

## Software Engineer – Core Systems

<b>Work on an innovative team</b>	<b>This position is not eligible for sponsorship</b>	<b>Telecommuting option for candidates in California</b>
-----------------------------------	--	--

The Software Engineer works with systems users to ensure full utilization of HPSM’s main production software and for writing or modifying programs that will enhance HPSM’s computer system.

### Essential Functions:

- Perform new release testing and implementation with appropriate documentation.
- Document errors and bugs in the claims/eligibility system and HPSM built software.
- Manage Program Change Requests with users and vendors.
- Develop standardized and/or best practices testing processes.
- Develop, maintain, monitor, and ensure timeliness and accuracy of core system data processing and data interfaces (encounters/claims, membership, authorization, provider, configuration support, application and work flow support, etc)
- Write new programs, modify existing programs, and prepare detailed programming specifications to meet the business user’s requirements.
- Author, maintain, and update documentation and checklists for systems and programs that are maintained by this position
- Manage vendor relationships as required to support daily operational needs.
- Actively seek customer satisfaction for services and processes that are supported.
- Advise management of system issues including policy decisions and application limitations.
- Be available to respond to and resolve issues 24/7.

### Requirements

These are the qualifications typically needed to succeed in this position. However, you don’t need to meet every requirement to apply.

#### Education and experience

- Bachelor’s degree in Computer Science.
- Five (5) years of programming experience including system design and analysis, managed care. experience, and preferably software change management and/or development experience.

#### Knowledge of:

- Personal computers and proficiency in Microsoft Office Suite applications, including Outlook, Word, Excel, and PowerPoint.
- Healthcare and Claims processing in addition to membership processing.
- Software development on Unix AIX and DB2.
- Strong skills in Cobol and SQL.
- Query languages and other report writing tools.
- Systems and related systems interfaces and how changes impact various systems.

#### Ability to:

- Work cooperatively with others.
- Work as part of a team and support team decisions.
- Communicate effectively, both verbally and in writing.
- Adapt to changes in requirements/priorities for daily and specialized tasks.
- Quickly acquire a good working knowledge of HPSM’s core system, as well COBOL and the AIX operating environment.
- Adapt to changes in requirements/priorities for daily and specialized tasks.
- Translate user needs to program functional specifications.
- Communicate and work with users to gather the necessary details to complete tasks/projects.
- Problem-solve and consider the entire solution.

- Work as part of a team.
- Work under and meet deadlines.
- Manage multiple job requests simultaneously.
- Communicate effectively and provide a high standard of customer service.
- Document work as needed.

## Salary and benefits

**The starting salary range** depends on the candidate's work experience.

**Excellent benefits package** includes:

- HPSM-paid premiums for employee's medical, dental and vision coverage (employee pays 10% of each dependent's premiums)
- Fully paid life, AD&D and LTD insurance
- Retirement plan (HPSM contributes equivalent of 10% of annual compensation)
- 12 paid holidays a year, 12 paid sick days a year and paid vacation starting at 16 days a year
- Tuition reimbursement plan
- Employee wellness program

**To apply, submit a resume and cover letter to [careers@hpsm.org](mailto:careers@hpsm.org).**

*Health Plan of San Mateo (HPSM) is a local County-funded nonprofit manages the health care for over 140,000 low-income people San Mateo County, including all its Medi-Cal eligible residents. HPSM is proud to be an Equal Opportunity Employer and an affirmative action employer. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.*