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| **JOB DESCRIPTION** | |
| **Job title:** | Software Developer |
| **Team/Department:** | CLEO SOLO EPS |
| **Location:** | Remote |
| **Hours of work:** | 37.5 hours (On Call Rotation – Out of Hours) |
| **Job title the post holder will report to:** | Software Development Manager |
| **Job titles reporting to the post holder:** | None applicable |
| **Date the role profile was revised:** | August 2025 |
| **JOB PURPOSE**  As a Software Developer at Cleo Systems, you will play a role in building and maintaining robust, high-performance solutions that power our healthcare applications. You’ll work with a number of modern technologies including Go, Node.js, Redis, RabbitMQ, Postgres and Docker to deliver scalable and secure software that directly supports clinicians and patients.  You will contribute with building technical components, architectural discussions and collaborate with cross-functional teams including DevOps, Product and QA to ensure high-quality delivery. Experience in event-driven systems, microservices, and containerised environments will help shape both our evolving platform and your own knowledge growth.  This role is ideal for an experienced engineer who enjoys solving problems, writing clean and efficient code, and working with others to uphold best practices in software engineering.  Experience or comfort working in AWS environments is desirable. | |
| **KEY RESPONSIBILITES AND ACCOUNTABILITIES**   * Contribute to the development and optimization of software solutions, ensuring applications perform efficiently and effectively. * Participate in the development of complex systems, integrating databases, APIs, and other components to deliver reliable and scalable software. * Assist in enhancing application performance, maintaining data integrity, and implementing security measures to protect sensitive information. * Collaborate with team members to define architecture, interfaces, and data models, aligning with project specifications and organizational goals. * Support efforts to ensure data accuracy and integrity, especially in critical data records, through robust data validation and quality control processes. * Engage in front-end development tasks, working towards a seamless user experience. * Keep updated with industry standards and new technologies to continually improve software development practices in line with the organization's needs. * Support the maintenance of software systems' performance, reliability, and security, contributing to issue resolution and minimizing disruptions. * Help in maintaining documentation to aid knowledge transfer and information sharing within the team. * Be on-call in line with a business rota outside of core hours. | |
| **COMMUNICATION AND KEY WORKING RELATIONSHIPS**  The post holder must be able to demonstrate excellent communication and interpersonal skills at all times and build and maintain good working relationships with all stakeholders. | |
| **ENVIRONMENT**  CLEO Systems is a subsidiary of healthcare provider IC24, which has been developing IT systems for around 30 years for its own use. CLEO Systems started offering these and other new systems into the marketplace in 2019 as a ‘challenger’ to more established larger systems suppliers – and after 9 months or so, the market is welcoming its innovation and CLEO Systems has already broken-even from a financial perspective.  The parent company IC24 is a major not for profit Social Enterprise company currently providing innovative primary care services designed to deliver quality and affordability. IC24 is solutions-focused, providing a comprehensive portfolio of services aimed at improving access and reducing the demand on secondary care services by helping to avoid unnecessary admissions and facilitating early discharge.  Going forward, the company is committed to supporting and enabling better integration between health and social care and more effective alliances between partners from different sectors as essential to delivering seamless services. IC24 has considerable experience of working in complex, demographically challenged environments and the Board is keen for the organisation to be proactive in improving standards of care and patient safety, while delivering value for money too in the health economies it which it operates. Critical to this is building strong professional relationships and alliances with third parties; working with them in a way that maximises the benefits of their involvement. | |
| **HEALTH AND SAFETY**  The post holder will be required to comply with the duties placed on employees of CLEO Systems as set out in the Health and Safety at Work Policy and related procedures. The post holder has a legal obligation to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice.  You have a duty to take care of your own health and safety and that of others who may be affected by your actions at work. You must cooperate with managers and other colleagues to help everyone meet their legal requirements under health and safety law. | |
| **EQUALITY AND DIVERSITY**  CLEO Systems and IC24 have a Diversity and Inclusion Policy to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of disability, marital status, sex, race, colour, nationality, ethnic or national origin, sexual orientation, age, religion or political opinion, whilst attracting talented recruits and retaining experienced employees.  We are committed to promoting equal opportunities and diversity and will keep under review its policies, procedures and practices to ensure that, in addition, all users of its services are treated according to their needs. | |
| **INFORMATION GOVERNANCE**  Information is vitally important for the safe clinical management of patient care and the efficient administration of services and resources, including our workforce. Information Governance is a framework to enable CLEO Systems and IC24 to handle personal and corporate information appropriately.  It is the responsibility of our entire workforce, regardless of employment status, to ensure they abide by the requirements of Information Governance as set out in the Data Security & Protection Policy. | |
| **SAFEGUARDING CHILDREN AND VULNERABLE ADULTS**    We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All colleagues and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately. | |
| **DISCLOSURE AND BARRING SERVICE CHECKS**    CLEO Systems and IC24 will require a DBS check for appropriate roles which is a mandatory requirement and a condition of the employment offer.  All posts are assessed on their eligibility for the post holder to be required to undertake a DBS check. For posts that have been assessed as exempt from the provisions of the Rehabilitation of Offenders Act 1974, CLEO Systems and IC24 will require the post holder to undertake an enhanced DBS check with barred list checks. For posts that have been assessed as being in a position of trust, CLEO Systems and IC24 will require the post holder to undertake a basic DBS check.  This post has been assessed as requiring a basic DBS check. | |
| **REHABILITATION OF OFFENDERS ACT 1974**  Some posts have been assessed as being exempt from the provisions of the Rehabilitation of Offenders Act 1974 and in these cases CLEO Systems and IC24 will require the post holder to disclose all convictions, whether spent or unspent.  This post has been assessed as not being exempt from the provisions of the Rehabilitation of Offenders Act 1974; therefore the post holder is not required to disclose any spent convictions. | |
| **PERFORMANCE AND DEVELOPMENT REVIEW**  This job description will be used as a basis for conducting an individual Performance and Development Review between the post holder and the manager. | |
| **VARIATIONS**  This job description describes the main purpose and key responsibilities and accountabilities of the post. The post holder may be required to undertake any additional duties or responsibilities as may reasonably be required.  This job description is a guide to the nature and main duties of the post as they currently exist, but it is not intended as a wholly comprehensive or permanent schedule and it is not part of the contract of employment.  To reflect changing needs and priorities, some elements of this post may be subject to change and where required, any appropriate communication or consultation with the post holder will be undertaken prior to making any changes. | |

**PERSON SPECIFICATION**

| **Requirements** | **Essential** | **Desirable** | **How identified** |
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| **Qualifications and training** | Educated to degree level or equivalent professional experience |  |  |
| **Experience** | Minimum 3 to 5 years’ experience as a Software Developer  A good reliable working knowledge and understanding of GoLang and/or Node.JS  Thorough knowledge and experience of software development lifecycle  Sound knowledge of relational databases particularly PostgreSQL and SQL optimisation and techniques.  Use of ALM toolsets such as JIRA, & Github for work item tracking, source control and continuous integration  Sound knowledge of building RESTful interfaces and service integrations. | Knowledge of defensive coding techniques and security concepts such as OWASP  Knowledge of CI/CD using tools such as Git and GitHub Actions  Knowledge of the Health domain and associated technologies such as FHIR, HL7 and Clinical Safety implications.  Experience Federated Authorisation using OAuth or similar  Experience in integrating with 3rd party solutions via API libraries, messaging, and\or web services |  |
| **General** | A passion for Software Development with an eye for detail  Skilled in application or web development using suitable IDE and programming language  Ability to work to tight deadlines  Excellent planning skills  Ability to communicate effectively and clearly with staff at all levels on complex business or clinical processes  Ability to learn new technologies and IT systems quickly and through specialist training courses and self-study  Ability to organise own work effectively and work on own initiative  Ability to analyse and resolve complex IT issues  Ability to liaise with stakeholders to understand business processes and requirements in order suggest solutions that offer meaningful improvement and return on investment  Professional, positive, confident and flexible approach to work and able to work under own initiative, whilst being an effective member of a Multi-disciplinary team  Able to establish good working relationships with people at all levels  A determined and self-motivated individual  Able to work with a number of Projects within agreed time scales  Mentor Junior Developers and other team members  Attention to detail is crucial  Ability to adapt to rapidly changing business environment which will include learning new technologies | Understands the Data Protection Act and its implications for the holding of patient information  Ability to innovate and provide functional applications with intuitive interfaces |  |