

JOB DESCRIPTION

POSITION TITLE: Systems Engineer / Java Programmer

POSITION PURPOSE

Job responsibilities will include working with the Medical Informatics group at AMPATH to design, develop, and modify java-based applications. A major responsibility will be to design and create PDA-based java programs, and to develop applications on top of OpenMRS (www.openmrs.org) software. Individual will be responsible for installing software applications and operating systems under predetermined guidelines, as well as monitoring, testing, and troubleshooting existing application systems. This individual will also play a leadership role in building a core team of java programmers at AMPATH.

POSITION ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

JOB KNOWLEDGE

Job knowledge focuses on the understanding and skills one needs in order to perform well in this role. It also focuses on the expectation to continually refine and improve the required skills by seeking out internal and external learning opportunities.

Expectations include:

- Intermediate or Advanced Java Programming Skills
- Working knowledge and experience with Subversion, Spring, Hibernate, and SQL
- Awareness of basic concepts, practices, and procedures in programming, systems development, and software engineering (including but not limited to object-oriented techniques and languages, database principles and programming, and open-source methodologies)
- Experience with OpenMRS development (www.openmrs.org), including at least one patch successfully reviewed and applied to OpenMRS core code
- Demonstrated ability to lead a programming-based project
- Aptitude to learn clinical processes and clinical terminology

PERFORMANCE AUTONOMY

The performance autonomy competency focuses on the level of independence one has when performing the work. This position needs instruction and predetermined guidelines to perform responsibilities in a timely manner.

Primary Responsibilities within this position:

- Designs, programs, tests, implements and troubleshoots assigned systems
- Assists with health information analysis documentation upon request
- Assists with effective interface of assigned systems with other systems
- Implements algorithms to integrate with existing and emerging systems

- Assists with security support for assigned systems
- Ensures proper day-to-day operation of the computer equipment, including back-up, crash recovery, and hardware maintenance

DECISION MAKING

The decision-making competency focuses on how much one is expected to make decisions when performing the work. It is directly aligned with the performance autonomy competency.

Expectation:

- Completes assignments in a quality and timely manner with minimal errors

CREATIVITY

The creativity competency focuses on the amount of design, development, and problem-solving creativity expected in the role.

Expectations:

- Supports development and maintenance needs as specified by his or her supervisor
- Assists with research on various technologies and other topics

TEAMWORK AND MANAGEMENT

The teamwork and management competency focuses on the interaction and collaboration between team members. It also focuses on the ability to manage people and projects. Inherent in this competency is the ability to communicate orally and in writing and to improve communication skills as time and experience progress.

Expectation:

- Seeks input and feedback from team members to improve individual work activities.

QUALIFICATION REQUIREMENTS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

EDUCATION and/or EXPERIENCE

- Bachelor's degree in related field or equivalent experience required.
- One to two years of related work experience in information systems or programming is required.

LANGUAGE SKILLS

- Ability to interact and verbally communicate with coworkers.
- Ability to write reports and operational correspondence
- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations

REASONING ABILITY

- Selects suitable steps from several prescribed and obvious options in order to accomplish job results.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- This position requires the physical ability to work 40 hours per week, including the flexibility to work extended hours as necessary to meet organizational needs
- This position requires the ability to sit and/or stand for extended periods of time
- This position requires the manual dexterity to operate a keyboard and pointing device
- This position requires the ability to travel around campus or to outside meetings as necessary
- This position requires the ability to perform focused work with close attention to detail
- This position requires excellent speaking, writing, and listening skills
- This position requires some physical activity, such as pushing, pulling, lifting, carrying, and moving (up to 20 pounds)

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- This work takes place in both an office environment and hospital environment for meetings and training purposes, with the primary base being in Eldoret, Kenya
- This work is fast-paced and deadline-oriented and requires a flexible work schedule
- Use of a computer, business office equipment, and other machinery is necessary
- This position requires working as a team member and also independently
- This position requires working and interacting with others, both in person and through phone, e-mail, and written correspondence

APPLICATION SUBMISSION

- Interested applicants should email Martin Ware at mwere@regenstrief.org.
- In addition, interested applicants should submit one or more patches to an OpenMRS ticket. Some suggested tickets are included below:
 - 1. Location hierarchy**
<http://dev.openmrs.org/ticket/169>
 - 2. Add retire location to User Interface**
<http://dev.openmrs.org/ticket/946>
 - 3. Person search widget needs an identifier**
<http://dev.openmrs.org/ticket/1128>
 - 4. Selection File Module**
<http://dev.openmrs.org/ticket/1129>