**Position Description**

Position Title: Application and Integration Developer

Delegation Level: Nil

Responsible to: Development Lead

Term: Permanent, full-time

Primary location: Hamilton

Direct Reports: Nil

Budget: Nil

Date: May 2022

**Vision (Te Matakite)**

Transforming health: connecting Te Manawa Taki (Midland) communities

*Hei oranga he hapori, kia oranga te whānau*

*When communities are well, whānau will thrive*

**Mission (Te Whakatakanga)**

To support Te Manawa Taki (Midland) DHBs by working in collaborative partnerships, leading and facilitating change, building a future focused organisation.

**VALUES (NGA UARA)**

Kia haangai te iwi: Focus on people

Whaia te mea tika: Do the right thing well

Mana tangata, ngaakau pono: Act with integrity

Kia maia, kia manawanui: Be courageous

**Code of conduct and employee expectations**

* Respect the rights of others.
* Carry out duties in a professional manner.
* Act in a fair, responsible, trustworthy, and legal manner.
* Perform duties honestly with impartiality.
* HealthShare’s code of conduct incorporates the State Services standards of integrity and conduct, and sets expectations relating to employee conduct.

**Purpose of the position**

The Application and Integration Developer works with the Development Lead, Architects and internal teams to document, develop, maintain, and deliver the application & integration components. The Application and Integration Developer role will provide a range of development services. The role will also be responsible for writing documentation to describe custom configuration of applications and operating procedures to liaise with 3rd party application developers (where required).

**Key position deliverables**

* Designs, documents, develops and implements application and integration solutions that aligns to Regional architecture integration methods/patterns.
* Investigate and resolve application functionality related issues.
* Troubleshoot technical issues and identify modifications needed in existing applications and integrations to meet changing user requirements.
* Write clear and thorough technical procedures and documentation for applications including standard operating procedures, user guides, etc.
* Assist in the creation of the system design and functional specifications for development areas.
* Works closely with the Solution Architects and the Development Lead to ensure traceability between solution architectures designs.
* Work closely with Enterprise Architect and Domain Architects to ensure architectural and design compliance with enterprise architecture, reference architecture and standards.
* Ensures alignment to appropriate regional and national architecture standards.
* Ensures that proposed application and integration designs are scalable, supportable, and fit for purpose.
* Provides technical expertise, direction, and assistance to project teams.
* Assists in work breakdown, task planning and resource planning activities.
* Confers with Solution Architects, Senior Business Analysts and Development Lead to ensure the business and functional requirements adequately describe the expected output/outcome of the solutions.
* Ensure proposed development supports the adoption of mobile work practices.
* Undertakes and documents effective unit and system testing to ensure the solution meets the requirements, architecture, and standards.
* Assists the Testing Lead / testers to develop and execute overall application and integration test plans to check systems’ technical performance. Reports on findings and makes recommendations for improvement.
* Provides recommendations for improvements to regional technical standards and processes in association with the architects.

**Organisational accountabilities**

* Role models active participation and engagement in health and safety, and provides opportunities and encouragement to employees. Implements relevant health and safety strategies. Is engaged and actively participates in all relevant workplace health and safety matters.
* Provides a high quality service and contributes to quality improvement and risk minimisation activities.
* Complies with legislation and policies for risk management and legal compliance.
* Works in alignment with the Treaty of Waitangi principles of partnership, participation and active protection, and will uphold tikanga best practice guidelines when working with Māori

**Qualifications and experience**

* University degree in the field of computer science or equivalent discipline and software integration certifications and/or appropriate level of experience.
* 5 years work experience in an Information Systems Integration development role
* Demonstrated experience in developing modern web-based applications and integrating disparate applications using a variety of modern web development techniques and technologies.
* Demonstrated experience developing secure, scalable Web Services (SOAP and REST).
* Demonstrable understanding of XML and JSON formats document schemas, HTTP protocol, and underlying internetworking concepts
* Experience in Continuous Integration and Continuous Deployment using Maven, Jenkins, Subversion, Git, and/or comparable toolsets
* Demonstrated experience in developing effective and efficient messaging utilising HL7 v2 or v3. Experience developing/generating CDA documents and utilising IHE Profiles is desirable.
* Experience developing forms using Orion’s CarePathways toolsets is desirable.
* Demonstrable experience using JavaScript, HTML, XML, HL7, FHIR (desirable).
* Demonstrate a continuous learning attitude, especially with respect to learning new development techniques, languages and methodologies.
* Experience at working both independently and in a distributed team-oriented, collaborative environment.
* Excellent ability to express complex ideas and concepts to a varied audience.
* Can conform to shifting priorities, demands and timelines through analytical and problem-solving capabilities.
* Experience in delivering IT solutions that support health service delivery and access to electronic health information preferred.

**Organisational competencies**

**Values leader**

* *Integrity and trust* - Acts in a truthful, and trust worthy manner at all times.
* *Managing diversity* - Supports diversity within the team, and understands that individuals may need to be treated differently in order to succeed.
* *Self-knowledge* - Reflects on their own practice and which personal factors contributed, and uses that knowledge to improve.
* *Political savvy* - Identifies and avoids political hot spots while continuing to operate effectively. Helps team members to do the same.

**Engage others**

* *Customer focus* - Builds strong customer relationships based on mutual trust and performance, and actively seeks and responds to feedback.
* *Composure* - Remains calm under pressure and has the ability to keep everyone cool and focused.
* *Peer relationships* – Fosters cooperation and support
* *Patience* – Listens to others points of view and assists others to keep up

**Develop coalitions**

* *Interpersonal savvy* - Defuses high tension situations, is able to neutralise tense situations and can elicit information through effective communication skills.
* *Organisational agility* – Has the ability to conceptualise how the various functions of the organisation work together and understands the formal and informal networks to get things done.
* *Motivating others* - Provides the combination of resources, support, and empowerment for people to feel comfortable pushing their limits.

**Leading delivery**

* *Functional / Technical skills* - Has high level technical knowledge in their field which enables them to add value to the organisation and DHBs.
* *Managing and measuring work* – Establishes clear process measures and uses them; assists other to manage their time; provides actionable feedback.

**Mobilise system improvements**

* *Dealing with ambiguity* - Analyses and works through problems with incomplete data, determines the options and risks, and moves forward.
* *Building effective teams* - Assembles the right combination of resources, support, and people so that the team operates at their best, and encourages others to share their ideas and contributes so that everyone in the team is working together.
* *Business acumen* - Gets through the day to day tasks never losing sight of the overall strategies, and understands the business of their customers.
* *Written communication* – Expresses thoughts clearly through written communication which take the audience into account
* *Planning* – Plans demonstrate knowledge about what is required and how to achieve it in a logical order. Uses a variety of planning methodologies.
* *Process management* – creates efficient and logical workflows and breaks complex processes into manageable steps

**Scope of position**

**Relationships**

* Members of Clinical Networks and Action Groups
* Executives/ Managers/ Clinical Directors/ Clinical Leaders/ Professional Advisors across Te Manawa Taki region
* Stakeholders and their Staff, as required
* Regional Information Services Team
* Other regional/national specialist groups/forums as required
* Suppliers and vendors

It is expected that this role will be split approximately 70% of the time designing and developing, and approximately 30% of the time documenting and advising.

**Work environment and work function/activity**

**Work environment**

To work in the offices of private and public sector organisations. Works in adequately heated, lit, ventilated, clean and well maintained office workspaces.

**Typical Physical and Mental Demands**

* This is sedentary work requiring frequent to constant sitting in offices or in meetings.
* Stands and walks occasionally from office to office. Stands occasionally for brief periods of time when speaking in public.
* Lifting, carrying or pulling is not a significant requirement of the role.
* Bending, squatting or crouching is not a significant requirement.
* There are occasional to frequent repetitive hand and finger movements required when using pens, calculators, keyboard and mouse.
* Occasional to frequent use of office equipment such as phones and computers.
* Driving is not typically a significant component of the job.
* Mental skills necessary include a high level of cognitive functioning with communication, listening and organisational, planning and decision-making capabilities.

**Other requirements**

* Is required to drive.
* There may be a strong requirement for regular travel (including overnight stays) across Te Manawa Taki region/nationally to engage with distributed team and stakeholders.

**Declaration**

I certify that I have read this position description and reasonably believe that I understand the requirements of the position. I understand that:

1. This position description may be amended by the employer following reasonable notice to me;
2. I may be asked to perform other duties as reasonably required by the employer in accordance with the conditions of the position.

Position Holder's Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position Holder's Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Manager’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Manager’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Signing: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_