



Position Title: Population Health Analyst
Reports To: Director, Population Health & Analytics
Division: Shared Services
Department: Population Health Analytics
Classification: Exempt
Revision Date: March 8, 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 Population Health Analyst is primarily responsible for providing analysis of data for the Equality Health provider network, including, but not limited to: claims data, hospital charges, costs of care, prescription rates, and lab and pharmacy usage. This individual will use data mining tools and techniques to present meaningful clinical, financial and operational information to project and monitor trends.

Responsibilities:

- Create and administer data queries using Excel and Access databases
- Contribute to the development and maintenance of quantitative analytics to support managed care and risk-based strategies
- Identify opportunities for financial performance through statistical analysis
- Provide quality assurance of imported data, supporting initiatives for data integrity and normalization
- Provide technical expertise on data storage structures, data mining, and data cleansing
- Create and develop comprehensive reports and reporting mechanisms to support financial operations; build and maintain dashboards as needed
- Create automated processes to load various data into SQL tables
- Research and identify issues to determine source of discrepancies; provide recommendations for error resolution
- Achieve and maintain expert knowledge of available benchmarking tools
- Provide input on provider payment patterns and related metrics
- Assist with the creation of presentations and publications, as needed

Required Knowledge, Education & Experience:

- Bachelor's degree in Computer Science, Data Science, Computer Engineering, Mathematics, or a related field of study; or, an equivalent combination of education and/or experience
- Minimum three (3) years of experience in data management or financial analysis; experience should include working with large data streams from multiple sources



- Demonstrated ability to develop, code and automate reports via SQL, Excel and Access
- Proven quantitative background in analytics
- Proficiency with Microsoft Office applications and web-based technologies

Highly Preferred Skills, Abilities & Qualifications:

- Able to draw out requirements from others and create solutions to problems that may not be well defined or articulated
- Strong project management experience; able to develop clearly defined plans of action including deliverables, milestones and a formal tracking process
- Excellent analytical skills, with strong attention to detail and exceptional follow-through
- Ability to exercise discretion, work independently, and adapt quickly to new systems
- Excellent written and interpersonal communication skills
- 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