



**Title:** Data Quality and Integration Analyst  
**Reports To:** Vice President of Analytics  
**Department:** Analytics  
**Division:** Equality Health  
**Classification:** Exempt

**Position Summary:** Equality Health is an Arizona-based company focused on improving care delivery for disparate populations through culturally-sensitive programs that improve access, quality, and patient trust.

- The Data Quality and Integration Analyst will ensure data in the enterprise data warehouse, and reporting metrics throughout the company, adhere to quality policies and quality standards. This position is responsible for the data flow, integration, management, documentation, and support of data IO between enterprise business applications. This includes maintaining automated processes that are required to extract, transform, cleanse, load, and manage data to support various teams. The analyst will maintain transformation of multiple data types, such as XLSX, TXT, JSON, XML, SQL, CSV, and others into the data universe and document data flows, processes, file layouts, sources, standards, and perform Q/A on data and resolution of data issues. This role will assist the data governance committee to develop and execute data quality solutions to improve the companies data integrity.

### **Responsibilities:**

- Ensures all data sharing and data flows meet HIPAA, security, and minimum necessary standards (will collaborate with IT security, compliance and HR departments as needed)
- Assists with development of methods to monitor data integrity, accuracy and reliability including data standardization and governance
- Jointly develop Data Governance policies, assist with Data Governance Committee, and create, track and report data metrics and definitions for the committee
- Participates in second level validation and sign off before data goes to production
- Document areas of concern in data sets, such as missing/inconsistent data, that could pose a problem for team members attempting to use the data
- Collaborate with IT to ensure audits, logs, backups and recovery procedures are in place and occurring
- Ensure data integration services are consistently and reliably maintained
- Examines data models and determines best-fit data interchange methods
- Maps data, establishes interfaces, develops and modifies functions, programs, routines, and stored procedures to export, transform, and load data
- Perform data quality monitoring & measuring, root cause analysis, logical design, testing, reporting, and requirement gathering
- Promote data accountability, write technical data quality rules, monitor data quality results through a Data Quality Scorecard with targets
- Support data clean-up and reconciliation through root cause analysis (RCA) and coordination of production changes. RCA will require hands-on data analysis using SQL.
- Develops detail analysis to identify trends that need to be addressed from the quality perspective
- Document areas of concern in data sets, such as missing/inconsistent data, that could pose a problem for team members attempting to use the data

- Establishes data quality metrics and target goals by proactively engaging business areas. Prepares and executes profiling for data quality, including establishing baseline measures and continual monitoring to report metrics on data quality improvement.
- Perform detailed Data Analysis, Data Profiling, Data Cleansing, Data Reconciliation and Data Integrity using SQL, Shell scripts and other approved tools
- Maintains an up to date knowledge of current trends and issues in healthcare including standards, regulations, and best practices related to healthcare data
- Maintains a positive culture that embraces change and innovation

### **Skills and Qualifications:**

- Strong understanding of RDBMS concepts and must have excellent knowledge of writing SQL and interacting with RDBMS
- Fluency with multiple data management tools
- Comfortable programming/scripting and writing documentation
- Expertise with data formats such as XLS, TXT, CSV, XML, JSON
- Must understand data, data relationships at the table and attribute level
- Able to coordinate with both business and technology, ability to understand the details and suggest best practice solutions
- Knowledge of referential and large data formats and file structures
- Knowledge of databases, including big data technologies
- Working knowledge of and experience with quality assurance and quality improvement methodologies, techniques, tools and in implementing data quality principles and processes
- Working knowledge of and experience with data management, data warehousing, data modeling, data analysis, and statistics
- Experience with ETL and datastage
- Experience with index design and T-SQL performance tuning techniques Experience integrating data from structured and unstructured formats: flat files, XML, EDI, JSON, EXCEL
- Visualization packages like Tableau, SAS VA, PowerBI or other
- Must be able to manage multiple tasks/projects simultaneously
- Willingness to learn and share knowledge with others
- At least 3 years experience with Microsoft SQL Server 2012 and higher
- At least 3 years experience with Microsoft SQL Server Integration Services
- Intermediate knowledge of dimensional modeling and data warehousing
- Requires a Bachelor's degree in a related field, preferably in computer science, statistics, economics, mathematics, analytics, computer science, finance, accounting business or other quantitative / health care field. Five years of related work experience can be used in lieu of a bachelor's degree.

### **Other Preferred Skills/Qualities:**

- Knowledge of payer, provider, and employer contracts including various financial and quality models
- Understanding of US Healthcare including clinically integrated systems and provider networks
- Project Management skills and experience with JIRA
- Knowledge of integration tools: DTS, SSIS, Data stage, etc
- Experience with index design and T-SQL performance tuning techniques
- Ability to write SQL or other code
- Office 360 including Dynamics