



Job specification

Technical Development Lead

Technology Services

Employment status: Permanent

Reporting to: Software Development Manager: Technology Services

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 Technology Services Development team is responsible for the creation, maintenance and support of the Healthbridge Platform systems. We collaborate closely with our 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.

About Growth

Growth opportunities at Healthbridge are wide and varied, with excellent growth opportunities within the role itself to become a great business 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 The platform that drives healthcare, for all. High performing 'bridgians' will grow with it!



About the job

Role Purpose

The purpose of this role is to lead a development team within the Technology Services space, providing technical guidance, hands-on development, and direct management of both permanent employees and contractors. This role is pivotal in driving the technical excellence and delivery of a cloud-based product, contributing to the overall strategic roadmap, and fostering a high-performance environment.

Key Responsibilities

- **Technical Leadership & Hands-on Development:**
 - Lead a team of 4-6 developers, providing technical guidance, mentorship, and support.
 - Spend approximately 50-60% of the time writing code and actively contributing to development.
 - Ensure adherence to defined solution architectures within the Technology Services area and Healthbridge eco-system.
 - Participate as a Subject Matter Expert in the Architecture forum, contributing to defining technical standards, best practices, and architectural patterns.
 - Stay up-to-date with the latest technologies and pragmatically incorporate them into development streams.
 - Champion the resolution of technical debt
 - Work closely with the product and QA teams to ensure high-quality product delivery
 - Drive delivery of the development team at a sprint level
- **Team & People Management:**
 - Directly manage a team of 4-6 permanent employees and contractors.
 - Foster a high-performing, quality-focused team environment.
 - Provide formal mentorship and support professional growth for team members.
 - Actively work on conflict resolution and team motivation.
 - Promote a culture of high performance, results focus, and ownership of business outcomes.



- **Product & Project Delivery:**

- Implement new capabilities for Healthbridge Technology Services' multiple platforms using external, internal, and partner resources.
- Contribute productively to weekly sprints and sprint deliverables.
- Have significant involvement in project planning, estimation, and stakeholder communication beyond purely technical discussions.
- Ensure the delivery of quality value offerings for clients.
- Drive the enhancement and modernisation of the Technology Services platform, particularly its cloud-based components.

Description

As a Technical Lead, you will bridge the gap between strategic direction and hands-on implementation, ensuring your team delivers robust, scalable, and innovative cloud-based solutions. You will be a key driver in transforming healthcare by designing and developing solutions that enhance affordability, accessibility, and effectiveness. Your strong technical expertise will be matched by your leadership skills, enabling you to mentor your team, facilitate collaboration, and effectively communicate complex technical concepts to diverse stakeholders, including non-technical audiences. This role requires a proactive approach to identifying new technologies and incorporating them to continuously improve our core services product.

Duties

Application Development: Design, develop, and maintain scalable, high-performance web applications, primarily on Google Cloud Platform, utilising Firebase/Firestore and Angular. Expected to contribute 50-60% of time to hands-on coding.

Team Leadership & Mentorship: Lead, guide, and mentor a team of 4-6 developers (permanent employees and contractors), fostering a culture of technical excellence and continuous improvement. Conduct regular code reviews to ensure high-quality standards and adherence to best practices.

Architectural Contribution: Actively participate in the Architecture forum as a subject matter expert, contributing to the definition and evolution of technical standards, best practices, and architectural patterns within the Core Services area.



System Design & Optimisation: Collaborate on architectural design and decisions for the cloud-based product, ensuring systems are scalable, maintainable, and optimised for performance and cost.

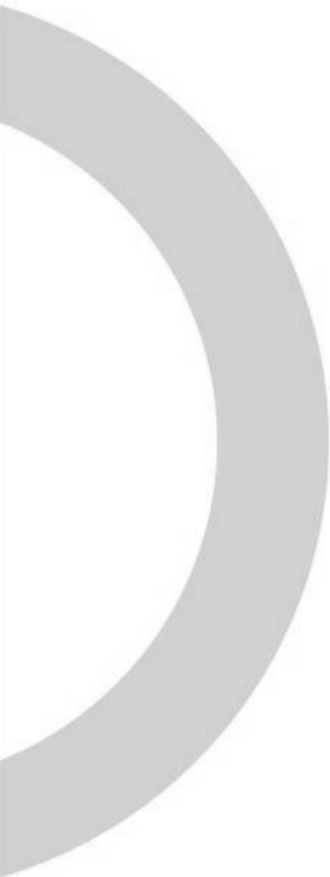
Project Planning & Execution: Have significant involvement in project planning, estimation, and sprint deliverables, ensuring timely and effective delivery of new capabilities for the Core Services product.

Stakeholder Communication: Effectively communicate complex technical concepts, progress, and challenges to non-technical stakeholders across the broader organisation.

Technology Scouting: Stay updated with emerging technologies and industry trends, pragmatically recommending and championing new technologies and architectural patterns to incorporate into development streams.

Deployment and Maintenance: Oversee deployment processes, ensuring smooth releases and ongoing maintenance of applications.

Quality Assurance & Troubleshooting: Ensure implementation of unit, integration, and performance tests to guarantee code reliability and performance. Debug and resolve issues as they arise, supporting the team in complex problem-solving.





Job Requirements

Qualifications & Experience

- Tertiary degree (BS in Computer Science, Software Engineering, B.Com Informatics or other related technology degrees) strongly preferred.
- Minimum 8 years of experience in the software development industry with a diverse background in various software development disciplines (analysis, development, architecture, design, etc.).
- Minimum 2-3 years of experience in a leadership or senior technical mentorship role, with direct reports.
- Experience in the healthcare industry is preferable.
- Hands-on experience with modern SDLC approaches (e.g., Agile, Scrum, Kanban).

Knowledge and Skills

- Proficiency in Google Cloud Platform (GCP), with particular emphasis on Firebase and Firestore database (or equivalent cloud-native database experience).
- Strong experience with Angular (version 12 and higher) or other modern TypeScript/JavaScript-based web UI frameworks.
- Expertise in HTML5 with CSS3.
- Good understanding of design patterns and software design and development principles.
- Strong knowledge of containerization (e.g., Docker).
- Experience in designing and developing RESTful APIs.
- Proficiency with version control systems, particularly Git.
- Understanding of CI/CD pipelines.
- Solution, business, information and application architecture understanding.
- Systems Thinking: the ability to see how parts interact with the whole (big picture thinking).
- Experience with usage of agentic AI within the SDLC is preferable, but will be a requirement of the role.



Behavioural Competence

- **Leadership and Mentorship:** Strong ability to lead, motivate, and mentor a team, fostering a culture of continuous learning and growth.
- **Communication:** Highly critical ability to explain complex technical issues clearly to non-technical stakeholders.
- **Problem-Solving:** Strong analytical skills to troubleshoot and resolve complex technical challenges.
- **Collaboration:** Ability to work effectively within a team and across cross-functional teams, including product managers and designers.
- **Adaptability:** Openness to learning new technologies and adapting to changing project requirements in a dynamic environment.
- **Growth Mindset:** A positive attitude towards continuous learning and self-development.
- **Accountability & Ownership:** Strong sense of ownership over technical outcomes and team performance.
- **Flexibility:** Ability to interact in a broader environment where various stakeholders have different cultures, skills, abilities or different approaches in working towards a set goal.
- Experience in working with remote teams where distance, language or other barriers may be a challenge.