



**Position Title:** Lead Software Developer (Job code: HBI-LSWD)  
**Reports To:** Vice President, Software Development  
**Division:** HealthBI  
**Department:** Software Development  
**Classification:** Exempt

### **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 mission is to ensure diverse populations receive quality healthcare that improves and enriches their lives. We have developed our product portfolio around centralized technology, services and network designs intended to organize a better healthcare delivery system for cultures that have struggle with integrating into the tradition one-size-fits-all U.S. healthcare system.

Our technology division, HealthBI, 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.

### **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 Development team.
- Address performance and scaling issues involving web applications in an Enterprise Marklogic environment.
- Reliably deliver software code on an agreed schedule that meets quality metrics.
- Collaborate with Business Analysts, Development and Leadership teams to drive and deliver complex technology solutions to customers, and recommend software upgrades to existing programs and systems.
- 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, operation and 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 and Experience:**

- Bachelor's degree or foreign equivalent in Computer Engineering, Computer Science, Information Technology or related field and seven (7) years progressive, post-baccalaureate experience as a Software Developer/Engineer, Programmer/Analyst or in a software development related role.

**Required Skills and Qualifications:**

Work experience in:

- MarkLogic Development;
- XQuery Development;
- Java Development; and
- MLCP/CORB