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| **Job Title**: Lead Salesforce Engineer | **Location:**  Remote with occasional travel to London for meetings.  | **Reports to: Scale Up Director**  |
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| **Purpose:**The Lead Salesforce Engineer is responsible for spearheading the strategic vision and technical excellence of the Salesforce platform at Clinical Partners. The postholder with lead and mentor a team of Salesforce developers, architecture and implementing complex solutions, and ensuring seamless integration with other enterprise systems. The Lead Salesforce Engineer will collaborate with cross-functional teams to deliver scalable, secure, and impactful solutions that align with business objectives, enhance operational efficiency, and support Clinical Partners’ growth and innovation goals. |
| **Accountabilities and Deliverables:*** Lead and mentor a team of Salesforce developers, providing guidance on development best practices, design patterns, and coding standards.
* Architect, design, and implement complex Salesforce solutions using Apex, Visualforce, and Lightning Web Components (LWC) to improve platform functionality.
* Lead end-to-end Salesforce development projects, from requirements gathering to deployment, ensuring timely delivery of scalable and secure solutions.
* Oversee the development and management of integrations between Salesforce and other systems (e.g., electronic health records, financial systems) to support seamless operations.
* Build and maintain advanced automation tools using Salesforce Flow, Process Builder, and other native tools to enhance operational efficiency.
* Lead the development of custom applications to support healthcare-specific workflows, such as patient management, appointment scheduling, and compliance tracking.
* Ensure all Salesforce developments meet healthcare regulatory requirements (e.g., HIPAA, GDPR), maintaining strict access controls and data encryption protocols.
* Define testing strategies and oversee the development of comprehensive test plans, including unit, integration, and user acceptance testing (UAT), ensuring the quality and performance of Salesforce solutions.
* Lead the adoption of DevOps methodologies, utilising CI/CD pipelines and tools to streamline the deployment and management of Salesforce customisations, updates, and integrations.
* Ensure data integrity by managing data migrations, implementing data validation rules, and enforcing high data quality standards across the platform.
* Design and optimise system architecture, ensuring scalability, flexibility, and robust data security in line with healthcare standards.
* Collaborate with cross-functional teams (clinical, operations, IT) and senior leadership to deliver solutions that meet business needs and regulatory requirements.
* Establish and maintain technical documentation, system diagrams, and code libraries for efficient knowledge sharing and continuous improvement.
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| **Autism Assessment**Support Pack |
| **Qualifications and Experience**: | **Knowledge and Understanding:** |
| Essential* Significant experience in Salesforce development with expertise in Apex, Visualforce, and Lightning Components.
* Experience in a leadership or senior development role, with proven experience leading technical teams and managing Salesforce projects.
* Experience in healthcare or a highly regulated industry is preferred.
* Salesforce Platform Developer I and II (required).
* Additional certifications (e.g., Salesforce Technical Architect, Health Cloud Consultant) are highly desirable.
* Bachelor’s degree (or equivalent) in Computer Science, Information Technology, or a related field (Masters preferred).

Desirable | Essential* Expert-level knowledge of Salesforce architecture and design, with the ability to create scalable, maintainable solutions.
* Strong understanding of Salesforce APIs, integration patterns, and third-party tools.
* Experience with DevOps tools and CI/CD pipelines for Salesforce.
* Familiarity with Salesforce Shield, Health Cloud, and healthcare-specific workflows is advantageous.

Desirable |
| **Skills and Abilities:** | **Behaviours**: |
| * Demonstrated ability to lead, mentor, and manage a technical team.
* Strong problem-solving and critical thinking skills, with the ability to make sound technical decisions in a fast-paced environment.
* Excellent verbal and written communication skills to engage both technical and non-technical stakeholders effectively.
 | * Ability to work collaboratively in a team environment and foster positive relationships with colleagues
* Professional and confident manner
* Dynamic individual with can do attitude
* Pragmatic flexible approach to work
* Enthusiastic and motivated
* Effective and proactive team player
* Connected to the business values and vision
* Self-motivated and able to work under own autonomy
* Calm under pressure
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| **Clinical Partners is committed to safeguarding and promoting the welfare of children, young people and adults**, and expect all workers to share this commitment and these values. We ensure that all our recruitment and selection practices reflect this commitment and are in line with our Safeguarding Policy. Successful candidates will be offered employment subject to Disclosure and Barring Service checks along with other relevant pre-employment checks. |
| **Clinical Partners is an equal opportunities employer embracing diversity in the workplace -** This job description is a guide to the main areas and duties for which the job holder is accountable. However, the business will change, and the job holder’s obligations are bound to vary and develop, so the job description should be seen as a guide and not as a permanent, definitive and exhaustive statement. The company may request you to undertake any duties reasonably considered within the scope of your role. This job description is non-contractual. |