



Integrations Tech Lead / Solutions Architect

Location: Remote (US)

Reports To: CTO

Department: Engineering

About WellBeam

WellBeam is transforming clinical workflow interoperability between hospitals and post-acute providers. By replacing legacy fax- and phone-based processes with intelligent, EMR-integrated workflows, we enable care teams to coordinate in real time, unlock revenue, and improve patient outcomes across the acute-post-acute continuum.

We partner with many of the nation's largest health systems and post-acute organizations to modernize care coordination through secure messaging, intelligent document workflows, and deep interoperability with Electronic Medical Records (EMRs).

As we continue to scale, we're investing in an interoperability platform that enables rapid onboarding of new customers while reducing implementation complexity through reusable architecture and platform capabilities.

Role Summary

We are seeking an experienced **Integrations Tech Lead / Solutions Architect** to become WellBeam's principal technical leader for healthcare interoperability.

You will own the technical architecture of WellBeam's interoperability platform while partnering across Product, Engineering, Delivery, Customer Success, and customers to design scalable healthcare integrations.

You'll work across multiple engineering squads and product domains, serving as the organization's technical authority for healthcare interoperability while helping transform customer-specific solutions into scalable platform capabilities.

What You'll Do

Integration Platform Architecture

- Own the technical architecture of WellBeam's interoperability platform.
 - Define architectural standards and best practices for healthcare interoperability.
 - Design scalable integration patterns across:
 - HL7v2
 - FHIR APIs
 - SMART on FHIR
 - REST APIs
 - XML
 - Flat-file exchanges
 - Event-driven integrations
 - Etc. (Any other standards)
 - Define standards for:
 - API versioning
 - Security
 - Identity management
 - Patient matching
 - Error handling
 - Observability
 - Reliability
 - Conduct architecture reviews for major engineering initiatives and customer implementations.
 - Identify opportunities to convert customer-specific solutions into reusable platform capabilities.
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Customer Solution Architecture

- Lead technical discovery workshops with health systems and post-acute providers.
- Serve as WellBeam's principal technical advisor during customer engagements.
- Design scalable integration architectures that balance customer requirements with long-term platform strategy.
- Produce technical solution designs, architecture diagrams, implementation strategies, and technical recommendations.
- Partner with Delivery during pre-sales, implementation planning, and complex customer engagements.
- Review Statements of Work from a technical architecture perspective.

- Identify implementation risks and recommend mitigation strategies.
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Cross-Functional Technical Leadership

- Serve as the healthcare interoperability Subject Matter Expert (SME) across the organization.
 - Support multiple Product Managers with technical feasibility assessments and architectural guidance.
 - Partner with Engineering teams to solve complex interoperability challenges.
 - Mentor engineers on healthcare integration best practices and architectural patterns.
 - Lead technical design reviews across squads.
 - Influence engineering direction without direct management responsibility.
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Healthcare Interoperability Strategy

- Drive WellBeam's technical interoperability strategy.
 - Stay current with industry standards including:
 - TEFCA
 - QHINs
 - FHIR
 - SMART on FHIR
 - PACIO
 - Direct Secure Messaging
 - Bulk FHIR
 - CDS Hooks
 - Evaluate emerging technologies and recommend strategic investments.
 - Build relationships with interoperability partners, EMR vendors, and industry organizations.
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Delivery & Implementation Partnership

- Support Delivery and Customer Success with technically complex customer requests.
- Evaluate implementation feasibility and long-term architectural implications.
- Recommend when customer requests should be addressed through:
 - Configuration



- Existing platform capabilities
 - New reusable platform features
 - Customer-specific implementation
 - Partner with Engineering to resolve complex implementation and production issues.
 - Participate in critical customer escalations requiring deep technical expertise.
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Platform Engineering & Continuous Improvement

- Drive standardization across customer implementations.
 - Reduce implementation effort through reusable frameworks, tooling, automation, and platform enhancements.
 - Identify recurring implementation challenges and convert them into engineering improvements.
 - Improve observability, diagnostics, and operational support for integration workflows.
 - Champion “build once, deploy many” engineering principles.
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Documentation & Technical Standards

Own and maintain technical documentation including:

- Reference architectures
 - Architecture Decision Records (ADRs)
 - Integration standards
 - API design guidelines
 - Implementation patterns
 - Customer integration guides
 - Internal engineering documentation
 - Best practice playbooks
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What Success Looks Like

Within your first 12 months you will have:

- Established a clear architectural vision for WellBeam’s interoperability platform.
- Reduced custom implementation effort through reusable integration capabilities.

- Standardized integration patterns across engineering squads.
 - Improved implementation predictability through architecture and technical governance.
 - Built trusted relationships with Product, Engineering, Delivery, and customer technical teams.
 - Increased reuse of platform capabilities across customer implementations.
 - Reduced production integration issues through improved architecture and engineering standards.
 - Positioned WellBeam to rapidly onboard new health systems and post-acute partners with minimal custom engineering.
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Qualifications

Required

- 8+ years of software engineering, solutions architecture, or healthcare interoperability experience.
- 5+ years designing and delivering enterprise healthcare integrations.
- Deep expertise with:
 - HL7v2
 - FHIR APIs
 - SMART on FHIR
 - REST APIs
 - XML
 - Flat-file integrations
- Experience integrating with enterprise EMRs such as:
 - Epic
 - Oracle Health (Cerner)
 - Athenahealth
 - Homecare Homebase
 - or similar healthcare platforms.
- Strong understanding of healthcare data mapping, transformation, validation, patient identity matching, and interoperability workflows.
- Experience designing scalable distributed systems and API architectures.
- Strong understanding of cloud-native application architecture (AWS preferred).
- Demonstrated ability to lead technical initiatives without direct management authority.
- Excellent communication skills with the ability to explain complex technical concepts to both technical and non-technical audiences.
- Comfortable operating in fast-paced startup or high-growth environments.

Preferred

- Experience building interoperability platforms rather than only customer-specific integrations.
 - Experience with event-driven architectures and asynchronous messaging systems.
 - Familiarity with Mirth Connect (NextGen Connect), Rhapsody, Cloverleaf, or similar integration engines.
 - Experience with OAuth2, OpenID Connect, and healthcare identity management.
 - Knowledge of:
 - TEFCA
 - QHINs
 - PACIO
 - Direct Secure Messaging
 - Bulk FHIR
 - CDS Hooks
 - Experience working with health systems, home health, hospice, or care coordination organizations.
 - Hands-on software development experience with modern programming languages.
 - Experience reviewing architecture and mentoring senior engineers.
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The Type of Person You Are

- You naturally think in systems rather than individual projects.
 - You enjoy solving difficult technical problems and designing elegant, scalable solutions.
 - You balance pragmatism with long-term architectural thinking.
 - You thrive in ambiguity and bring structure to complex technical challenges.
 - You influence through technical expertise, collaboration, and credibility rather than organizational authority.
 - You enjoy mentoring engineers and elevating the technical capabilities of those around you.
 - You are equally comfortable whiteboarding with a CIO, debugging an HL7 message, reviewing an API design, or coaching an engineering team through a complex architecture decision.
 - You continuously look for opportunities to transform one-off customer work into reusable platform capabilities.
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Why You'll Love Working at WellBeam

- Competitive salary and equity participation
- Remote work with flexible working hours
- Monthly team dinners (if local to the SF Bay Area) and regular company-wide offsites
- Generous holidays and Paid Time Off
- Health, vision, and dental insurance options
- 401(k)

Compensation Range: \$120,000 - \$170,000

Interested?

Email recruitment@well-beam.com with the role title in the subject line. Please include a brief introduction and your resume.