

RECRUITMENT NOTIFICATION

1. eHealth Project Management Unit, Department of Health & Family Welfare, Government of Kerala invites applications from eligible candidates for recruitment under the eHealth Kerala project on contract basis for the following positions in specialized segments. eHealth is one of the most important mission mode projects that is being executed by Dept of Health & FW, Government of Kerala.

Sl No	Position	Monthly Salary (Consolidated)	No of posts (eHealth)	No of posts (Cancer Care Suite)
1	Project Manager	Rs 90,000/-		1
2	Business Analyst	Rs 70,000/-		1
3	Senior Software Engineer	Rs 70,000/-		1
4	Senior Network Administrator	Rs 70,000/-	1	
5	Senior System Administrator	Rs 70,000/-	1	
6	Software Engineer (Java)	Rs. 50,000	7	7
7	Software Engineer (Android)	Rs. 50,000	1	
8	Software Engineer (Testing)	Rs. 50,000	3	2
9	Software Engineer (PHP)	Rs. 50,000	1	
10	Database / System Administrator	Rs. 50,000		1

Note:.

- The initial posting will be for a period for 3 years, which may be extended there after based on performance and requirement. An annual increment of 10% of the initial Consolidated Monthly Salary will be paid based on performance review and annual appraisal.
- The Selected candidates will be posted at the eHealth Project Management Unit at Thiruvananthapuram.
- The rank list will be valid for a period of one year and the selected candidates will be considered for appointment in the vacancies that arise at different streams, anytime during the period.

Other Perks :

- Provident Fund
- Medical Reimbursement
- Earned Leave encashment

2. Schedule of events

Last date for Submission of applications: within ten days from the date of notification

3. Eligibility Criteria

The applicants intending to apply should ensure that they fulfill the eligibility criteria specified herein below before applying. The cut-off date for attaining the prescribed eligibility shall be the date of notification.

4. **Nationality:** Applicant must be a citizen of India

5. How to apply

Applications shall be sent to ehealth@kerala.gov.in in the prescribed format.

Physical application **WILL NOT** be accepted.

Address for correspondence:

The Project Director
eHealth Project Management Unit
Directorate of Health Services,
General Hospital Junction
Thiruvananthapuram - 695035

Contact Office No : **0471 2983033 ;**

6. Selection Criteria

- a. The selection of candidates to the notified positions shall be based on written test and / or personal interview conducted. eHealth reserves the right to cancel the recruitment process at any stage without citing any reasons thereof.
- b. Canvassing in any form by an applicant will lead to his / her disqualification in the selection process.
- c. The applicants are advised in their own interest that they should not furnish any false, tampered or fabricated particulars / documents and should not suppress any material information while submitting the application.
- d. If an applicant is found guilty of using unfair means during the selection process and / or impersonating or procuring impersonation by any person and / or misbehaving and / or resorting to any irregular or improper means in connection with his / her candidature and / or obtaining support for his / her candidature, by any means, he / she shall be disqualified from the selection process for which he / she is a candidate.

7. Qualification and Experience:

It should be noted that the eligibility criteria specified herein is the basic qualification for applying the positions. However, merely applying for / appearing for and/or qualifying at any stage of selection process for the positions does not

imply that a candidate will necessarily be eligible for employment / confer right on him / her for appointment in the notified position.

7.1 Project Manager

Job Brief

Skill set of Project Manager

- Strong technical background, business vision and people development
- Technical understanding including hardware, software, network, infrastructure, security, etc.
- Excellent planning and organization skills to develop, monitor, control and execute projects
- Ability to analyze information and glean insights from data
- Ability to plan and coordinate the efforts of the internal project team, third party contractors and consultants to bring IT projects to successful completion.
- Experience in managing big project teams ranging from 20 to 30 direct employees, Business Analysts, Architects, Developers, and Testers;
- Specialized in either software development as well as operations, through the building and leadership of high-performance teams
- Experience with technologies such as Java, C#, SOA, Oracle, SQL Server, GIS/maps.
- Strong emotional intelligence, strong interpersonal relationship abilities and result oriented.
- Good at informing others and at communicating with many different teams
- Capable of staffing many different roles
- Excellent at problem solving
- Advanced resource planning, capacity planning and task scheduling skills
- Experience in seeing projects through the full life cycle
- Excellent analytical skills
- Strong interpersonal skills and extremely resourceful
- Proven ability to complete projects according to outlined scope, budget, and timeline

Responsibilities :

- Prepare project plans detailing project's goals, technologies, systems, schedules, budget and personnel.
- Coordinate with project personnel, assign duties and responsibilities.
- Coordinate with Domain Experts, doctors, senior management

in analysing project requirements for the preparation of project related documents.

- Monitor, analyze & summarize performance and trends to create project status reports.
- Hold status and implementation meetings with project personnel and upper management.
- Collaborate with other professionals to determine functional and non- functional requirements for new software or applications
- Use tools and methodologies to create representations for functions and user interface of desired product
- Develop high-level product specifications with attention to system integration and feasibility
- Define all aspects of development from appropriate technology and workflow to coding standards
- Communicate successfully all concepts and guidelines to development team
- Oversee progress of development team to ensure consistency with initial design.
- Prepare progress status reports, presentations and other relevant documents from time-to-time
- Provide technical guidance and coaching to developers and engineers
- Ensure software meets all requirements of quality, security, modifiability, extensibility etc.
- Strong familiarity with project management software tools, methodologies, and best practices
- Accountable for projects and operation of applications to Customer Service, Field Services, back-office and decision-making reports, including analytics.
- Any other works assigned by the Project Director, eHealth Kerala.

Qualification :

- Basic qualification : Bachelor's degree in Engineering
- Additional qualification preferred : A specialized master's degree in IT project management, or MBA degree with a technology concentration
- Project Management Professional (PMP) certification preferred
- Certification in JAVA / Database will be an advantage

Experience :

- Total experience of about 20 years with 10 years of project management and related experience with proven ability to solve problems creatively.
- Lead several applications development & implementation IT projects, in areas such as customer service, field services, healthcare systems and back-office systems.

Age of Applicant :

The candidates should have attained a minimum age of 45 years and shall not be more than 50 years as on the date of notification .

7.2 Business Analyst

Job Brief :

We are looking for an experienced an Business Analyst who possess sufficient domain knowledge and experience in the Healthcare domain and Healthcare Technology .

Roles & Responsibilities

- Analyzing and documenting the end user requirement for healthcare domain.
- Creating a detailed business analysis, outlining problems, opportunities and solutions for each scenario.
- Defining business requirements and reporting them back to stakeholders
- Assisting with the business case
- Planning and monitoring
- Eliciting requirements, Requirements analysis, Requirements organization, Translating and simplifying requirements, Requirements management etc
- Finalizing & Communicating successfully all concepts, guidelines and requirements to development team.
- Oversee progress of development team to ensure consistency with initial design
- Provide technical guidance and coaching to developers and engineers
- Ensure software meets all requirements of quality, security, modifiability, extensibility etc.
- Design appropriate testing methodology for System Testing and User Acceptance Testing.
- Control of software development and production versions.
- Approve final product before launch
- Stakeholder feedback analysis.

Requirements :

Educational Qualification:

- Degree in B.Tech (ECE / CS / IT/ EEE) / MCA / PGDCA / M.Sc

Comp Science / M Sc Engg in CS

- Must have 60% marks for the qualifying exam.

Age of Applicant :

The candidates should have attained a minimum age of 30 years and shall not be more than 45 years as on the date of notification .

Experience & Skillset :

- Should possess a minimum of 6 years experience as Business Analyst, Software implementation lead in planning, development and implementation of IT systems.
- Experience in software development and coding in languages like Java and RDBMS like PostgreSQL, Oracle.
- Experience in system study, analysis, preparation of Business Requirement Documents, Impact Analysis document, Change Request documents etc and getting approval from stake holders - preferably in Healthcare domain.
- Experience in managing User Training and encouraging them to use the system by clearing the initial hurdles they face.
- Experience in conducting strategic business process modeling.
- Critical thinking and problem-solving proficiency
- A technical mindset with great attention to detail
- Outstanding communication and presentation skills

Preferable Experience & Skillset & Certification:

- Interpersonal and consultative skills
- Facilitation skills
- Being detail-oriented and capable of delivering a high level of accuracy
- Good understanding of Organizational structure
- Stakeholder analysis
- Processes modeling
- Basic understanding of networks, databases and other technology
- Understanding of any of the business analyst tools like TopTeam Analyst, SmartDraw, Blueprint, Survey Monkey etc is desirable
- Candidates with relevant Certification will be given preference

7.3 Senior Network Administrator

Job Brief

Senior Network Administrator will be responsible for maintaining reliable, secure and efficient data communications network with high availability. The candidate should be able to deploy, configure, maintain and monitor all active network equipment in order to ensure smooth network operation.

Major Responsibilities

- Fully support, configure, maintain and upgrade eHealth networks and in house servers.
- Install and integrate new network hardware and applications.
- Keep an eye out for needed updates.
- Support and administer third-party application.
- Ensure network security and connectivity by coordinating with OEM vendors and State Data centre NOC.
- Monitor network performance (availability, utilization, throughput and latency) and test for weaknesses.
- Set up Access controls, user accounts, permissions and passwords.
- Resolve problems reported by end user.
- Define network policies and procedures.
- Specify system requirements and design solutions.
- Research and make recommendations on network system administration.

Educational Qualification:

- Degree in BE / B.Tech (CS / EC/ IT/ EEE)
- Must have 60% marks for the qualifying exam.

Age of the applicant :

The candidates should have attained a minimum age of 32 years and shall not be more than 45 years as on the date of notification of the post mentioned above.

Certification : CCNA, CCNP

Experience :

- Minimum working experience of 7 years, out of which minimum 4 years as Network Administrator.
- Preferably in a Data Centre/Cloud Environment
- Hands on experience in networking, routing and switching
- Excellent knowledge of best practices around management, control, and
- monitoring of server/router/ wireless infrastructure
- Experience with firewalls, MPLS VPNs, Proxy, Internet VPNs remote
- implementation, troubleshooting, and problem resolution is desired
- Ability to set up and configure network devices for VLAN, VPN, and Inter
- VLAN routing.
- Familiarity with backup and recovery software for network
- infrastructure.
- Great at organizing, prioritizing and multitasking.

7.4 Senior Systems Administrator

Job Brief

Senior Systems Administrator has to help build out, maintain, and troubleshoot our rapidly expanding infrastructure. System Admin should have a background in IT, computer systems engineering or systems engineering and analysis. They will be part of a talented team of engineers that demonstrate superb technical competency, delivering mission critical infrastructure and ensuring the highest levels of availability, performance and security.

Major Responsibilities

- Manage and monitor all installed systems and infrastructure.
- Install, configure, test and maintain Linux based operating systems, application software and system management tools.
- Proactively ensure the highest levels of systems and infrastructure availability.
- Monitor and test application performance for potential bottlenecks, identify possible solutions, and work with developers to implement those fixes.
- Maintain security, backup, and redundancy strategies.
- Write and maintain custom shell scripts to increase system efficiency and lower the human intervention time on any tasks.
- Participate in the design of information and operational support systems.
- Provide 2nd and 3rd level support.
- Liaise with OEM vendors and other IT personnel for problem resolution.

Educational Qualification:

- Degree in BE / B.Tech (CS / EC/ IT/ EEE) / MCA
- Must have 60% marks for the qualifying exam.

Certification : RHCE

Experience :

- Minimum working experience of 6 years in IT, out of which minimum 4 years working experience in installing, configuring and troubleshooting UNIX /Linux based environments.
- Must have 2 years of industry experience in Linux Administration
- Experience and expertise include: Installation and Commissioning of Operating Systems, PostgreSQL, MySQL, APACHE, TOMCAT Servers. Solid experience in the administration and performance tuning of application stacks (e.g. Tomcat, JBoss, Apache, NGINX).
- Experience with virtualization and containerization (e.g., VMware, HyperV and cluster environment).
- Experience with monitoring systems and tools such as Nagios.
- Good scripting skills (e.g., shell scripts, Perl, Python).
- Good knowledge on networking (OSI network layers, TCP/IP).
- Experience with SAN storage environment with RAID implementation.
- Experience with backup tools and processes.

7.5 Senior Software Engineer (JAVA)

Job Brief

Senior Software Engineer has to make intuitive high level decisions for software development. Will see the “big picture” and create architectural approaches for software design and implementation to guide the development team. Has a strong technical background and excellent IT skills. Must be experienced in designing and possess ability to develop a unified vision for software characteristics and functions. Has to provide a framework for the development of a software or system that will result in high quality IT solutions.

Responsibilities

1. Software development for Hospital & Public Health management.
2. Lead the software team to develop software modules as per the user requirement.
3. Develop high-level product specifications with attention to system integration and feasibility.
4. Collaborate with other professionals to determine functional and non-functional requirements for new software modules.
5. Use tools and methodologies to create representations for functions and user interface of desired product.
6. Define all aspects of development from appropriate technology and workflow to coding standards.
7. Communicate successfully all concepts and guidelines to development team.
8. Oversee progress of development team to ensure consistency with initial design.
9. Provide technical guidance and coaching to developers and engineers.
10. Ensure software meets all requirements of quality, scalability, security, modifiability, extensibility etc.
11. Approve final product before launch.

Educational Qualification:

- B.E / B.Tech (any branch) / M. Tech (any branch) / MCA / M.Sc Comp Science / M Sc Engg(Comp Science).
- Must have 60% marks for the qualifying exam.

Age of Applicant : The candidates should have attained a minimum age of 28 years and shall not be more than 40 years as on the date of notification .

Experience & Skillset

1. Must have minimum of six years proven industry experience as software developer and designer (or above) in Java / J2EE technologies
2. Must have hands on experience in Core Java, JDBC, Servlet, JSP, JavaScript, AJAX, JQuery, BootStrap, Hibernate, REST, JSON

3. Experience / Expertise in MVC Frameworks (STRUTS / SPRING / Hibernate etc)
4. Excellent Knowledge with relational databases, Postgres, MySQL and ORM technologies.
5. Must have hands on experience in using servers such as Tomcat, JBoss etc and development platforms such as Eclipse etc
6. Experience of software and application design and architecture, patterns, good practices
7. Must be familiar with quality processes, project estimation and planning
8. Excellent knowledge of UML and other modelling methods
9. Familiarity with HTML/CSS, JavaScript and UI/UX design
10. Outstanding communication and presentation abilities

7.6 Software Engineer (JAVA)

Job brief

Software Engineer has to create secure and functional code. Provide quality coding solutions both for simple applications and complex information. Should have passion for technology and software building. Attention to detail and an analytical mind are essential qualities for a successful career in programming. The goal is to design and build superior and innovative software by writing clean and flawless codes.

Responsibilities

- a. Make modifications to the existing Application code to suit the changes in Business rules
- b. Collaborate with business analysts and developers to produce software designs.
- c. Formulate program specifications and basic prototypes.
- d. Transform software designs and specifications into high functioning code in the appropriate language.
- e. Integrate individual software solutions to higher level systems.
- f. Use web-based tools to create advanced SaaS when applicable.
- g. Test source code periodically to ensure it produces the desirable results and perform debugging when necessary.
- h. Perform upgrades to make software and systems more secure and efficient.
- i. Collaborate with technical writers to create documentation for user support.

Educational Qualification :

- B.E / B.Tech (any branch) / M. Tech (any branch) / MCA / M.Sc Comp Science / M Sc Engg(Comp Science).

- Must have 60% marks for the qualifying exam.

Age of Applicant : The candidates should have attained a minimum age of 25 years and shall not be more than 35 years as on the date of notification .

Experience & Skillset

- Minimum 3 years of proven industry experience as a Software developer in Java / J2EE technologies
- Must be able to develop application independently using Java / J2EE technologies (, Servlet, JSP, JavaScript, AJAX, JQuery, BootStrap, Hibernate, REST, JSON)
- Experience in developing web applications using popular web frameworks (JSF, GWT, Spring MVC/ Spring Boot).
- Ability to code applications for Object oriented multithreaded coding methods.
- Knowledge with relational databases, Postgres, MySQL and ORM technologies.
- Detail-oriented and excellent concentration ability.
- An analytical mindset and critical thinking.
- Demonstrable ability to discover and fix errors in code.

Preferable Experience, Skillset

- Hands on experience in using servers such as Tomcat, JBoss etc and development platforms such as Eclipse etc
- Familiar with quality processes, project estimation and planning
- Knowledge of UML and other modeling methods
- Good communication and presentation abilities
- Candidates with relevant Certification will be given preference

7.7. Software Engineer (Android)

Job brief

Senior Mobile Application Development Engineer has to create secure and functional mobile application code for the public health management module of eHealth. The candidate must have a passion for technology and software building. Attention to detail and an analytical mind are essential qualities for a successful career in hybrid mobile app development. Design and build superior and innovative software by writing clean and flawless code with well documented version management.

Responsibilities

- Make modifications to the existing Android Application code to

- suit the changes in Business rules
- b. Build and manage Android/IOS/Windows application using any or all of the following frameworks - IONIC / React Native/ Flutter / KOTLIN on development, staging and production systems.
 - c. Collaborate with business analysts and developers to produce software designs.
 - d. Formulate program specifications and basic prototypes.
 - e. Transform software designs and specifications into high functioning code in the appropriate language.
 - f. Integrate individual Mobile applications to higher level systems.
 - g. Test code periodically to ensure it produces the desirable results and perform debugging when necessary.
 - h. Package Mobile applications into APK files for easy deployment using Mobile device management software.
 - i. Perform upgrades to make software and systems more secure and efficient.
 - j. Collaborate with technical writers to create documentation for user support.

Requirements :

- B.E / B.Tech (any branch) / M. Tech (any branch) / MCA / M.Sc Comp Science / M Sc Engg(Comp Science).
- Must have 60% marks for the qualifying exam.

Age of Applicant : The candidates should have attained a minimum age of 28 years and shall not be more than 35 years as on the date of notification

Experience

- a. Three years of proven experience as a mobile app Android developer.
- b. Ability to program new projects in Hybrid languages such as Kotlin/Flutter/Ionic/ React Native etc from scratch.
- c. Build and manage Android mobile application using Eclipse/ Android Studio IDE tools on development, staging and production systems
- d. Knowledge with relational databases, Postgres, SQLite.
- e. Detail-oriented and excellent concentration ability.
- f. An analytical mindset and critical thinking.
- g. Demonstrable ability to discover and fix errors in code.

7. 8 Software Engineer (Testing)

Job brief

To ensure successful testing and verification of the software, ensuring flawless, secure code. Candidate should have a passion and understanding of various technologies and tools used in various stages of software development life cycle. Attention to detail and an analytical mind are essential for this role.

Responsibilities

- Prepare test plan, test cases for functional and non functional testing and User acceptance testing.
- Collaborate with domain experts and developers to prepare software testing plan and execution.
- Formulate traceability matrix for test cases with reference to requirements specifications.
- Use of testing tools and processes for effective testing and reporting
- Test code periodically to ensure it produces the desirable results and perform debugging when necessary.
- Perform re-testing after upgrades to make software and systems more secure and efficient.
- Collaborate with technical writers to create testing documentation for user acceptance support.

Educational Qualification:

- B.E / B.Tech (any branch) / M. Tech (any branch) / MCA / M.Sc Comp Science / M Sc Engg(Comp Science).
- Must have 60% marks for the qualifying exam.

Age of Applicant : The candidates should have attained a minimum age of 25 years and shall not be more than 35 years as on the date of notification .

Experience, Skillset, Certification :

- a. Minimum three years of experience as a software tester.
- b. Must have experience in testing complex applications
- c. Should be able to handle the end to end testing process independently
- d. Understanding of technologies such as Java (J2EE), XML, Python, Mobile technologies etc.
- e. Must be familiar with DB and should be able to write DB queries independently
- f. Must be familiar with functional testing and various types of non functional testing that are used in large projects
- g. An analytical mindset and critical thinking.
- h. Problem analysis skills and to help identifying the root cause

effectively.

- i. Must be able to collaborate with various stakeholders of the program.
- j. Candidates with relevant Certification will be given preference
- k. Demonstrable ability to discover and fix errors in code.

7. 9 Software Engineer (PHP)

Job brief

Roles & Responsibilities

- Create, test and deploy new, innovative website applications in a timely and efficient manner, while concurrently working with other developers.
- Identify and fix compatibility issues involving CSS, HTML, and scripting, often between a series of different platforms and browsers.
- Implement Page Optimization techniques for web pages, employ Best Practices in front end development and handle Cross Browser compatibility issues in web pages.
- Test websites on all sorts of browsers (mobile, notebook, tablet), and address issues identified by user feedback.
- Research and explore various architectural considerations relating to the system design process, including web usability, the website's performance, and database design. Explore and assess different alternatives for implementing new application features.
- Develop plans for keeping the website updated and current at all times, recommend improvements for performance, create and fine-tune style guidelines for the website's content, and choose the most effective design tools, programming languages, and applications.
- Security vulnerability fixing.

Skill sets required :

- Strong programming skill in PHP frameworks like Codeigniter / Laravel
- Must be familiar with HTML & CSS, Javascript & JQuery, AngularJS.
- Must be familiar in databases like PostgreSQL / MySQL
- Must have strong working experience in handling Restful Web Services.
- Preferable knowledge on WebGIS.
- Knowledge on Content Management Systems like Drupal.
- Must have strong knowledge in development of Responsive Web Design using Bootstrap and in working with Version Control using GIT/SVN.

- Must have good testing, debugging & problem solving skills in front end development.
- Good Interpersonal and communication skills
- Ability to work with a team.

Educational Qualification:

- BE / B.Tech/ M Tech / MCA , / M.Sc Comp Science / M Sc Engg in Comp Science
- Must have 60% marks for the qualifying exam.

Age of Applicant :

The candidates should have attained a minimum age of 25 years and shall not be more than 35 years as on the date of notification .

Experience :

Must have 3 years' experience as PHP developer in the prescribed skillsets.

7.10 Database / System Administrator

Job brief:

Junior Database cum System Administrator shall be responsible for ensuring the health and performance of all the system DBs and to adopt best practices to ensure seamless operations and performance of the system, provide support to various stakeholders on the services related DBs, administration and monitoring of the DB system . They will also be responsible for maintaining reliable, secure and efficient data communications network with high availability. The candidate should be able to deploy, configure, maintain and monitor all active network equipment in order to ensure smooth network operation.

Major responsibilities

- Maintain database systems of high availability and quality depending on each end user's specialized role.
- Design and implement database/schema in accordance to end users information needs and views.
- Define users and enable data distribution to the right user, in appropriate format and in a timely manner.
- Use high-speed transaction recovery techniques and backup data.
- Minimize database downtime and manage parameters to provide fast query responses.
- Provide proactive and reactive data management support and training to users.
- Determine, enforce and document database policies, procedures and standards.
- Perform tests and evaluations regularly to ensure data security, privacy and integrity.
- Manage and monitor all installed systems and infrastructure

- Install, configure, test and maintain Linux based operating systems, application software and system management tools.
- Proactively ensure the highest levels of systems and infrastructure availability.

Educational Qualification:

- Degree in BE / B.Tech (IT / CS / ECE/ EE) / MCA
- Must have 60% marks for the qualifying exam.

Certification (Desirable) : DBA, RHCE certification

Experience:

- Minimum IT experience of 3 years in System / Database Administration role
- Minimum of 2 years of hands-on industry experience with PostgreSQL under Linux platform
- Experience and expertise in Indexing, Performance Tuning, Partitioning, Triggers, Stored Procedures & Functions, Replication, Master/Slave & Multi Master, Clustering, Tuning, Backup & Recovery.
- Experience in Database and Software Optimization in large applications.
- Experience in Cloud Environment / Data Centre environment desirable.

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