SOULVE
INNOVATIONS

Head of Development

Requirements

- Over 6 years of experience
- In IT and development
- Within start- or scale-ups and/or small companies
- Management
- Leadership
- Understanding code

📍 Utrecht 💼 Minimum of 6 years experience

Soulve Innovations aims to make patients' treatment experiences as stress-free as possible. It does so by allowing easy and transparent access to personal medical information through an advanced, high-tech platform called MediMapp. The new Head of Development will build a winning team culture and ensure new features are delivered in a timely manner.

Soulve

Soulve Innovations started as a healthcare consultancy. Founder Vincent Schot quickly saw that many of the delivered projects were focused on very similar problems. He realized that these problems might be better solved through a scaleable high-tech solution. From this idea, MediMapp was born.

The application (for desktop, iOs, and Android) allows patients to (re)view their diagnosis and treatment plan, see their upcoming and past appointments, and contact providers – among other things. Accurate and clearly phrased information about their diagnosis allows patients to rely on one trusted source rather than get lost in the (often stress-inducing) information on the internet. Especially for patients with a chronic or life-threatening diagnosis or an intense and invasive treatment plan, this gives high gains in mental health and overall patient experience.

There is more. MediMapp is user-friendly on both sides of the interaction, allowing healthcare providers to streamline their communication with patients and spend less time on admin and logging. Ultimately, MediMapp contributes to one shared goal: accessible, sustainable, and affordable healthcare for the current and next generations.

Head of Development

Soulve Innovations has a proven product and a stellar IT team. The only missing link is a Head of Development who can translate the product roadmap into a streamlined development process. This will allow the excellent team to maintain focus on priorities and deliver results quickly, thereby increasing effectiveness and motivation. The Head of Development will help prioritize issues, set clear expectations for ways of working, and build a result-driven culture with high employee satisfaction. The Head of Development is part of the management team and currently reports to the Chief Product Officer.

Soulve Innovation's IT team consists of developers, product owners, a QA manager, and QA specialists. All are divided into three development teams. Some of the team members are international and work remotely; others have embraced a hybrid mode. The quality of the developers is outstanding. But the young organization has not yet been in the position to create standardized IT delivery processes, resulting for instance in a wide range of lead times.

The Head of Development solves this by bringing focus and building a forward-looking, result-driven way of working. They will provide the leadership needed to ensure the entire IT team works according to professionalized and effective processes. They will also bring in the right level of abstraction to have meaningful discussions about the roadmap (with the MT and Chief Product Officer) while being a detail-oriented sparring partner who can get into the nitty-gritty of code together with individual developers.

In terms of content, the IT team is constantly working on new and improved features while also updating the complex back-end. The Head of Development keeps this big picture in mind at all times.

The Head of Development's criteria for success are clearly quantified: reducing lead time margins from fifty to a hundred percent to a maximum of twenty percent; building a standard for clear communication on the how and when of a story or story point; and ensuring an environment where the IT team continues to feel excited and supported, thus reducing turnover. The result of achieving these goals will be a reality where IT operations run smoothly, resulting in the production level that is needed to reach Soulve's commercial and financial goals as soon as possible.
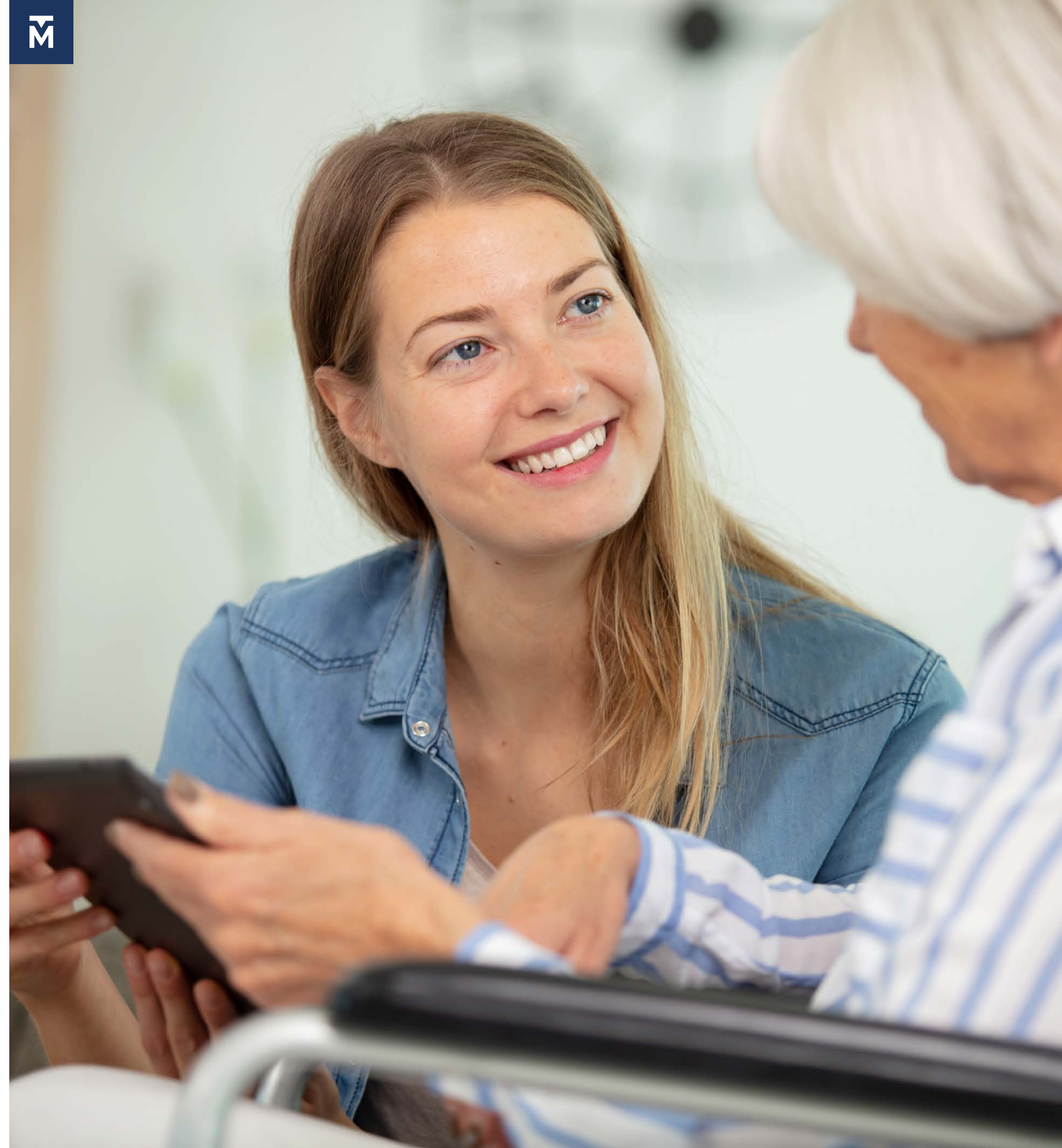
This is an opportunity for someone with proven success as an IT manager, as well as some experience as a developer. The right candidate has sufficient development knowledge to understand and discuss code but is first and foremost a people leader. They show a down-to-earth attitude and a flexible management style and gauge and develop talent spikes in the team. They also understand what a solid development process looks like, and are able to make the team adhere to it.

After successfully setting a gold standard for process and building a lasting culture for and with the team during the first year, the Head of Development may be able to transition into a CTO role. ◼

Interested? Soulve Innovations is working with Top of Minds to fill this vacancy. To express your interest, please contact Hayke Tjemmes at **hayke.tjemmens@topofminds.com**.

"Our platform is high-tech and exciting, but it requires an update. Imagine a 4-year-old top-market car that needs to be fully turned around per 2022 standards – this is the mandate for the IT team. In order to achieve this, the Head of Development's ability to bring focus will be invaluable."

Vincent Schot, CEO and founder of Soulve Innovations