



Position Title: Manager, Software Development
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 struggled with integrating into the traditional one-size-fits-all U.S. healthcare system.

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 Manager, Software Development is responsible for writing code and tests, and developing interfaces for middleware, web services, back-end data, and service layers, and for managing individuals on the Software Development team. Under the direction of the Leadership team, the Manager shares accountability for all projects and people to deliver complex technology solutions in an agile environment.

Responsibilities:

- Provide leadership and direction to team members; mentor, coach and evaluate work performance
- Translate business requirements or technical specifications into technical tasks to be completed; design, test, and develop software to meet production needs
- Manage and develop appropriate unit testing and quality measurements for written code; direct and review the same work from the Software Development team
- Address performance and scaling issues involving web applications in an Enterprise Java environment
- Oversee the delivery of reliable software code on an agreed schedule that meets quality metrics
- Create functional UI code and custom components utilizing various Java technologies and frameworks
- 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 and operation, and for upgrades to the software
- Proactively respond to and address questions, blockers or concerns that have been escalated from the Development team 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 nine (9) years of work experience in software development or a directly related position; experience must show a broad and deep understanding of software design, business needs and client needs
- Proficiency with Java and the associated toolchain for the development of Enterprise applications
- Experience in a supervisory or managerial role

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