



## Job specification

### Full Stack Developer

#### Core Services

**Employment status: Permanent**

**Reporting to: Software Development Manager**

**Location: Johannesburg**

### About Healthbridge

As Healthbridge we exist 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 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

The Core Services Development team is responsible for the creation, maintenance and support of the core Healthbridge systems. We collaborate closely with our Core Services Product and Quality Assurance Teams to ensure that our clients have a great experience. Looking for ways to improve and innovate, both technically and in the way we work is part of our culture.

Our team has a good mix of skills and experience ranging from Junior to Senior developers.

We strive to provide market-leading products and services, guided by the Healthbridge values.

### 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

As a Senior Full Stack Java Developer, you will play a pivotal role in transforming healthcare by designing and developing innovative solutions that enhance affordability, accessibility, and effectiveness. You will leverage your expertise in primarily back-end technologies to create seamless applications that empower patients, healthcare providers, and stakeholders to collaborate effectively.

In our fast-paced and values-driven environment, you will be expected to embrace a growth mindset, demonstrate accountability, and foster open communication. Your contributions will be essential in driving the success of our initiatives, as we strive to liberate lives through technology and innovation.

## Role purpose

The purpose of the Full Stack Developer is to develop, maintain, operate, optimise, and troubleshoot applications built in various technologies:

- To implement new capabilities for Healthbridge Core Services' multiple platforms using external, internal, and partner resources
- To adhere to the defined solution architectures within the Core Services area and Healthbridge eco-system
- To implement quality value offerings for clients
- To contribute toward a highly performing quality-focused team
- To contribute to the overall Healthbridge architecture and strategic roadmap with input from your Solutions Architect
- To contribute productively to the weekly sprints and sprint deliverables
- To live up to and actively engage in the Healthbridge Culture and Values

## Description

### Duties

- Application Development: Design, develop, and maintain scalable, high-performance web applications using Java and related frameworks (e.g. Spring, Hibernate)
- Some Front-End Development: Create user-friendly interfaces using front-end technologies such as HTML, CSS, JavaScript, and frameworks like React, Angular, or Vue.js
- Back-End Development: Implement robust server-side logic, RESTful APIs, and database management, ensuring data integrity and security



- **System Architecture:** Collaborate on architectural design and decisions, ensuring systems are scalable and maintainable
- **Code Review and Mentorship:** Conduct code reviews to ensure high-quality standards and mentor junior developers, fostering a culture of learning and improvement
- **Collaboration:** Work closely with cross-functional teams, including product managers, designers, and other developers, to gather requirements and deliver effective solutions
- **Testing and Debugging:** Implement unit, integration, and performance tests to ensure code reliability and performance. Debug and resolve issues as they arise
- **Continuous Improvement:** Stay updated with emerging technologies and industry trends, recommending improvements and innovations in the development process
- **Documentation:** Maintain comprehensive documentation for code, architecture, and processes to facilitate knowledge sharing and onboarding
- **Deployment and Maintenance:** Manage deployment processes, ensuring smooth releases and ongoing maintenance of applications

## Job Requirements

### Knowledge and skills

- **Proficient in Java:** Strong understanding of core Java concepts, object-oriented programming, and design patterns
- **Frameworks:** Experience with Java frameworks like Spring (Spring Boot, Spring MVC) and Hibernate
- **Front-End Technologies:** Proficiency in HTML, CSS, JavaScript, and modern frameworks such as React, Angular, or Vue.js
- **Database Management:** Strong skills in relational databases (e.g., MySQL, PostgreSQL) and experience with NoSQL databases (e.g., MongoDB)
- **API Development:** Experience in designing and developing RESTful APIs, including authentication and security practices
- **Version Control:** Familiarity with version control systems, particularly Git, for collaborative development
- **DevOps Practices:** Knowledge of CI/CD pipelines, containerization (e.g., Docker), and cloud services (e.g., AWS, Azure)



- Testing Frameworks: Experience with testing frameworks (e.g., JUnit, Mockito) and practices for unit and integration testing
- Agile Methodologies: Familiarity with Agile development practices, including Scrum or Kanban
- Security Best Practices: Understanding of web application security principles and best practices for secure coding

### **Qualifications and experience**

- Tertiary degree (BS in Computer Science, Software Engineering, B.Com Informatics or other related technology degrees)
- Minimum 5 years of experience in the software development industry with both front-end development and back-end experience across a wide variety of technology sets (Web, mobile, desktop)
- 5 years of experience with Java backend development is highly advantageous, including but not limited to Spring Boot, EE, Wildfly, and Cloud Functions
- 2 years of experience with Angular 2 (v12 and higher) or another Javascript-based or Typescript-based web UI framework is highly advantageous
- Experience with Java/Typescript/SQL/JSON/XML development is advantageous
- In-depth understanding of industry-wide traditional enterprise (e.g. middleware, application servers, relational databases) and modern technologies (e.g. NoSQL database, Cloud Functions)
- Experience in developing against cloud-based PaaS offerings (preferably Microsoft Azure) is advantageous
- Experience in healthcare is strongly preferred
- Modern SDLC approaches (e.g. Agile, RUP, etc.)
- OpenId Connect, OAuth2

### **Behavioural Competencies**

- Problem-Solving: Strong analytical skills to troubleshoot and resolve complex technical challenges
- Collaboration: Ability to work effectively in a team environment and communicate technical concepts to non-technical stakeholders
- Experience in working with remote teams where distance, language, or any other barrier may be a challenge



- Mentorship: Willingness to mentor junior developers and contribute to their professional growth
- Adaptability: Openness to learning new technologies and adapting to changing project requirements
- Attention to Detail: Meticulous approach to coding and documentation to ensure quality and maintainability
- Stress Management: The ability to remain calm during stressful situations and conduct yourself appropriately, which includes maintaining a mature work-life balance

