

UW HEALTH JOB DESCRIPTION

Analytics Consultant Senior

Job Code: 330006	FLSA Status: Exempt	Mgt. Approval: K. Nachman	Date: December 2023
Department: Enterprise Analytics		HR Approval: M. Grayson	Date: December 2023

JOB SUMMARY

The Analytics Consultant Senior is responsible for the design, development, and delivery of analytics solutions to clients across UW Health through a variety of analytic methods, tools, visualizations, and modeling techniques. This includes consulting with stakeholders to assess analytics needs, facilitating discussions, developing analytic solutions, and driving organizational change. Initiatives will be of significant complexity and risk. The Analytics Consultant Senior develops trusted advisor relationships with a variety of colleagues and stakeholders and coordinates analytic activities across the enterprise.

The Analytics Consultant Senior will support one or more areas including:

- Financial modeling, analysis, business planning and development, and revenue cycle performance measurement.
- Clinical workflow and electronic health record reporting and analyses, quality measurement, benchmarking and goal setting, and performance measurement analyses.
- Development of business intelligence, dashboards, visualizations, and data exploration tools such as Qlik dashboards.
- Advanced analytics including data science, predictive analytics, natural language processing, applied statistics, machine learning, deep learning, and other advanced techniques.

The Analytics Consultant Senior plays a leadership role within Enterprise Analytics, leads improvement teams to enhance performance of the department, and serves as a mentor to other Analytics Consultants. The Analytics Consultant Senior works closely with employees and leaders across UW Health and the UW School of Medicine and Public Health.

MAJOR RESPONSIBILITIES

Deliver Analytic Solutions

- Develop strong knowledge of assigned clinical and business areas. Learn the business processes, workflows, value streams, and key challenges. Develop a strong understanding of the patient-journey and perspective.
- Independently (with minimal oversight) develop and maintain trusted advisor relationships with business, clinical, and operational leaders at the senior leadership level and with external partners. Provide guidance for optimizing use of analytic capabilities and deliverables and prioritization based on strategic vision.
- Demonstrate knowledge of and skill with a variety of query tools (e.g. SQL, R, Python); analytic techniques; tools; platforms to analyze data from multiple sources to design, create, and maintain dashboards; business plans; forecasts; projections; presentations; models; algorithms; and statistical and financial analyses.
- Manage initiatives and projects of significant complexity and risk.
- Use knowledge of healthcare industry, market environment, clinical and business workflows, and activities to inform solution design and development to execute high-quality and differentiated solutions in an established problem space. Partner with application team colleagues and others as needed for end-to-end, not siloed, solutions.

Improve Processes and Standards

- Lead improvement in agility within UW Health Information Services.
- Lead improvement teams and projects, including Information Services-wide and Enterprise Analytics-specific.
- Lead the development and delivery of training relevant to area of expertise.

Effective Team Member

- Actively mentor and teach other colleagues (formally and informally) by contributing experience and insight to the team and to UW Health.
- Collaborate with Information Services colleagues to drive continuous improvement within UW Health Information Services.

Leadership

- Hold team-level responsibilities and lead the team in medium to large-scale projects.

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- Serve, where applicable, as the business relationship manager, delivery team leader, product manager or owner, or program leader for assigned areas and initiatives.

Technical leadership

- Continuously develop knowledge and understanding of the landscape of analytics applied in the business domain(s).
- Curate and optimize the analytics asset repository in the corresponding business domain(s) including leading retirement projects of out-of-date assets and exploring new analytics technologies to achieve efficiency and increase value delivered.

**ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENTLY
WITH THE UW HEALTH PERFORMANCE STANDARDS.**

JOB REQUIREMENTS

Education	Minimum	Associate degree in Healthcare, Information Technology, Business, Engineering, Data Science, or related field Two (2) years relevant work experience may be considered in lieu of degree
	Preferred	Bachelor's or Master's degree in in Healthcare, Information Technology, Business, Engineering, Data Science, or related field or related field
Work Experience	Minimum	<ul style="list-style-type: none"> • Demonstrated success creating trusted-advisor relationships • Demonstrated success leveraging complex and disparate data sources to generate actionable information • Demonstrated success creating complex analytic solutions such as reports, dashboards, and business plans • Demonstrated success identifying needs and requirements and ability to align and connect systems and solutions • Demonstrated success using quantitative and qualitative methods to identify opportunity • Demonstrated success teaching and mentoring
	Preferred	<ul style="list-style-type: none"> • Five (5) years of relevant data analysis or analytics experience in healthcare (provider or payor) • Three (3) years of experience using Epic Chronicles, Epic Registries, Epic Clarity and/or Epic Caboodle Data Warehouse • Project management experience, including agile methods • Healthcare subject matter expertise in a health system, academic medical center or health payer organization
Licenses & Certifications	Minimum	None
	Preferred	Epic certifications in any subject area
Required Skills, Knowledge, and Abilities		<p><u>Information Services Core Competencies:</u> Developing intermediate competency in the following areas:</p> <ul style="list-style-type: none"> • Leading highly empowered self-directed teams • Leading without direct authority <p>Intermediate competency at least three (3) of the following areas of leadership: leading with integrity, maintaining strategic orientation, business & financial acumen, championing innovation, managing execution, leading & developing people</p> <p>Intermediate competency in the following areas:</p> <ul style="list-style-type: none"> • Agile methodologies • Communication • Critical thinking • Lean management

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	<ul style="list-style-type: none"> • Mentoring and teaching • Technical leadership <p><u>Position Specific Competencies:</u> Emerging competency in business relationship management</p> <p>Advanced competency in at least two (2) and intermediate competency in at least five additional data and analytic competencies such as:</p> <ul style="list-style-type: none"> • Analysis and critical thinking skills • Analytics education/learning • Analytic methods and tools • Business intelligence • Data management • Data architecture • Data governance • Data querying • Metadata • Subject matter expertise in domains such as: <ul style="list-style-type: none"> ○ Cost accounting ○ Financial modeling/analysis ○ Quality measurement ○ Health outcomes ○ Social determinants of health ○ Hospital or ambulatory operations ○ Population health management ○ Patient satisfaction ○ Strategic planning ○ Labor and productivity analytics ○ Revenue cycle management ○ Survey design/development <p><u>Other Required Skills, Knowledge, Abilities:</u> Delivering Analytic Solutions:</p> <ul style="list-style-type: none"> • Multiple successful large analytics initiatives, with significant role in development and implementation. • Consistent demonstrated success in data-driven change management - from data story to implementing change. • Demonstrates professional maturity surrounding data access, data security, data sensitivity, and data confidentiality
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PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

	Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
X	<p>Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers, and small tools. Although a sedentary job is defined as one that involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally, and other sedentary criteria are met.</p>	Up to 10#	Negligible	Negligible

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	Light: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers, and small tools. Although a sedentary job is defined as one that involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally, and other sedentary criteria are met.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.