



Employment Opportunity for: Software Development Manager

Position Purpose

The Software Development Manager is responsible for performing supervisory duties of MiHIN's internal software development team. The Software Development Manager will provide work estimates, make decisions on resource allocations, set and meet deadlines for product releases, provide clear feedback to mentor, coach and motivate staff, and set performance goals. In addition to these duties they will also hire and develop software development talent, be responsible for code review and managing software testing.

Essential Functions and Basic Duties

To deliver software development projects according to plan, the Software Development Manager (SMD) shall participate in design sessions, review business requirements, provide work estimates, allocate necessary resources, set performance goals, review and test project code, and project meet deadlines. To accomplish this the SDM will need to coordinate MiHIN internal staff, third party contractors and/or consultants, and MiHIN interns. The software development life cycle requires direct coordination and regular communication of project status, risks and critical success factors to the Director of Development and other Senior Management staff.

Specific Duties Include

- Responsible for mentoring and fostering the overall development of the Development Team employees, including; training and ongoing development, coaching, and the selection and hiring process
- Manage day-to-day operations of the development team including; staffing, scheduling, and goals as well as day-to-day application support, problem resolution, and enhancement requests
- Oversee development projects ensuring that all development follows the established Software Development Life Cycle (SDLC) including: code review, testing, bug tracking, change management, etc.
- Lead team meetings and conduct written and/or verbal presentations to Senior Management Team
- Oversee the proper allocation of team resources to achieve project objectives; evaluating appropriate workload and variety of projects for developers

- Ensure development team documentation is followed and kept up to date including; development standards, development and deployment procedures, use case documentation, etc.
- Develop relationships with third party vendors as necessary for assigned projects, including communicating via email, phone, etc., arranging meetings, and discussing questions and requirements in order to complete assigned projects
- Perform other duties and assist other employees, as assigned

Required Qualifications

- Bachelor's degree or equivalent in Computer Science, Information Science, Information Technology Management, or another related field
- Five years of related experience and/or training; or equivalent combination of education and experience in either development or management type work preferred
- Previous programming and related experience helpful, knowledge of personal computers and the ability to conduct code reviews
- Knowledge or experience with agile development methodologies and software, preferred.
- Must have proven project management skills with projects of varying complexity and experience
- Must be able to communicate with members, staff, and individuals in the community in a professional manner. This will require excellent written, verbal, and interpersonal communication skills along with the ability to present and explain information effectively for non-technically inclined individuals

Desired Qualifications

- Familiarity with and understanding of computers, network and database server infrastructure, networks and the internet, including internet protocols, standards and information security, web and mobile application security concerns, OWASP top-10, and common exploits, etc.
- Knowledge of health IT industry standards and protocols such as: FHIR Resources, Privacy Tags, Security Labels, Quality Measures, etc.
- Ability to use good judgment to solve problems efficiently and accurately and handle complex details
- Multi-task orientation to handle and manage several projects at once while remaining flexible to changing requirements and priorities

Position Reports to: MiHIN Director of Development

Supervisory Role: Will lead team of MiHIN internal Developers

Job Location: East Lansing, MI

What is MiHIN?

The Michigan Health Information Network Shared Services (MiHIN) is Michigan's state-designated entity to improve health care equality, efficiency, and patient safety by sharing electronic health information statewide, helping reduce costs for patients, providers and payers. MiHIN is a non-profit, public-private collaboration that includes stakeholders from the State of Michigan, Health Information Exchanges that server Michigan, health systems and providers, health plans/payers, pharmacies, and the Governor's Health Information Technology Commission.

Our Culture:

MiHIN provides a stimulating, high-energy environment for a wide variety of talented people who are making a positive improvement in health care. We're working to build a healthier future for the State of Michigan, and we are always looking for motivated, bright, efficient professionals and interns to help advance our goals for sharing health information in ways that reduce costs and improve outcomes.

Our Benefits:

MiHIN's health benefits are incredibly generous and quite rare in today's job market. At this time our employees realize little to no out-of-pocket expenses for excellent coverage. MiHIN covers 100% of the cost of premiums so there are no deductions from paychecks for insurance. MiHIN currently also contributes to a Health Savings Account, known as an HAS, to cover the full or partial amount of the annual health insurance deductible. That means MiHIN currently covers the costs of premiums and the full or partial cost of the health insurance deductible, to minimize or completely eliminate employee out-of-pocket expenses.

Application Instructions

- Please email cover letter, resume, and three full references to jobs@mihin.org for consideration
- Review will begin immediately as qualified candidate applications are received and will continue until the position is filled

Notice

MiHIN does not discriminate in employment against persons based on age, color, disability, gender, gender identity/gender expression, genetic information, familial status, height, marital status, national origin, political persuasion, race, religion, sex, sexual orientation, veteran status,

or weight. Applicants must be legally permitted to work in the United States and have the ability to pass a background and history check keeping with federal and state regulations.