EQUALITY HEALTH

Position Title:	**Clinical Data Analyst**
Reports To:	**Vice President, Analytics**
Division:	**Q Point**
Department:	**Analytics**
Classification:	**Exempt**
Revision Date:	**January 16, 2019**

Position Summary:

Equality Health is an Arizona-based population healthcare company focused on improving care delivery for underserved populations through culturally-sensitive programs that improve access, quality, and patient trust. Our mission is to ensure diverse populations receive quality healthcare that improves and enriches their lives. We have developed our product portfolio around centralized technology, services and network designs intended to organize a better healthcare delivery system for cultures that have struggle with integrating into the tradition one-size-fits-all U.S. healthcare system.

The Clinical Data Analyst is primarily responsible for analytical expertise to acquire, manage and manipulate for multiple business units. This individual will create meaningful reports and scorecards containing performance results, targets, benchmarks, opportunities, predictions and risks using complex data sources, programming, and statistical analysis.

Responsibilities:

- Ensure all data sharing and data flows meet HIPAA, security and minimum necessary standards; collaborate with IT security, Compliance and HR departments as needed
- Collaborate with business units, vendors and stakeholders to identify and meet data reporting needs related to clinical quality metrics
- Recommend systems and processes to collect and analyze data and identify opportunities to improve clinical outcomes
- Leverage knowledge and expertise of clinical metrics to develop, automate and implement dashboards and reports for multiple audiences using analysis tools such as SAS, SQL, SSIS, SSRS, Tableau, or other software
- Develop quality metric performance; validate data and processes to ensure accuracy, completeness, and consistency of data
- Investigate national and regional data and perform descriptive and analytic studies using basic statistical techniques
- Assist with the development of methods to monitor data integrity, accuracy and reliability including data standardization and governance
- Participate in second-level validation and sign off before data goes to production
- Maintain knowledge of current trends and issues within the healthcare industry including standards, regulations and best practices related to healthcare data
- Maintains a positive culture that embraces change and innovation

Required Knowledge, Education & Experience:

- Bachelor's degree in Computer Science, Statistics, Analytics, or a related field of study; or, an equivalent combination of education and/or experience
- Minimum four (4) years of work experience in a relevant data analytics role
- Demonstrated expertise with multiple healthcare data sources including claims, eligibility, pharmacy scripts, EMRs, and care coordination programs
- Understanding of industry coding and billing standards such as DRG, ICD, CPT, SNOMED, LOINC, HCPCS, Taxonomy, or NDC
- Fluency with multiple data management tools and visualization packages (e.g., Tableau, SAS VA, PowerBI, SQL, MS Power BI, Python)
- Advanced analytical skills with experience working in a data warehouse environment and the ability to work with large and disparate data from multiple sources and in multiple formats

Highly Preferred Skills, Abilities & Qualifications:

- Knowledge and understanding of the National Committee for Quality Assurance (NCQA), Health Plan Employer Data Information Set (HEDIS), Arizona Health Cost Containment System (AHCCCS) and Centers for Medicare and Medicaid Services (CMS) standards and reporting requirements
- Knowledge of payer, provider, and employer contracts including various financial and quality models
- Experience with data governance, data standards, quality assurance and integration tools such as DTS, SSIS or DataStage
- Successful record of managing multiple projects with effective prioritization and time management
- Excellent verbal, written and interpersonal communication skills
- Able to present complex technical concepts in a clear, concise manner to audiences with varying levels of technical understanding
- Demonstrate leadership ability and skills in critical thinking, analysis and systems thinking
- Ability to work independently and professionally in a rapidly-changing environment
- Demonstrated ability to handle highly sensitive and confidential information in compliance with Health Insurance Portability and Accountability Act (HIPAA), and company confidentiality policies and procedures