

Director of Engineering – Healthcare Data & Platform Delivery

Full-Time | Hybrid – Atlanta, GA or Boston, MA

Pay: From \$175,000 per year

Overview

We are a fast-moving healthcare technology company building AI-driven solutions for risk adjustment, coding accuracy, and revenue integrity. We need a Director of Engineering who is deeply hands-on, highly technical, and comfortable leading small teams while diving directly into execution.

This role is for someone who thrives in the details – debugging data issues, unblocking engineers, reviewing architecture choices, triaging challenges, and partnering closely with product to turn customer problems into practical solutions. You will drive delivery across our core application and healthcare data pipelines while helping shape strong engineering fundamentals as we scale.

What You'll Own – Execution, Delivery & Technical Problem-Solving:

- Lead day-to-day engineering delivery across application and data components.
- Dive into technical issues, debug complex data challenges, and provide hands-on guidance to engineers.
- Review code, validate design decisions, and ensure solutions meet performance, reliability, and security expectations.
- Build and maintain scalable systems and pipelines that support high-volume healthcare data workflows.
- Establish clear engineering practices – CI/CD, testing, monitoring, and documentation – that support predictable delivery.

Collaboration With Product & Leadership:

- Work closely with the VP of Product to translate customer problems into clear engineering plans and technical requirements.
- Partner with leadership to diagnose bottlenecks, evaluate tradeoffs, and propose grounded, practical solutions.
- Bring a technical voice to planning discussions, focusing on feasibility, prioritization, and execution paths.
- Provide transparency into engineering progress, risks, and blockers.

Team Leadership – Guide While Doing:

- Manage and mentor a small, high-performing engineering team while remaining directly involved in delivery.
- Set day-to-day expectations for execution, code quality, and problem-solving.

- Support hiring and onboarding as the team grows, ensuring new engineers are equipped to contribute quickly.
- Create a culture of ownership, responsiveness, and technical rigor.

Required Experience – Healthcare Data Expertise (Must-Have):

- Extensive hands-on experience with healthcare data: claims, EHR/clinical data, HL7/FHIR, RCM workflows, risk adjustment logic, or interoperability.
- Demonstrated ability to work with healthcare data at scale – normalizing, mapping, transforming, and validating PHI-heavy datasets.
- Strong understanding of HIPAA/PHI regulations and healthcare data governance.

Strong Software Engineering Background:

- 8-12+ years of progressive engineering experience, including hands-on development and architectural contribution.
- Expertise with backend frameworks, data-processing technologies, and cloud environments.
- Proven success delivering software in a SaaS environment.
- Demonstrated ability to triage issues, solve technical problems quickly, and drive engineering work forward.

Leadership & Technical Decision-Making:

- Experience guiding engineering teams through complex builds while still contributing to the work.
- Ability to turn ambiguous product problems into concrete, actionable technical plans.
- Comfortable making technical decisions in real time, grounded in practicality.

What Makes This Role Unique:

- You'll have real ownership here: leading the team while staying connected to the code, the decisions, and the day-to-day problem-solving that moves the product forward.
- Direct partnership with the VP of Product and engineering leadership.
- The opportunity to influence architecture and processes without being removed from day-to-day development.

What We Offer:

- Competitive compensation and performance-based bonuses.
- Flexible, hybrid work environment.
- Collaborative, mission-driven culture with access to senior leadership.
- The chance to help scale a next-generation AI healthcare platform.
- Comprehensive benefits package including health insurance and PTO.