational background, formal qualifications, and practical experience to excel in this role. A tertiary degree in Business Administration, Commerce, and Information Systems with experience working as a consulting analyst at a recognized firm.

Knowledge and Skills

- Masterful Time and Resource Management: Expertly plan, monitor, and allocate resources to drive efficient project execution.
- Good understanding of competitive dynamics including industry structure, microeconomics, networked competition and platform dynamics.
- Technical Wizardry: Possess a deep understanding of cutting-edge technologies, tools, and methodologies in IT design.
- Stellar Communication and Stakeholder Management: Excel at engaging with clients, developers, designers, and end users to ensure seamless collaboration and satisfaction.
- Agile Problem-Solver: Swiftly identify and resolve challenges, employing creative thinking to meet project objectives.
- Commanding Leadership and Team Management: Inspire and guide project teams, propelling them towards triumphant outcomes.
- Mastery of the Invincible Company framework.

Qualifications and Experience

- Strong preference for a tertiary degree, preferably in Business Administration, Commerce, Information Systems, or Healthcare Management.
- Minimum of 3 to 4 years of experience in a Business Analyst role at a recognized management consultancy.
- Bonus points for experience in digital product development.
- Highly recommended to have managed projects involving client needs analysis and hypothesis-driven data gathering and analysis.
- Strong preference for experience in the Healthcare domain.

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Competencies

- Effective Communicator: Adept at conveying ideas clearly and concisely.
- Thrives Under Pressure: Performs well in high-pressure environments.
- Complexity Management: Skillful in handling and reducing complexity.
- Analytical Acumen: Strong problem-solving skills, attention to detail, and ability to think conceptually.

- Ability to deal with ambiguity: Navigates situations where data may conflict and is able to understand the underlying models that may be causing the ambiguity
- Innovative Thinking: Capable of exploring unconventional solutions and challenging traditional norms.
- Fresh Perspective: Challenges existing thinking patterns and introduces new ways of working.
- Exceptional Multitasker: Skilled at managing multiple tasks simultaneously.
- Flexible and Open-minded: Embraces new ideas and demonstrates professional adaptability.
- Client-Focused: Oriented towards providing excellent service to internal and external clients.
- Self-Management: Self-organizes and works autonomously.
- Thrives in Uncertainty: Operates effectively in dynamic, fast-paced environments with limited clarity and certainty.
- Collaboration Catalyst: Promotes teamwork and fosters collaboration among teams.
- Growth Mindset: Displays an attitude of continuous learning and embraces personal development.