



# SOFTWARE DEVELOPER

## Job Specification

### WHO WE ARE

Encoda LLC is a technology enabled services company that has developed patented revenue cycle management tools over a 30-year time period that enhance the billing cycle. This technology is at the heart of our services and what separates us from all other RCM companies. The industry has gone past the point where a smart, experienced employee can make all the difference. In today's world of complex reimbursement, you must have both the right people and the technology to maximize revenue and timely payments.

Encoda recently completed a private equity recapitalization with Hughes & Company, positioning Encoda to accelerate Encoda's development of its rules-based workflow and analytics software and expanding use to other areas of the healthcare reimbursement cycle that continue to plague physician groups.

### WHO YOU ARE

The Software Developer works effectively across the entire software development life cycle. This includes requirements definition, prototyping, detailed design, coding, testing, deployment, and support of the day-to-day operations of production systems. In this role, you will build relationships and collaborate with technical staff, management, and operations staff throughout all phases of the software development life cycle to deliver working solutions to complex business problems. You should be a high-level contributor, an expert in software development, and have a solid understanding of the business domain.

Our ideal candidate enjoys working with large amounts of data; manipulating and presenting the data to the end user in a clear and concise format. Additionally, you have a passion for learning new languages/technology stacks, tackling large and complex problems, and an ability to work both independently and in a peer programming environment.

### A DAY IN THE LIFE

- Design and create meaningful **reports and charts** for analyzing financial and medical claim data
- Maintain and improve existing **extract, transformation, and load (ETL)** process and data warehouse functionality
- Implement quality code against the stack using design patterns and development best practices
- Collaborate with cross-functional teams (product, sales, client success) to gather feedback and improve platform
- Actively participate in code reviews to ensure established coding standards are met and quality code is being delivered to production
- Contribute to the design process for new and existing applications/components (technical specification, acceptance criteria, design, and implementation)
- Participate in strategy brainstorming, evaluate roadmap choices, and define scope
- Participate effectively in agile development processes (backlog refinement, sprint planning, retrospectives, daily scrum)
- Participate in a culture that values thoughtful code reviews, testable code, and scalability



## COMPETENCIES

At Encoda, we are big believers in competencies. Competencies are not the same as technical skills or experience. Technical skills describe 'what' you do, whereas competencies describe 'how' you do it. The following list describes the competencies required for success in our Software Developer role.

- **Passion:** Involvement in the craft of programming beyond your day job. You do side projects, write a blog, participate in open-source projects, etc.
- **Organization/Time Management:** Establishes a realistic and systematic course of action to accomplish specific goals. Possesses a strong ability to focus on multiple tasks and priorities amidst distractions.
- **Creativity:** Demonstrates creativity and innovation in developing solutions to improve organizational, individual, and group outcomes. Challenges others to identify creative approaches to problems. Creatively illustrates customer processes in a simple, concise, and compelling manner.
- **Relationship Building:** Creates lasting and constructive relationships characterized by a high level of acceptance, cooperation, and mutual respect.
- **Active Listening:** Ability to deliberately hear and comprehend the meaning of words spoken by another person. Listens carefully to both expressed and unexpressed needs.
- **Technical Prowess/SME:** Ability to quickly get to know our products, processes, and business needs to a sufficient level to drive projects, improvements, and enhancements.

## WHAT YOU WILL BRING TO US

- Bachelor's degree or equivalent and 3+ years of professional experience in hands-on software development
- Product Development Methodologies: Lean startup, Agile, Scrum
- Fundamental front-end languages: **HTML, CSS, JavaScript, jQuery**
- Fundamental back-end languages: **Python/Django, SQL**
- Proven experience with building scalable, reliable, and resilient web applications

## WHAT YOU WILL GET FROM US

- Market competitive compensation
- Market competitive healthcare coverage (medical, dental, vision, life, and disability) and a 401(k)
- 100% remote work position
- Flexible PTO policy designed to create work/life balance
- The opportunity to be a part of a leading healthcare IT company with a strong mission and set of values

Encoda is an equal opportunity employer and offers competitive compensation and benefits package. To apply, please send a **cover letter** (required) and **resume** to [HRsales@encoda.com](mailto:HRsales@encoda.com).