



## Job specification

### Intermediate Software Developer

#### iHealth

**Employment status:** Permanent

**Reporting to:** Developer Lead

**Location:** KZN: Umhlanga

#### 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

Within the Healthbridge mission, the iHealth Team provides a full-service bureau solution for practices that prefer outsourcing their admin and billing.

We embody a sports team culture - we set high standards, work together to achieve shared goals, and push each other to perform at our best. Collaboration, accountability, and friendly competition are at the heart of how we operate.

#### 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 an Intermediate Software Developer in the iHealth Team, you'll build and maintain software that powers our billing, claims, and bureau platform, directly helping doctors run more efficient practices.



You'll work across our tech stack to deliver reliable, scalable solutions that handle large volumes of medical transactions.

This role is hands-on: you'll write clean code, contribute ideas, and collaborate with a team that values both performance and culture. Your work will have a direct impact on freeing up doctors to focus on patient care.

## Role purpose

The purpose of the intermediate developer is to develop, maintain, operate, optimise, and troubleshoot applications built in various technologies, while retaining the existing business.

## Description

Healthbridge is entering a new stage of a cloud business where the business must operate at scale, high efficiency, and high speed and agility.

Healthbridge is predominantly a digital and technology-enabled business. To enable these business capabilities, it is required for the Healthbridge digital platform and core systems to be able to operate at the required scale, efficiency, agility, and speed.

In this role, you will be a technology partner to the broader Digital Team. You will be focusing on how to optimise and operate our existing and future core systems, technology processes (e.g., SDLC, support, operations management), and tools so that Healthbridge as a digital business can be enabled to operate at scale, efficiency, agility, and speed.

You and your team will be accountable for the digital experience of Healthbridge customers daily. While you and your team will be underpinned by other teams within Healthbridge, you and your team will be ultimately responsible for their end user experience of core Healthbridge systems (such as performance, stability, reliability, etc.).

Being able to operate at the scale, fast pace, and reliably is not something that happens as an afterthought. It requires a lot of upfront thinking, a very proactive and out-of-the-box approach, and many years of experience. You will also be the custodian of knowledge and skills on how to maintain and operate the existing systems and how to engineer and design any new Healthbridge system. Hence, you will be a partner to other Digital Teams (Clinical, RCM, Switching) so that once the newly developed solutions become operational, they will have these characteristics.

## Job requirements

### Knowledge and skills

- Systems Thinking – the ability to see how parts interact with the whole (big picture thinking)
- Problem Solving.



### **Qualifications and experience**

- Tertiary degree (BSc in Computer Science, Software Engineering, or other related technology degree) strongly preferred
- Minimum of 2 years of professional software development experience
- Experience in healthcare is strongly preferred

### **Technical competence**

- Backend Development: Proficiency in .NET Core, C#, and Web API design and implementation.
- Database & Data Access: Strong experience with MS SQL (queries, stored procedures, optimization) and Entity Framework (ORM).
- Frontend Development: Hands-on knowledge of TypeScript, Angular, and styling with CSS/SCSS.
- Software Engineering Practices: Understanding of object-oriented programming (OOP), design patterns, and RESTful API best practices.
- Version Control & Collaboration: Experience with Git and working in a collaborative team environment (Agile/Scrum).

### **Behavioural Competencies**

- High level of professional flexibility and openness to innovative new ideas
- Ability to think outside of the obvious or traditional solution or norms
- Ability to self-manage, self-organise, and work autonomously
- Ability to operate in a dynamic environment with less clarity and certainty
- Flexibility to interact in a broader environment where various stakeholders have different cultures, skills, abilities, or different approaches in working towards a set goal.
- 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
- Experience in working with remote teams where distance, language, or any other barrier may be a challenge
- Growth mindset attitude
- Continual learning and self-development

