Position Announcement

Senior Data Analyst

The California Health Care Safety Net Institute (SNI) is seeking an exceptional **Senior Data Analyst** to join our organization.

SNI in the non-profit performance improvement affiliate of the California Association of Public Hospitals and Health Systems (CAPH). CAPH is a non-profit trade association located in Oakland, California that represents 21 public hospital systems across California. CAPH provides legislative advocacy and leadership, strategy development, policy development and analysis related to the health care safety net and increasing access to health care for all Californians, with a special emphasis on health reform, coverage expansion, delivery system reform, and health system financing.

SNI provides strategic support to CAPH members as they continue to transform into high value, sustainable patient and family centered systems of care. Among other initiatives, SNI provides guidance to CAPH and members on the development and monitoring of the performance measures under the California 1115 Medicaid Waiver's Delivery System Reform Incentive Program (DSRIP), a $3.3 billion pay-for-performance program that is catalyzing change in our member systems. SNI is responsible for the analytics of members' performance data under DSRIP. SNI also plays a role in identifying system requirements for managing increasing financial risk in managed care environments, and helping members implement these elements for successful evolution. SNI is also involved in state and national performance measurement development efforts, and will be embarking on significant data integrity efforts in the coming year.

Directly reporting to the Director of Performance Measurement of the California Health Care Safety Net Institute (SNI), the **Senior Data Analyst** provides high level support on a variety of organizational analytic needs and key SNI projects/initiatives. The Senior Data Analyst will independently participate on CAPH and SNI teams as well as work with external partners and members from the California public healthcare systems in order to develop effective reporting and high data quality.

The ideal candidate understands and embraces the CAPH/SNI Values—passion for the mission of ensuring equal access to high quality health care for all, teamwork, and high performance as well as SNI goals with a genuine interest in health care and desire to learn more in order to effectively support quality improvement initiatives. This position is classified as exempt.

PRIMARY RESPONSIBLITIES

Under general accepted practices and limited supervision from the Director of Performance Measurement and/or Project Leaders, the Senior Data Analyst will be responsible for overseeing data quality, aggregating and analyzing datasets and developing actionable reports as a part of the Delivery System Reform Incentive Pool (DSRIP) program. These reports will serve key decision making process and support: 1) monitoring DSRIP progress across all participating public healthcare systems; 2) helping improve member success in achieving DSRIP milestones and quality improvement goals; and, 3) communication to external stakeholders.   Key responsibilities include but are not limited to the following:

- Conducts routine and complex analyses, creates data visualizations, and contributes to report development.
- Works with SNI staff to analyze and effectively present data on quality of care (clinical, operational, and patient experience) reported by California public healthcare systems. Serves as internal data and report expert to teams and management.
- Provides key support in developing and refining the Delivery System Reform Incentive Pool (DSRIP) database and web-based reporting form.
- Creates and maintains spreadsheets, databases, and regular reports for SNI staff
- Designs and runs analyses of SNI initiative impact using statistical tools and software.
- Performs tests to verify data integrity and communicate findings. Reconciles discrepancies and performs consistency checks of data.
- Provides a high level of customer orientation and responsiveness to members' staff as appropriate. Responds to technical inquiries related to clinical and operational DSRIP measures using excellent judgment on when to answer directly or refer questions to other more senior DSRIP team members.
- Serves as a technical measurement and data-related liaison between CAPH/SNI and State and Federal stakeholders.
- Participates in the research and development of quality metrics for public healthcare systems.
- Prepares data reports for presentations and meetings, including incorporating data into PowerPoint slides. May be responsible for presenting this data in meetings.
- Analyzes trends, highlights important findings and communicates these trends and findings to key staff and leadership.
- Participates on CAPH/SNI team projects as assigned.

KNOWLEDGE AND EXPERIENCE

The ideal candidate also possesses the following skills and attributes:

- BA/BS degree with a minimum of five years experience or master's degree with a minimum of two years experience in related field (e.g., health care administration, public health, epidemiology, biostatistics, health policy, economics, sociology).

- Strong quantitative data analysis expertise with state and national health-related datasets and data systems
- Experience with improvement science (including advanced analytic methods) and/or collaborative innovation strongly preferred
- Strong communication (oral and written), customer service, and facilitation skills, including translating data to non-data audiences; detail-oriented
- Excellent Microsoft software knowledge including advanced Excel, PowerPoint, , and Access skills.
- Passionate about the mission of supporting the successful delivery system transformation of the public health care safety net that serves vulnerable and diverse populations.
- Demonstrated ability to work independently and perform with little direct supervision.
- Strong initiative and superior productivity; ability to manage multiple tasks in an organized fashion.
- Conscientious approach to problem identification and resolution; ability to think creatively and innovatively.
- Strong sense of priorities and objectives; ability to anticipate needs, recommend options, and implement.

Salary is commensurate with experience and includes a competitive benefits package. Interested applicants should send a resume, a cover letter which must include salary requirements and at least three references via email. We will not be able to consider applications without this information.

Send applicant materials to:

Afiya Palmer, Human Resources Manager
apalmer@caph.org

CAPH is an Equal Opportunity Employer with a strong commitment to racial, cultural and ethnic diversity.   Persons of color are strongly encouraged to apply.