



## Senior Full Stack Developer

NovuHealth is a member engagement and behavior change technology and services company partnering with health plans to improve performance by driving high-value behaviors with targeted members. We combine behavioral analytics, data science, personalized communications and incentives to help health plans influence member actions with their most challenging members. Delivered in a more efficient and effective manner than traditional rewards programs, our solutions are designed to optimize a health plan's quality, risk and member engagement. NovuHealth works with health care's most innovative leaders and delivers an empowering, influential and connected experience anywhere a member chooses to engage.

We're a growing, creative team on a mission to create educated, active and accountable consumers of the health care system. We have a diverse team of health care marketers, technologists, scientists and entrepreneurs devoted to solving real world health care problems. We're looking for driven, smart, creative and fun candidates who share our passion for optimizing the intersection of consumer engagement, technology and innovation.

### About You:

- You enjoy working with colleagues you can rely on and learn from, and you bring a lot to the table yourself.
- You are willing to leave your ego at the door and are open to learning from those around you, but you are also comfortable vigorously debating the right approach to solving problems.
- You value an engineering culture rooted in collaboration, humility, trust, responsibility, and learning.
- You stay up to speed on new technologies and introduce them to your teammates.
- You possess 5+ years of professional programming experience. While we don't use all of them, experience in JavaScript, Ruby, Java, Groovy, Python, Perl, PostgreSQL, or Oracle are great predictors of success.
- You are an excellent communicator and collaborator, especially with non-technical coworkers.

### What We're Offering

- Competitive salary
- 100% Employer-covered health and dental insurance premiums
- 401K with no cap on employer match
- MacBook Pros
- Yearly funds for training and conferences
- Remote work options
- A goal of keeping meetings to a minimum
- A focus on quality

### We'd Love It If

- You are proficient in Ruby, Rails, Javascript, React/Redux, SQL
- You like immutable data structures and pure functions (JS).
- You are very comfortable with Git and GitHub.
- You are proficient in PostgreSQL (e.g., understanding of stored procedures, triggers, CTE).
- You enjoy the idea of deploying your own code on your first day of work.
- You are passionate about user experience, whether that means going the extra mile to deliver a simple yet powerful UI or an API which even the most novice developer could master.
- You write unit tests but are flexible with regard to testing frameworks and code coverage.

5401 Gamble Drive, Suite 300 Minneapolis, MN 55416

[www.novu.com](http://www.novu.com)



**How to apply:**

Please email your resume to:

Mary Lohmann - Talent Manager

[mary.lohmann@novu.com](mailto:mary.lohmann@novu.com)

NovuHealth is an Equal Opportunity Employer