Job Opportunity: Mid-level Ruby (or PHP, Java, Python) Developer

Who are we? In England, ~80% + of primary care appointments are still booked over the phone or in-person. Hero is a SaaS product, which aims to digitalise the consumer experience of finding and booking (and paying for) a healthcare appointment, and simplify the administrative burden of delivering this service.

For more info about our product see www.herohealthsoftware.com or see the MVP at www.herodoctors.co.uk. Founded by an ex-Bain consultant and a 25-year career GP, we are looking to build out a tech team for the next phase of our product development. This is an opportunity to be an early-joiner to a start-up planning for rapid growth.

What's the job? We are looking for a Mid-level Developer to work on our product, and support our DevOps. The role is in Oxford, with flexibility to work remotely. Ideally your skills to span our full stack (Ruby on Rails, HTML, CSS, React JS) and you should fully embrace and role model best practices for development and test (code reviews, BDD) – if you aren't Ruby experienced, but have significant experience in Python, Java, or PHP, that could also work. It would be a bonus if you have a particular interest in front-end development (possibly with a background in design or UX/UI), as we want our product to provide a tremendous consumer experience.

We need someone who is comfortable working with our existing product, and expanding it substantially. You will work alongside our Senior Developer. Your work will have immediate impact – we've got a significant feature pipeline and look to push new code regularly. Longer term we expect to need to integrate with multiple legacy clinical systems. Ideally you are adept and comfortable with static code checkers and automated testing, agile practices, cloud technologies (AWS or Heroku), and if not, you are at willing to become familiar with these systems.

Why will it be great? The problem we are tackling has the potential to massively simplify and improve the way in which consumers access healthcare – we think that this is pretty exciting. Our practice in Oxford is the test bed for the product, so expect your work to have an almost immediate impact. There is significant scope for you to own major parts of the product development, and to contribute to the product pipeline. And you'll have learning opportunities to fill in any gaps in your full stack skill set.

Who will fit well? The first criteria we are looking for is that you are a talented developer who can contribute to the development of a great product. In addition, we are also looking for someone who can translate our business needs into code in a relatively dynamic fashion, and is happy to interface with non-techies. A passion for healthcare and the problem we are solving is a bonus.

Our culture is very supportive and friendly, and we are seeking someone who can contribute to this. Longer term, while your primary role will be to code, we would like you to be capable of apprenticing junior developers.

Responsibilities
- Write clean, concise Ruby [Preferred], HTML, CSS and Javascript code, using best practices, and appropriate tools and technologies
- Be responsible for your code quality: write BDD tests and meet static checking and 100% code coverage requirements, tests will execute in a continuous integration and deploy (CI) system
- Deliver through agile sprints and sprint ceremonies
- Contribute to DevOps, including CI, AWS or Heroku
- Support the Senior Developer in working with the product owner to help clarify product requirements at the onset of projects, and suggest the best approach for overcoming technical challenges
- Work with the Senior Developer to proactively approach the product owner with suggestions for how to improve our overall operating model
- Support the wider team in understanding the needs of our customers and translating this into code

- Apprenticing junior developers where required
- Willing to work with the Senior Developer to overcome barriers, and think creatively to enhance our product in order to stay ahead of the market
- Maintain performance and responsiveness of systems

Requirements
- Strong programming skills in Ruby (or Python, Java, PHP) and JS, (react or other framework), HTML and CSS
- An advocate of best coding practices including static checkers, automated BDD tests, code coverage
- Exposure to agile working practices (sprints, scrum, code reviews), and cloud technologies e.g., AWS, Heroku
- Excellent interpersonal skills, so that you can contribute to creating a great office environment
- Capable of working from our offices in Summertown, Oxford or from London

Bonus Requirements
- Experience of working with business teams when building products
- An eye for design and UX
- An interest in healthcare
- Knowledge end experience of building and maintaining CI systems
- 2.1 degree (or higher); ideally in Computer Science, STEM, or bootcamp equivalent

Salary & Benefits
- Dependent on experience; performance bonus
- 25 days annual leave, plus bank holidays
- Buy additional days annual leave
- Generous tech allowance
- Office retreats

Application
- Please send a cover note, your CV and examples of your work (i.e., github or open source code) to gus@herodoctors.co.uk