



Job specification

Chief Technology Officer (CTO)

Reporting to: Chief Executive Officer (CEO)

Location: Johannesburg

About Healthbridge

As Healthbridge our purpose is to liberate life through transforming healthcare. We creatively look for ways to make healthcare more affordable, accessible and effective for everyone. Our innovative HealthTech solutions ensure that patients, healthcare providers and other role players in the healthcare ecosystem benefit through collaboration.

We are working hard to become the platform that makes healthcare thrive, for all.

We seek high performers with a positive, growth mindset who will thrive in a culture grounded in strong values, accountability, openness, collaboration and zero politics.

About the team

The CTO will take on an executive position. At Healthbridge the executive team is called the Senior Leadership Team (SLT). The SLT is responsible for setting and delivering Healthbridge's strategic and financial goals and for proactively managing and evolving Healthbridge's culture.

While each SLT member has an explicit area of accountability and autonomy, collaboration between SLT members is a given to achieve Healthbridge's overarching goals.

SLT members must be, and continuously earn the right to be, values icons.

About growth

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



About the job

This is an exciting opportunity for a highly motivated and strategic technology leader to shape the future of our company.

Working closely with the rest of SLT, you will play a pivotal role in defining and driving the company's overall strategy while ensuring technology informs and enables the ambitious business goals. This includes how technologies such as Artificial Intelligence and Machine Learning redefine product service offerings and internal operations.

You will be accountable for leading the design, development and deployment of our new secure and scalable cloud platform. While doing so, you will ensure the proactive maintenance and sunsetting of existing legacy applications and technologies.

You will build a high-performance and values-aligned team while ensuring continued individual growth.

Lastly, a passion for the healthcare industry and a desire to leverage technology to improve health outcomes will make your tenure as a bridgian purposeful and rewarding.

Responsibilities

- Define, plan and execute a comprehensive technology strategy and accompanying roadmap that enables and propels Healthbridge towards its strategic and financial goals.
- Be accountable for making the technology choices to achieve Healthbridge's strategic and financial goals.
- Partner with business line leaders to understand their market and operational needs and ensure the technology strategy supports their objectives.
- Be the owner of and deliver the new cloud platform as a core service to Healthbridge's respective business lines. This includes leading the design, development and operationalisation of the new platform as a core service, ensuring its security, scalability, and compliance with industry regulations.
- Co-lead and co-manage business line-led development pods that will build market segment-specific functionalities on top of the central platform.
- Define and govern the design, development, testing, deployment and maintenance processes across all business lines.
- In collaboration with the CEO and business line heads, define and evolve the reporting and decision making required in the matrix structure.
- Proactively manage existing legacy applications and technologies for the duration of its agreed life cycle.
- Drive the integration of the new cloud platform with existing legacy applications and technologies, with a plan for eventual decommissioning.
- Oversee the management of insourced and outsourced development teams, fostering collaboration and ensuring efficient execution across multiple projects.
- Ensure Healthbridge is protected with regards to cyber security and be the custodian of data privacy and governance.



- Foster a culture of innovation, delivery and technical excellence within the engineering team.
- Manage and allocate technology resources effectively, optimising costs and ensuring return on investment.
- Stay current on emerging trends in HealthTech, AI, cloud computing, and security.

Qualifications and experience

- A Business Management degree from a reputable tertiary institution.
- A Computer Science or Engineering degree from a reputable tertiary institution.
- Minimum 10 years of experience in leading and managing technology teams within the healthcare or related industry at an executive level.
- Experience in platform businesses including leading platform design, development, and operationalisation.
- Experience as an executive collaborating with fellow executives in a matrix organisation.
- Proven track record using technology to drive business growth and to act as a catalyst for creating a technology led business model.
- Proven track record of successfully developing and deploying complex enterprise-level software solutions on a cloud platform.
- Strong understanding of cloud architecture, security best practices, and data privacy regulations in healthcare (HIPAA, etc.).
- Experience in integrating new technologies with legacy systems and managing the decommissioning process.
- Excellent communication, leadership, and interpersonal skills with the ability to effectively collaborate with diverse stakeholders across the organisation, including business line leaders, team members, and external partners.
- Proven track record of leading in a matrix reporting environment.
- Analysis and problem-solving with a data-driven approach to decision-making.

Competencies

- Strategic Thinking: Ability to develop and execute a long-term strategy aligned with business goals and industry wide dynamics.
- Business Acumen: Understanding of the healthcare industry, business models, and financial metrics.
- Leadership and Management: Proven ability to lead and motivate teams, build high-performing organisations, and manage budgets.
- Communication: Excellent communication and interpersonal skills to effectively collaborate with stakeholders.
- Problem Solving: Strong analytical and problem-solving skills to address complex challenges.
- Innovation: Ability to foster a culture of innovation and drive new product development.
- Platform Architecture: Proven ability to design and implement scalable, resilient cloud platforms.
- Cloud Computing: Deep understanding of cloud platforms, architecture, and security.



- Machine Learning and Artificial Intelligence. Ability to leverage AI and ML to drive innovation, optimise processes, and enhance the overall effectiveness of the platform and internal processes.
- Technology Leadership: Demonstrated ability to lead and manage complex technology projects and teams.
- Change Management: Ability to drive organisational change and adapt to evolving technologies and market dynamics. This includes integrating multiple distinct teams, streamlining processes, and fixing legacy issues to create a cohesive and efficient unit.
- Software Development: Strong understanding of software development methodologies (Agile, DevOps) and programming languages.
- Data Management: Knowledge of data management practices, including data warehousing, big data, and data security.
- Cybersecurity: Expertise in cybersecurity best practices and regulatory compliance (HIPAA, etc.).
- Regulatory Compliance: Knowledge of healthcare and South African IT-related regulations and ability to ensure compliance.
- Vendor Management: Experience in managing relationships with technology vendors and partners.