



Position Title: Healthcare Analyst
Reports To: Senior Vice President, Analytics
Division: Shared Services
Department: Analytics
Classification: Exempt

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 Healthcare Analyst is primarily responsible for acquiring, managing, manipulating and analyzing data to create meaningful reports and dashboards that contain performance results, targets, benchmarks, opportunities, predictions and risks for all business units. This individual uses complex data sources, programming and statistical analysis to provide analytical expertise to further Equality Health’s strategic goals and objectives.

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 partners 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 healthcare metrics to develop and implement dashboards and reports for multiple audiences using analysis tools such as SAS, SQL, SSIS processes, Tableau, and other software
- Develop and produce peer 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 an up-to-date knowledge of current trends and issues in healthcare including standards and regulations related to quality performance
- Perform other job duties as requested
- Maintain a positive culture that embraces change and innovation

Required Knowledge, Education & Experience

- Bachelor's degree in Computer Science, Statistics, Economics, Mathematics, Analytics or related field of study; or, an equivalent combination of education and/or experience
- Minimum four (4) years of experience in a directly related position
- Expert knowledge of common query, analytic, and visualization tools such as SQL, SAS, R, Tableau, MS Power BI, SAS VA, Excel and other software
- 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
- Must be able to work in the U.S. without requiring sponsorship

Highly Preferred Skills, Abilities & Qualifications:

- Knowledge of payer, provider, and employer contracts including various financial and quality models
- Understanding of US healthcare including clinically integrated systems and provider networks
- Data governance, data standards, and data Q/A
- Knowledge of integration tools such as DTS, SSIS, Data Stage, etc.
- Knowledge 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
- Expertise with multiple healthcare data sources including claims, eligibility, pharmacy scripts, EMRs, and care coordination programs, activities and productivity
- Understanding of industry coding and billing standards such as DRG, ICD, CPT, SNOMED, LOINC, Taxonomy, NDC, and others
- Demonstrated project management skills
- Strong problem-solving skills with the ability to work independently and with diverse teams
- Willingness to learn and share knowledge with others
- Must be able to manage multiple tasks and projects simultaneously
- Excellent written and interpersonal communication skills and presentation skills
- Able to present complex technical concepts in a clear, concise manner to audiences with varying levels of technical understanding