

# Lead Engineer, FCM

New York, NY / Remote-friendly / Full-time

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**Help lead a team of engineers—as both an individual contributor and a people manager—to deliver value to care management agencies in New York.**

Foothold Care Management (FCM) is the leading software solution within [New York State's Medicaid Health Homes program](#). We strive to make our system smart and friendly, in order to let our users spend time on their real jobs: getting members the care they need. The idea of bringing good software to a field known for crappy software excites us.

We're looking for a lead engineer to help grow and shape our FCM product, codebase, and engineering culture through a combination of technical experience, management, and process insights. If you are excited about our mission of improving health outcomes for underserved populations, and passionate about building great software, we'd love to talk to you.

## Responsibilities

- **Team process:** Our team is currently 7 engineers, but some of our processes haven't changed much since we were just 2 or 3. You find ways to make our team happier and more productive, and go about this thoughtfully, from weighing tradeoffs to building consensus.
- **Management:** As manager of 2–4 engineers, you empower individuals to identify and accomplish their goals. You give feedback effectively. And you manage with empathy, striving to understand where others are coming from and valuing different strengths and approaches. You are invested in the success of other engineers as much as your own.
- **Engineering:** You serve as a thought partner on challenging problems, helping develop requirements and make hard decisions. You identify opportunities for large scale application improvements, and are instrumental in making them happen. You think like a product manager: mastering the domain, finding creative ways to reduce complexity and cut scope, and keeping our users' interests in mind. In addition to technical leadership, you also roll up your sleeves to serve as a productive individual contributor, modeling best engineering practices for the rest of the team.
- **Thinking big:** As a leader, you understand our organization's goals and capacities, and use this knowledge to make informed, forward-thinking decisions. You focus on delivering value, modeling how to make tradeoffs and prioritize what matters most. And you help our team thrive within our broader ecosystem: with the product & services teams, with the company as a whole, and with our customers.
- **Upholding our values:** We're proud to identify as a sustainable small business, not a startup seeking hyper-growth. We love that our tools are used by safety-net

organizations that are fighting health disparities. And we're a friendly group of people who work together closely and care deeply about each other and our openness as a team. We are looking for a teammate who will thrive in this collaborative, mission-driven environment.

## Stack and experience

We use Rails, React, and Postgres. We don't expect you to know these specifically, but experience with modern web development is a big plus. In general we believe that an excellent communicator who is excited by our mission, passionate about code as craft, and generally thoughtful, intellectually curious, and driven would thrive on our team, regardless of which technologies they've worked with before.

As a rough ballpark of the experience we're looking for, if you've worked at a tech company on a large, shared codebase for 4–5 years, great. But we are also open to other kinds of experience. If your background includes forays into product or design as well as engineering—or if you've got experience working in healthcare or social services—that's great too. If you've managed people before, wonderful; but if you've worn the hat of mentor, coach, or advocate, and have thought critically about how to lead others in an effective and human way, get in touch!

## Working at Foothold

FCM is part of Foothold Technology, a team of 75 mission-driven folks committed to building better technology for organizations that support underserved populations. We've been around since 2000, when we spun out of [Community Access](#), a NYC-based non-profit that's still a customer today!

Foothold offers two products: an Electronic Health Record (EHR) called AWARDS, and a care management platform called FCM ([recently acquired, and formerly known as Relevant Health Homes](#)). Across our products, our customers support nearly 1.2 million individuals on a monthly basis.

- Join a small team of passionate and kind people (currently, there are 14 of us on the FCM team) who love what we do.
- Work at a mission-driven company that values integrity, respect, and work-life balance.
- Competitive salary, excellent benefits, 401(k) with employer matching, generous and flexible vacation policy, and continual learning opportunities.
- Remote-friendly in the U.S. We have an office space in NYC, but most employees were remote even before the pandemic. Want to work from a cabbage farm? Excellent.

## About Health Homes

Health Homes is a major initiative to intervene with high-risk Medicaid patients. The program was launched in 2012, as part of the Affordable Care Act, and spends approximately \$500 million per year in New York State.

Health Home patients may have multiple chronic conditions, substance use challenges, or serious mental illness; they might be homeless or incarcerated. The goal is to improve health outcomes while also reducing total system costs, with a special focus on preventing unnecessary hospitalizations.

Dozens of organizations, from large health systems like [Sun River Health](#) to community-based organizations like [Housing Works](#) and [The Alliance](#), use our care management platform to collaborate on patient care and track progress for Health Home patients.

## How to apply

Send an email to [careers@footholdtechnology.com](mailto:careers@footholdtechnology.com) with the subject line "Lead Engineer, FCM". When responding, include a resume and a note in the body of the email explaining your interest in the position. Please also include the phrase "ideal buffalo protege" in your note, so that we know you read this.

We're committed to building a diverse company. Applicants who identify with groups that are under-represented in the technology industry are strongly encouraged to apply.