# HERO

Job Opportunity: Senior-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 Senior Developer to become the owner and lead developer of our codebase, and handle our DevOps. The role is Oxford based, 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.

We need someone who is comfortable taking over the existing product, and expanding it substantially. 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. Overseeing our DevOps, it is important that you are adept and comfortable with AWS and Heroku support.

Why will it be great? You'll have substantial autonomy to develop the codebase and our agile processes in the way that you want. 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.

Who will fit well? The first criteria we are looking for is that you are a talented developer who we can trust with our codebase. 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, we expect that we'll need to build out a team of developers, and 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, appropriate tools and technologies
- Manage and drive our agile working practices (sprints, scrum, code reviews) and cloud technologies
- Work with the product owner to help clarify product requirements at the onset of projects, and suggest the best approach for overcoming technical challenges
- Define our tech 'ways of working' and proactively approach the product owner with suggestions for how to improve our overall operating model
- Support the team in understanding the needs of our customers and translating this into code
- Apprenticing junior developers where required
- Willing to work independently 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)
- An advocate of best 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
- Experience of software architecture and working with business teams when building products
- Excellent interpersonal skills, so that you can contribute to creating a great office environment
- Will to work from our offices in Summertown, Oxford

## Bonus Requirements

- An eye for design and UX
- An interest in healthcare
- An interest in managing and coaching junior developers
- 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