

**Position Title:** Senior Developer, Software – Level 4  
**Reports To:** Vice President, Software Development  
**Division:** Health BI  
**Department:** Software Development  
**Classification:** Exempt  
**Revision Date:** 01/17/2018

**Position Summary:**

Equality Health is an Arizona-based population healthcare company focused on improving care delivery for underserved populations through culturally-sensitive programs that improve access, quality, and patient trust. Our technology division delivers a navigation platform providing payers and providers a streamlined and centralized answer to operationalize preventative and transitional care – driving dramatic results for value-based performance and clinical outcomes.

The Senior Software Developer is primarily responsible for writing code and tests, and developing interfaces for middleware, web services, back-end data, and service layers. This individual manages a large scope of work and utilizes various tools to develop and review codes and designs, and works closely with a diverse Software Development team to deliver in an agile environment.

**Responsibilities:**

- Translate business requirements or technical specifications into technical tasks to be completed; design, test, and develop software to meet production needs
- Develop appropriate unit testing and quality measurements for written code; oversee and review the same work from the Software Developers
- Address performance and scaling issues involving web applications in an Enterprise Java environment
- Reliably deliver software code on an agreed schedule that meets quality metrics
- Create functional UI code and custom components utilizing various Java technologies and frameworks
- Create a variety of models and diagrams (such as flowcharts) to communicate software code needed for an application to stakeholders
- Ensure software programs continue to function normally through regular maintenance and testing
- Document coding and design activities necessary for the proper installation, maintenance and operation, and for upgrades to the software
- Proactively respond to and address questions, blockers or concerns to internal and external stakeholders
- Review technical journals and relevant industry literature to stay current with changes in technology

**Required Education & Experience:**

- Bachelor’s degree in Computer Science, Computer Engineering, Information Technology or a related field of study; or, an equivalent combination of education and/or experience



- Minimum five (5) years of work experience in software development or a directly related position; experience must show a strong understanding of software design, business needs and client needs
- Proficiency with Java and the associated toolchain for the development of Enterprise applications

**Highly Preferred Skills & Qualifications:**

- Experience with Vaadin and/or GWT, Vaadin Charts, Vaadin Test Bench and Vaadin Event Bus
- Experience with Desktop or Mobile UI Development such as Swing, JavaFX, SWT, QT, Android or iOS
- Experience with modern Spring Modules and Spring Boot
- Experience with NoSQL databases and data modeling strategies (e.g., MarkLogic)
- Understanding of Health Level Seven International (HL7) standards such as HL7 V2.x and CCD
- Previous experience in the healthcare industry or with healthcare technologies
- Knowledge and understanding of HIPAA standards
- Knowledge and experience with EMR, EHR and other clinical data that are fluent with healthcare technology standards
- Comfort and ability to collaborate with other data teams (e.g., DBA's, Architects, Analysts, Programmers)
- Sensitivity and flexibility to work around stakeholders' diverse communication styles, priorities and availability