



Job Specification

Software Engineering - Meraki

Employment status:	Permanent
Reporting to:	Business Unit Executive
Location:	Johannesburg

Role Introduction

The purpose of this role is to ensure design and delivery of high quality software solutions that innovatively and efficiently make our vision a reality, and delights our clients.

It manifests itself through leadership, management, and execution. In this role, you will be:

- Contributing to the vision and strategy of our business line (healthcare solutions for medical practices and consumers);
- Providing input into the digital strategy, working closely with our business line executive and the systems architect;
- Leading software engineering
- Ensuring high quality

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 all stakeholders in the industry. Our vision of being a leading Healthtech platform company drives us to find technical solutions to address the challenges the healthcare industry faces. 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 team

Meraki is the largest and fast growing Business Unit of Healthbridge. It is focussed on creating, and continuous improvement of a cloud healthcare platform and healthcare applications of unparalleled sophistication for medical practitioners, their patients and preventing consumers becoming patients.

Our team, our superstars, thrive on lean innovation, fast pace and putting smiles on our clients faces. We collaborate and grow together with a shared vision of how to make the industry and people's lives better. The team is deployed on cutting edge technology, architecture and principles as we rapidly innovate and deploy solutions and enhancements and pave a way for a radically new approach to creating healthcare software.

About Growth

Growth opportunities at Healthbridge are wide and varied, with excellent growth opportunities within the role itself to deepen your technical expertise and become a great leader. 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 R1B business. High-performing bridgians will grow with it!

About the Job



Role Purpose,

The purpose of this role is to ensure the design and delivery of software solutions that innovatively and efficiently make our vision a reality, and delight our clients.

It manifests itself through people leadership and software development and lifecycle management. In this role, you will be:

- Contributing to the vision and strategy of our business line (healthcare solutions for medical practices and consumers);
- Providing input into the digital strategy, working closely with our business line executive and the systems architect;
- Leading software engineering
- Ensuring high-quality



Description

Key responsibilities include:

- **Vision** - Actively contribute to defining and continually evolving the Technology Vision.
- **Leadership** - Set the tone and culture that executes on the organisation's strategy and attracts the best, value-aligned, team members. Drive the adoption of the delivery culture of the first time, on time, every time.
- **Software Development Lifecycle** - Own and drive software development methodologies and continually evolve the approach.
- **Execution Accountability** - efficiency and quality. Fast fail forwarded - it is OK to fail, but it is not OK not to learn and learn fast
- **Budget** - Preparing and managing digital teams budget
- **Line Management** - Line Manage the developers and QA team.
- **Collaboration** - with other members of the Meraki leadership and with IT departments in healthbridge.
- **Talent Development** - Develop, nurture and retain top talent always insisting on a culture of excellence, learning, and curiosity.
- **Technology evolvment** - together with the systems architect, keep abreast of technology trends and continually evaluate how they apply to the business to achieve a competitive advantage.



Job Requirements

Qualifications & Experience

- Tertiary degree (BS in Computer Science, Software Engineering, or other related technology degrees)
- **Minimum 7 years** of experience in the software development industry, of which a **minimum of 3 years** experience must have been as a software development lead or manager.
- Working with teams that are geographically distributed
- Experience in cloud computing (PaaS, SaaS, IAAS)
- Agile methodology is a must
- Experience with Google Cloud Platform, Firestore, and Firebase is highly advantageous.
- Experience in simultaneously managing multiple Scrum teams
- Experience in healthcare is an advantage

Competencies

- Capable of prioritising and managing trade-offs in an environment of continually competing system requirements and client needs.
- Great in leading people by example, by caring for them, growing them, and inspiring excellence
- And great in achieving results through line management and direct contributions
- Ability to clearly communicate ideas and concepts.
- High level of professional flexibility and openness to innovative new ideas
- Ability to operate in a dynamic and fast-paced environment with less clarity and certainty
- Analytical ability to solve problems with attention to detail and conceptual thinking
- Ability to challenge and be challenged on set ways of thinking and introduce fresh ways of working, having an open mindset
- Ability to recognise and appreciate constructive feedback and constructive criticism
- Experience in working with remote teams where distance, language or any other barrier may be a challenge
- Continual learning and self-development

Technical competencies

A broad spectrum of technical experience and skill:

- Cloud and web computing/programming (Google Cloud Platform is highly advantageous, together with Firestore & Firebase)
- Industry wide traditional enterprise (e.g. middleware, application servers, relational databases, NoSQL databases, IOT, stream & data processing)
- Familiarity with APIs architecture styles (REST, RPC)
- Agile SDLC approaches (e.g. Scrum)
- Native or hybrid mobile development (advantageous)