



THE NAIROBI HOSPITAL

CAREER OPPORTUNITY

The Nairobi Hospital, a leading health care institution in the region has an excellent career opportunity for an individual who possesses a passion for excellence, strong work ethic, results oriented and committed to continuous improvement. The successful candidate will be a team player, and well informed with the ability to effectively add value to enable good outcomes in line with our Strategic Plan (2025-2029).

LEAD APPLICATION DEVELOPMENT ENGINEER REF: TNH/HRD/LADE/01/2025

The overall purpose of this role is to champion continuous optimization of the hospital operations and ensure innovation and renewal of core processes and continuous availability of hospital systems, networks, databases, and data security systems to guarantee reliability and optimum support of hospital operations in line with the strategic objectives

The primary objective of this role is to lead the optimization and transformation of hospital operations by leveraging cutting-edge technology. The successful candidate will drive the development, integration, and Continuous optimization of core hospital systems to ensure operational efficiency, patient-centric innovation, and robust data security.

ROLES AND RESPONSIBILITIES

- a) Work hand in hand with the Director ICT in planning product development, building and delivering enhanced product features to integrate with HMIS to deliver innovative solutions that enhance patient care, operational efficiency, and data security.
- b) Design a breakdown structure, backlog grooming, assign development tasks to developers and ensure definition of done standards are met.

1. Application Development

- Collaborate with the Director ICT to plan and oversee product development initiatives, focusing on delivering scalable, secure, and efficient applications integrated with the Hospital Management Information System (HMIS).
- Lead agile development practices, including backlog grooming, sprint planning, Code Reviews and adherence to "definition of done" standards to ensure timely and quality feature delivery.
- Champion innovation by introducing emerging technologies such as Artificial Intelligence (AI), Machine Learning (ML), and cloud-based solutions to enhance hospital operations and patient care.

- c) Ensure the system analysts performs performance testing, usability testing, regression testing, automated testing, unit testing & end-to-end testing before feature release. Also ensure all pre-release functional, performance, security testing are documented.

2. Quality Assurance & Testing

- Supervise system analysts in conducting comprehensive performance testing, code reviews, usability testing, regression testing, and automated end-to-end testing.
 - Document all pre-release functional, performance, and security tests to guarantee the reliability and security of released features.
- d) Report to the Director, ICT while overseeing the design, implementation, and maintenance of the hospital's IT infrastructure, including hardware, software, networks, and data systems

3. IT Infrastructure Management

- Oversee the design, implementation, and maintenance of the hospital's IT infrastructure, ensuring high availability, scalability, and resilience of hardware, software, and network systems.
 - Ensure seamless integration of third-party tools and systems, such as HL7, FHIR, and PACS, for interoperability and data exchange.
- e) Work hand in hand with the Director Transformation Services & ICT to prepare the ICT annual budget and monitor its implementation upon approval to ensure cost containment and value for money

4. Strategic Planning & Budgeting

- Collaborate with the Director Transformation Services & ICT to develop the ICT annual budget and monitor its execution to ensure cost-effective technology investments.
 - Identify opportunities for process automation and system optimization, ensuring alignment with the hospital's strategic goals.
- f) Ensure implementation of all hospital approved quality management systems including ISO standards, environmental management system (EMS) and occupational health and safety (OH&S) among others to ensure full compliance of the ICT division to the guidelines

5. Compliance and Governance

- Ensure adherence to hospital-approved quality management systems, including ISO standards, Environmental Management Systems (EMS), and Occupational Health and Safety (OH&S) protocols.
- Uphold data protection and cybersecurity best practices to comply with GDPR, HIPAA, and other healthcare regulations.

6. Leadership and Mentorship

- Lead, mentor, and inspire a high-performing ICT team, fostering a culture of innovation, collaboration, and continuous improvement.
 - Act as a technical advisor, guiding the team on architecture, system design, and emerging trends in healthcare IT.
- g) Any other responsibilities that may be assigned to the job holder by the supervisor from time to time.

7. General Responsibilities

- Perform other duties as assigned by the Director ICT to support the hospital's mission and strategic objectives.

EDUCATION AND EXPERIENCE

- Bachelor's degree in information technology, Computer Science, Computer Engineering or any other related field from a recognized institution with not less than 10 years hands on experience
- Master's degree in information technology, Computer Science, Computer Engineering or any other related fields from a recognized institution is an added advantage.
- Professional ICT qualifications such as Microsoft Certified Systems Engineer (MCSE), CCNA or other equivalent and recognized qualifications.
- Minimum of 8 years' information technology experience including computer operations management, multiple roles in systems implementation, architecture, security/compliance, business-wide strategic planning responsibility with 5 years at management level.
- At least 5 years of leadership experience in application development and technology management within a healthcare or similar setup.

CORE COMPETENCIES

- A distinguished professional history demonstrating an in-depth understanding of information technology.
- Ability to lead, influence and drive change initiatives in support of business strategies within the department/unit. Leadership skills, ability to coach and mentor
- Knowledge of Enterprise/Hospital Information Systems.

- Knowledge of CRM data and database systems; understanding of data security and other compliance responsibilities.
- Database and applications management skills
- Strategic thinking and strong business acumen
- Budget preparation skills

Technical Expertise:

- Advanced knowledge of enterprise-grade Hospital Information Systems (HIS) and their integration with CRM, EHR, LIMS, and PACS.
- Familiarity with cloud computing platforms (e.g., AWS, Azure) and DevOps practices (CI/CD, Docker, Kubernetes).
- Demonstrated mastery in modern programming languages (e.g., Python, RUST, GO, TypeScript, Java, C#), frameworks, and development tools.
- Extensive experience with software design, architecture, and development best practices.
- Knowledge of enterprise and hospital information systems remains relevant but should emphasize integration and customization for business-specific needs.

Leadership and Team Management:

- Proven ability to lead development teams, fostering collaboration and productivity.
- Experience coaching and mentoring junior developers to enhance skill sets and align with organizational goals.
- Ability to resolve technical and interpersonal challenges within a development team.

Strategic Thinking and Problem-Solving:

- A strong ability to align technical initiatives with business goals, ensuring measurable impact.
- Proficiency in identifying bottlenecks and implementing solutions to enhance system performance and scalability.

System Architecture and Integration:

- Expertise in designing scalable, secure, and maintainable systems tailored to enterprise requirements.
- Familiarity with hospital systems integration (e.g., HL7, FHIR standards for health IT).

Database Management and Security:

- Advanced knowledge of relational and non-relational databases, including optimization and scalability strategies.
- Strong focus on data security, compliance (e.g., GDPR, HIPAA), and disaster recovery planning.

Budget and Resource Management:

- Ability to estimate, allocate, and manage budgets effectively for software projects.
- Skilled in optimizing resource allocation to meet deadlines and project requirements.

Agile and DevOps Expertise:

- Deep understanding of Agile methodologies and experience leading teams in Scrum or Kanban.
- Knowledge of CI/CD pipelines, automated testing, and deployment strategies.

Communication and Stakeholder Management

- **Ability to articulate complex technical concepts to non-technical stakeholders.**
- **Experience in liaising between technical teams and business units to ensure alignment.**

Innovation and Continuous Learning

- **Keeping up with emerging technologies and best practices to drive innovation.**
- **Encouraging team members to explore and adopt cutting-edge tools and methodologies.**

Project Management: Strong skills in budgeting, resource allocation, and stakeholder engagement.

If your background, experience and competence match the above specifications, please send us your application (cover letter & CV/Resume) quoting the job reference number, your current remuneration, testimonials and full contact details of 3 referees, to reach the undersigned not later than **31st January 2025**. Only shortlisted candidates will be contacted. We shall **ONLY** accept **ONLINE** applications and contact **SHORTLISTED** candidates.

The Nairobi Hospital does NOT charge recruitment fees.

Director, Human Resources

The Nairobi Hospital

P. O. Box 30026 - 00100

NAIROBI

Email: recruitment@nbihosp.org