HD Labs

Post:	**Java Developer**
Location:	Home-based. There will be an expectation that the role works from home predominately but as pandemic restriction ease there is an expectation of team meet ups
Salary:	[Salary Range]
Contract:	Full-time; 37.5-hours per week (opportunities for flexible working considered)
Reports to:	Product Delivery Director
Direct Reports:	None

We are seeking a highly-skilled, experienced Java Developer to join our expanding healthcare technology team. In this role, you will develop and design technology solutions that are scalable, relevant, and critical to our company's success. You will focus on Java SE development throughout all phases of the development lifecycle and must be able to troubleshoot and anticipate errors during each step. We prefer candidates who have at least five years of professional developer experience and an impressive portfolio of past work.

Accountabilities:

The key accountabilities of the post holder will be:

- Designing the technology aspects of the solution in line with our clients objectives and architecture principles
- Ensure that software engineering best practice is followed
- Actively manage technical risk and mitigations required
- Work as an integral part of our team developing healthcare solution for our clients

Responsibilities:

Strategy and Development
- Understand the client vision, the overall scope, and how to achieve the end result
- Ability to gather accurate requirements and work closely with stakeholders to prioritize tasks and the scope of development.

Management of People and Resources
- Supporting the project manager, application architect and Data architect in the application design and delivery
- Contribute and to the pre planning and discovery phases of the build include task design and estimation
- Support the development of Sprint iteration concept as an advocate of agile principles
- Support Sprint planning and the delivery of sprint goals

Delivery
- Designing and developing applications for mission-critical systems whilst obtaining high-availability and performance
- Contributing in all phases of the development lifecycle
- Writing well designed, testable, efficient code
- Ensure designs are in compliance with specifications
- Prepare and produce releases of software components
- Support continuous improvement by investigating alternatives and technologies and presenting these for architectural review

Compliance and Risk
- To ensure that there is commitment to high standards in IT / human interaction.

- To ensure Compliance to Data Protection Security toolkit, ISO27001 and GDPR (General Data Protection Regulation) guidelines.

Relationships

- To build extensive relationships with client teams as well as internal technical teams.
- Develop and build relationships with
    - Suppliers and Partners
    - Professional Standards Organisations e.g., BCS
    - Government regulatory bodies e.g., NHS-X/E

Other

- Attend team meetings, Board, and committee meetings as required, including the potential for travel where necessary.
- Be an enthusiastic advocate for our values.
- Be administratively self-supporting, e.g., take care of own diary management, scheduling meetings etc.
- Maintain own professional networks and promote HD Labs on a local and national level.
- Undertake any other duties and responsibilities commensurate with the post.

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Person Specification:

	Essential	Desirable
EXPERIENCE & QUALIFICATIONS	• Solid working knowledge of Java SE 11.x platform • Solid understanding of Spring Frameworks • Bachelor's degree in computer science, information technology, or related field • 5+ years of experience in the IT field, preferably in a corporate setting	• Java certification preferred
KNOWLEDGE, SKILLS & ABILITIES	• YAML / JSON markup • REST API experience • Unit testing and testing frameworks • Ability to work flexibly and effectively within a small, fast-paced environment • Excellent knowledge of good practice and methodologies in design and execution of development tasks • Evidence of continual professional development	• Java certification preferred • Containerisation by Kubernetes 1.21.x • Event streaming by Kafka2.8.x • Java Database Connectivity (JDBC) • Spark • Python **Awareness** • Azure Dev-ops pipeline services • Amazon Web Services (AWS) • Terraform, Infrastructure as Code (IaaC)
VALUES & ATTITUDE	• A demonstrable commitment to our values: Respect | Passion | Pace | Curiosity | Compassion | Humour • Strong commitment to, and understanding of the principles of equality, diversity and inclusion. • Able, and willing, to take a collaborative approach to work - placing the organisation's goals and needs at the forefront of decision-making.	

About HD Labs

What We do

HD Labs are a newly formed healthcare technology start up building on our collective experience of product development and population health management. Patient engagement is one of the most essential areas to respond to in terms of addressing patient concerns, building relationships and developing impactful population health strategies.

It is only through the delivery of intelligent conversational design and the understanding of patient language, accents, ethnic and belief systems that the engagement the patient has with healthcare system can be maximised and it is the delivery of these conversations through the channel of choice for the patient i.e. Web, SMS, WhatsApp or phone that full engagement can be realised.

At HD Labs we understand what makes this ecosystem tick and to have an intelligent, non-judgemental well-formed conversation that supports the patient on their journey though healthcare there needs to be an underpinning of well-orchestrated data from all parts of the care system.

Our Vision

"Inspiring new ways to improve people's lives through technology"

Our Mission

Connecting people, technology and curiosity

Our Beliefs

➢ *Intelligent automation applied to human behaviour is a huge challenge*
➢ *User experience is the priority - technology is only an enabler*
➢ *Progress comes from combining technology and human understanding*
➢ *Creating novel, elegant solutions requires a deep understanding of underlying technology*
➢ *Conversational intelligence will have its time and move into a new context*

Our values

Respect

Which means: You can take us at our word. We will be transparent and honest in the way we do business.

We behave: Managing expectations. Communicating scope changes early. Prioritising outputs through dialogue. Acknowledge and learn from mistakes. We prepare well to value everyone's time.

Passion

Which means: We bring our 'A' game to work. Our enthusiasm for a better tomorrow is contagious.

We behave: We are careful to ensure inclusion and shared understanding. We evangelise about the potential of technology to improve user experience. We actively push the boundaries of our field.

Pace

Which means: We work with purpose, at the right level of detail to create and maintain momentum.

We behave: We take responsibility to keep things moving at the appropriate speed. We challenge each other to make good decisions quickly.

Curiosity

Which means: We actively listen and engage to make connections and invest in new ideas.

We behave: We encourage and appreciate all contributions and questions. We are present so that we ask the right question at the right time.

Compassion

Which means: We put ourselves in others shoes to understand their perspectives and co-produce solutions.

We behave: We seek out different points of view, explore assumptions and anticipate impact. We actively reaffirm our understanding. We work together for the greater good.