



JOB DESCRIPTION

Director, Health Care Analytics

Position Summary:

Under the direction of Vice President of Product Development and Outcomes, the Director of Health Care Analytics is responsible for the direction and oversight of analytics and reporting and research to support clinical, financial and client reporting, product development and business strategy.

Responsibilities:

1. Oversee analytical team in the extraction, aggregation and quality assurance of data from multiple sources in support of performing client reporting, operational reporting and quantitative analyses of utilization and health costs.
2. Direct the development and execution of analytical and/or research activities to provide senior leadership with information and tools for strategic decision making and planning, health care utilization and costs, affordability opportunities, reimbursement projects and issues, population health and clinical outcomes, provider patterns and variations, trends and forecasting, data and informatics needs, emerging technologies.
3. Research, identify, & implement new approaches and methods to facilitate medical cost management, alternative pricing strategies and benchmarks.
4. Provide best-in-class reporting and analytics to demonstrate the value of MedCost's products and services. Drive the continual development of "best practice" client consulting and analytics tools.
5. Provide employer clients with reporting, analytics, and consultation that is relevant and actionable.
6. Ensure consistency of approach related to analysis techniques, key findings, and the developments of client recommendations/opportunities.
7. Develop and prepare departmental scorecards & dashboards showing high level results and trends. Provide direct skills and lead a team of analysts in developing and preparing a consistent set of operational and member satisfaction reports/dashboards for leadership that reflect established services standards and metrics.
8. Collaborate with IT and business units to advance the company's reporting capabilities and improve accuracy of data.
9. Research outliers and identify root causes of issues identified in reports; will require understanding of overall business.
10. Maintain relationships with and provide reporting & analytical support to business units and support cross-functional projects.
11. Determine opportunities and identify solutions to improve capabilities and efficiency of reporting.
12. Effectively communicate workload prioritization and progress to all interested parties.
13. Hire, train, and develop all team members.



14. Contribute to a learning culture.
15. Participate in client discussions and effectively represent subject expertise
16. Educate account teams and sales leadership so that they better understand informatics capabilities and performance metrics and manage client needs/demands.
17. Other duties as assigned.

Requirements/Qualifications:

- Strong work ethic
- Integrity
- Strong leadership and mentoring skills and experience
- Strong analytical and problem-solving skills
- Strong attention to detail
- Ability to translate data into meaningful information in report or presentation formats
- Innovative/Creative
- Strong knowledge of managed care data reporting and analysis such as HEDIS, quality of care studies, benchmarking, predictive modeling and risk stratification, etc
- Ability to think strategically with appropriate level of detail analysis to plan and execute
- Ability to solve problems and drive issues or projects to conclusion
- Ability to work collaboratively across the organization
- Proactive—does not wait for things to happen—makes them happen
- Ability to effectively delegate
- Self-assured and results oriented
- Ability to work independently
- Excellent written and verbal communications skills
- Excellent organizational skills
- Customer oriented
- Experience with working with managed care enrollment and claims data

- 8 plus years in healthcare analytics/informatics and report development experience
- 3+ years' experience with analytics in data warehouse environment
- 5+ years' experience managing analytical teams
- Experience with advanced data visualization tools a plus