

Job Title: Director of Software Development

Department: IT/Technology

Reports To: Chief Technology Officer

FLSA Status: Exempt

Location: Remote

Salary Range: \$170,000 - \$210,000

SUMMARY:

As the Director of Software Development, you will play a pivotal role in driving the software development of the CalMHSA Health Information initiatives. You will collaborate closely with cross-functional stakeholders and a team of developers, and leverage your technical expertise to ensure the successful execution of various critical projects.

DUTIES AND RESPONSIBILITIES (include but are not limited to):

- Under the guidance of the Chief Technology Officer, execute the company's Electronic Health Records (EHR) technology roadmap, ensuring that development efforts align with business goals and adapt to evolving market dynamics.
- Support steering the transition towards embracing artificial intelligence and automation, ensuring that operational efficiencies are met and enhanced through these technologies.
- Oversee the entire software development lifecycle, including requirements analysis, system design, coding, testing, deployment, and maintenance, to deliver software solutions on schedule without compromising quality.
- Implement rigorous testing methodologies and establish high-quality standards to guarantee the reliability, security, and user-friendliness of software products.
- Adhere to and navigate complex regulatory landscapes, ensuring full compliance with healthcare-specific legal and industry standards like HIPAA, GDPR, and interoperability frameworks.
- Inspire and lead the development team, promoting a culture of teamwork, creativity, and ongoing enhancement, while emphasizing the importance of ethical and innovative engineering practices.
- Direct and support a diverse team of software developers and engineers, mentoring them for career advancement while optimizing team synergy and productivity.

QUALIFICATIONS – EDUCATION and/or EXPERIENCE:

- Requires a bachelor’s degree in Computer Science, Engineering, or related field. Or equivalent experience. Advanced degree a plus, but not required
- (10) Ten years of experience in the development of enterprise software solutions, including at least (3) three years of experience in a leadership role, managing software development professionals
- Experience with Java, Relational databases, Containers, and AWS
- Electronic Health Records (EHR), APIs/Webservices, Healthcare interoperability HL7 FHIR experience required
- Experience communicating complex technology concepts to non-technology stakeholders
- Demonstrated experience working with health plans, provider systems and government programs (Medicare and Medicaid)
- Demonstrated track record of executing a technology product or service and moving successfully from inception through implementation
- An action-oriented personality with an entrepreneurial mindset who can work within an evolving environment and communicate with people at all levels of the organization
- Demonstrated ability to work in a fast-paced environment and manage multiple priorities and deadlines
- Ability to exercise considerable judgment, maintain confidentiality, and act in a diplomatic manner
- Ability to work with peers in a team environment and an excellent facilitator
- Excellent organizational, project delivery, business & operational management, and project management experience
- Strong understanding of confidentiality rules governing PHI.
- Has a strong desire to succeed in the face of adversity and demonstrates the willingness to push through challenges associated with changes and new business development.
- Must be willing to travel/commute, when necessary.
- Demonstrated ability to visualize, plan, develop, test, and deploy software solutions
- Demonstrated ability to translate strategy and roadmaps into implementation and realized business value
- Dedicated, hardworking employee who achieves maximum efficiency and productivity with little supervision

LANGUAGE SKILLS and MATHEMATICAL SKILLS - Demonstrate the ability to read, comprehend, and respond appropriately through written or verbal form; demonstrate tactfulness when communicating including internal communication with staff members of all levels; ability to communicate with a variety of audiences effectively. Ability to add, subtract, multiply, and divide in all measure units, using whole numbers, common fractions, and decimals.

REASONING – Demonstrate the ability to effectively apply common sense and follow through to daily tasks; demonstrate the ability to work with little or no supervision; demonstrate excellent analytical skills; demonstrate the ability to efficiently conduct research and ask appropriate probing questions to complete necessary tasks.

PHYSICAL DEMANDS - The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is frequently required to sit and stand; use phone and headset; use hands, arms, fingers to type; answer phones; write; use calculator; demonstrate strength to lift and carry materials weighing up to 10 pounds; demonstrate clear vision to read printed materials and a computer screen; hearing and speech to communicate in person and over the telephone; and drive a motor vehicle on public roads and highways.

SENSORY DEMANDS - The incumbent must spend long hours in intense concentration. The incumbent must also spend long hours on the computer entering information which requires attention to detail and high levels of accuracy.

MENTAL DEMANDS - There are a number of deadlines associated with this position, which may cause significant pressure. The incumbent must also deal with a wide variety of people on various issues.

REGULAR WORK SCHEDULE – Varies depending on business needs; however, company normal business hours are 8:00am to 5:00pm, Monday – Friday.