

Connecticut Hospital Association
JOB DESCRIPTION/POSTING

JOB TITLE: Senior Data Scientist

REPORTS TO: Senior Director, Performance Analytics

WHO YOU ARE:

- You are a data storyteller, able to not only analyze data, but interpret it and draw meaning from it to explain findings, measure progress, and understand the effect of health programs, policies, and interventions.
- You have a sixth sense when it comes to data – you can tell when something doesn't look right, when the data may be incomplete, or when results just don't pass your "gut check".
- You have the experience and scientific rigor to help us confidently prepare and present our findings and share them in public forums.
- You are naturally curious, you want to understand why, and you're not afraid to ask questions – both of people and of the data.
- You're not satisfied until you've double and triple checked your work.
- You are adept at sharing your knowledge of data and statistics with a non-technical audience and you feel comfortable taking the lead to introduce new techniques to the organization, such as machine learning and natural language processing.
- You look forward to being the subject matter expert and to teaching and mentoring others.
- You are a lifelong learner and you get excited about learning new things every day. At the same time, you're a team player and you're willing to take on work to support others on the team, acting as support or backup, in addition to driving your own work.

WHO WE ARE:

- We are passionately dedicated to the advancement of the health of individuals and communities in Connecticut.
- We lead, represent, and serve Connecticut hospitals and integrated health systems.
- We are a small but mighty not-for-profit organization, making a difference every day.
- We are a group of people that enjoy working closely together in a small organization where we are all dependent on each other, and where peer feedback is highly valued and part of everything we do.
- We are proud "data geeks" with deep experience in various health care disciplines, and we have created this new role to help take our analytics capabilities to the next level.

WHAT THE OPPORTUNITY LOOKS LIKE:

The Connecticut Hospital Association (CHA) seeks a Senior Data Scientist to work as part of a small team focused on developing business intelligence capabilities to support CHA members. We are searching for an individual who will bring their advanced data analytics skills and experience, their intellectual curiosity, and their high standards to CHA to collaborate with colleagues across the organization in support of utilization management, community health and health equity, advocacy, and quality and patient safety. The ChimeData team is the measurement and analytic arm of the Connecticut Hospital Association, and provides statewide business intelligence and data visualization capabilities to support internal and external stakeholders, and to help drive strategic initiatives and partnerships.

We are expanding our team to enable CHA to take advantage of rapidly expanding data sources and tools to provide value to Connecticut hospitals. The individual in this new role will design approaches to solve complex analytic challenges and develop and refine healthcare data analyses using large, complex databases in support of performance reporting and advanced analytics needs. This hand-on role will be responsible for analytic study design, data querying, statistical analysis, preparation of findings, and presentation of results. This work will be done in collaboration with others in the organization to incorporate all perspectives.

WHAT YOUR RESPONSIBILITIES INCLUDE:

1. Write queries to evaluate data; organize and summarize data; publish results and findings.
2. Develop business rules based on data exploration, and define algorithms and calculations to transform and enhance data.
3. Create data visualizations and infographics to convey information and help users derive meaning from data.
4. Synthesize complex data and use appropriate statistics to deliver information in a concise, meaningful way to successfully communicate to non-technical audiences.
5. Perform data cleaning and develop data definitions for specific populations, conditions, cohorts, and more.
6. Perform data exploration and investigation, contributing to the development of curated data sets. Identify relationships in data sets, determine key fields, and present findings independently.
7. Support the development of sophisticated analytic tools by documenting requirements, creating detailed specifications and mock-ups, and working with software developers to rapidly prototype, test, and revise business intelligence offerings.
8. Conduct data analysis to evaluate the impact of legislative and regulatory proposals and analyze trends affecting hospitals and healthcare organizations.
9. Provide training and support for member hospitals and other business partners.
10. Support ongoing data and reporting operations, and provide backup for other team members as needed.

WHAT YOUR QUALIFICATIONS AND EXPERIENCE INCLUDE:

1. A Master's degree is required for this role (MHA, MPH, or MS in fields such as data science, statistics, mathematics, economics, public health, or epidemiology) along with a minimum of 5 years of healthcare industry experience, preferably in a research, payer or provider setting.
2. Strong Excel, Microsoft Office and database skills are a must. Experience with one or more tools such as SQL, SAS, Alteryx, R or Python also required.
3. Ability to use Tableau, Qlik, or COGNOS to build data visualizations is a plus.
4. Mindset pre-disposed to effectively troubleshoot problems, identify defects in logic, and resolve data quality issues.
5. This individual should be a big picture thinker who is able to make connections, think critically, and grasp the significance of implications.
6. Strong verbal and written communications skills are key, along with attention to detail.
7. Familiarity with standard healthcare code sets (DRGs, CPT, HCPC, ICD-10, LOIC, etc.). Experience with electronic health record (EHR) data or Admit-Discharge-Transfer (ADT) data is a plus.
8. Experience using statistical methods (regression, factor analysis, odds ratios, etc.) to evaluate healthcare data is required; experience with big data, data modeling, machine learning and natural language processing (NLP) are also highly desirable.
9. Must be resourceful and possess the ability to investigate complex issues, synthesize quantitative and qualitative information, and research varied topics as needed.
10. Experience working in a team-oriented, collaborative environment with the ability to establish effective interpersonal relationships.

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