



SYSTEM DEVELOPER.

Job Purpose

Reporting to the ICT Manager, the Systems Developer will be responsible for the design, development, and maintenance of hospital information systems with a focus on system integration, API development, process automation, and Microsoft Dynamics 365 Business Central (Navision). The role aims to ensure seamless data flow, improved efficiency, and enhanced service delivery across hospital operations.

Duties and Responsibilities:

- Develop and maintain APIs and middleware to integrate hospital systems (EMR, LIS, RIS, HRMIS, Navision ERP, etc.).
- Ensure compliance with healthcare IT standards such as HL7, FHIR, and DICOM for interoperability.
- Build scalable solutions to support the hospital's digital transformation agenda.
- Identify manual processes and develop automation scripts, bots, or RPA solutions to improve efficiency.
- Streamline workflows across clinical and administrative departments.
- Customize and configure Microsoft Dynamics 365 Business Central (Navision) for hospital operations (finance, supply chain, HR, billing).
- Develop dashboards, reports, and workflows in Navision to support decision-making.
- Integrate Navision with clinical and support systems (EMR, pharmacy, inventory).
- Provide technical support and troubleshooting for hospital system integrations.
- Ensure data security, privacy, and compliance with healthcare regulations.
- Prepare documentation, user guides, and training materials.
- Design and develop programming systems making specific determinations about system performance as well as respond promptly and professionally to bug reports.
- Review and repair legacy code including conducting system analysis and development in order to keep the Hospital's systems current with changing technologies.
- Development of new programs analyse current programs, processes, and making recommendations, which yield a more cost effective product.
- Effectively estimate project work and communicate issues and risks that might impact development timeline, budget or resources.
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- Stay updated on emerging technologies in healthcare IT, APIs, and automation.
- Recommend innovations that improve system performance and user experience.

Qualifications & Requirements:

- Bachelor's Degree in Computer Science or Information Technology.

- Relevant professional certification in ICT; Microsoft Certified: Dynamics 365 Business Central Functional Consultant Associate. Certification in API Development/Integration (REST, SOAP, HL7, FHIR). RPA (UiPath, Microsoft Power Automate, or equivalent).
- 3-5 years' experience in a 24×7 service provider environment.
- Experience in systems development, API integration, or ERP customization.
- Hands-on experience Microsoft Dynamics 365 Business Central (Navision).
- Strong programming background in C#, .NET, SQL, and JavaScript.
- Operating Systems –VMWARE, Windows Server R2, Windows Server 2016, Linux Based Operating Systems, Windows 10.
- Knowledge of healthcare IT systems (EMR, HIS, LIS, PACS) is a strong advantage.
- Experience with emerging technology, such as cloud computing, desktop virtualization and unified communications.
- Excellent understanding of healthcare data standards (HL7, FHIR, DICOM).
- Ability to collaborate with clinical and non-clinical teams.
- Excellent communication and documentation skills.
- High integrity and commitment to data security and confidentiality.
- Project management skills.
- Ability to lead, influence and drive change initiatives in support of business strategies within the department/unit.
- Demonstrates proficient knowledge and utilization of engineering tools necessary for successful performance of the essential functions of this job description.
- Must demonstrate proficiency and possess experience necessary to develop moderately complex software in C, C++, C#, Java, assembly language, or other selected languages.
- Demonstrates mastery of relevant software engineering tools (configuration management systems, build processes, debuggers, emulators, simulators and logic analyzers).
- Must demonstrate proficient ability to capture and document software requirements.
- Experience in all areas of the Software Development: including designing, coding, testing, debugging, configuring, and documenting software.
- Excellent understanding of project estimating, and ability to communicate issues and risks that might impact development timeline, budget or resources.
- Ability to work on multiple projects simultaneously.
- Experience designing modules for Content Management Systems, particularly for responsive web pages where content areas must dynamically adjust.
- Leadership and people management including performance management, coaching & mentoring.
- Demonstrated business acumen - able to create HR strategy and actions that impact business success.
- High standards of integrity, confidentiality, and professionalism.
- A committed Christian with values aligned to Tenwek Hospital's mission.

How to Apply:

Interested candidates who meet the above criteria should send their applications to recruit@tenwekhosp.org on or before **5th December 2025**, enclosing:

- Resume
- Cover Letter
- *Statement of Faith*

What is a Statement of Faith?

A Statement of Faith should describe your Christian faith and how you see it as relevant to your involvement with Tenwek Hospital. The statement can either be incorporated into the cover letter or submitted as a separate document and should include, at a minimum, a description of your spiritual disciplines (prayer, study, etc.) and your current fellowship or place of worship.