

Software Engineer, FCM

New York, NY / Remote-friendly in the U.S. / Full-time

Join a team of engineers working to deliver value to care management agencies.

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 software engineer to join us in continuing to build our product and our engineering culture. 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

- **Communication:** You take care to communicate thoughtfully and effectively with your teammates. Given that we're a distributed team, you're comfortable writing out your thoughts clearly and concisely. You see the value in asking good questions, and know when and how to ask for help. In group discussions, you're a thoughtful contributor and listener.
- **Problem Solving:** You think systematically and logically about solving problems, both when writing code and otherwise. When solving a problem, you avoid tunnel vision and keep the big picture in mind, always weighing the tradeoffs of solutions against each other within that broader context. When a problem proves itself to be stubborn, you persevere in the face of being stuck.
- **Engineering:** You care about the quality of your work, and feel jointly responsible with your teammates for producing code that is readable, understandable, and maintainable. You also care about understanding your tools, and have taken the time to become reasonably fluent in at least one programming language. You value writing tests, making sure they're good tests, and following best practices when it comes to testing.
- **Learning & Growth:** You are proactive about continuously growing both as an engineer and in your knowledge of the domain you work in as a whole. You uphold and participate in a culture of openness and learning, in which there are no bad questions and the entire team feels safe admitting they don't know or understand something. You're intellectually curious, and value figuring out how things work "under the hood" for its own sake.
- **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 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, that's 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 been programming for 6-12 months and applying for your first job as a full-time engineer, or you've been working as an engineer for a year or two, we'd love to hear from you!

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, as in authorized to work in the U.S. with no restrictions. 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 with the subject line "Software Engineer, FCM". When responding, please include a resume and a note in the body of the email briefly answering the following (a few sentences for each is fine):

- What do you look for in companies you consider joining?
- What's something surprising you've learned while working on a programming project recently?

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.