

UW HEALTH JOB DESCRIPTION

ANALYTICS CONSULTANT

Job Code: 330007	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 is responsible for the design, development, and delivery of analytics solutions to clients across UW Health leveraging 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. The Analytics Consultant works closely with a variety of colleagues and stakeholders coordinating analytic activities across the enterprise.

The Analytics Consultant 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.
- Advanced analytics including data science, predictive analytics, natural language processing, applied statistics, machine learning, deep learning, and other advanced techniques.

The Analytics Consultant works closely with employees and leaders across UW Health and the UW School of Medicine and Public Health.

MAJOR RESPONSIBILITIES

Deliver Analytic Solutions

Ensure successful delivery to support strategic planning and initiatives, improve organizational performance, and advance progress towards UW Health goals.

- Independently (with minimal oversight) develop and maintain trusted advisor relationships with business, clinical, and operations leaders. Provide guidance for optimizing use of analytic capabilities and deliverables.
- 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.
- Use knowledge of healthcare industry, market environment, clinical and business workflows, and activities to inform solution design and development to execute high-quality solutions to clear problems in an established problem space.

Improve Processes and Standards

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

Effective Team Member

- Collaborate with colleagues to drive continuous improvement within UW Health Information Services.
- Consistently demonstrate a high level of personal accountability and lead by example in following policies and procedures.
- Informally mentor other colleagues by contributing experience and insight to the team and to UW Health.

Leadership

- Hold team-level responsibilities and may lead the team for small to medium scale projects.

Technical leadership

- Curate and optimize the analytics asset repository.

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 Healthcare, Information Technology, Business, Engineering, Data Science, or related field
Work Experience	Minimum	<ul style="list-style-type: none"> • Demonstrated success applying relational thinking in writing and validating queries against multiple data sources

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		<ul style="list-style-type: none"> • Demonstrated success creating analytic solutions such as reports, dashboards, and business plans • Demonstrated success identifying needs and requirements for analytic solutions • Demonstrated success using quantitative and qualitative methods to identify opportunity
	Preferred	<ul style="list-style-type: none"> • Three (3) years of relevant data analysis or analytics experience in healthcare (provider or payor) • One (1) year 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
Licenses & Certifications	Minimum	None
	Preferred	Epic certifications in any subject area
Required Skills, Knowledge, and Abilities		<p><u>Information Services (IS) Core Competencies:</u></p> <p>Emerging competency in the following areas:</p> <ul style="list-style-type: none"> • Agile methodologies • Leadership including leads with integrity, maintains strategic orientation, demonstrates business & financial acumen, champions innovation, manages execution, leads & develops people • Lean management • Mentoring and teaching <p>Intermediate competency in the following areas:</p> <ul style="list-style-type: none"> • Communication • Critical thinking <p><u>Position Specific Competencies:</u></p> <p>Emerging competency in at least three (3) 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></p> <p>Delivering Analytics Solutions</p> <ul style="list-style-type: none"> • Demonstrates professional maturity surrounding data access, data security, data sensitivity, and data confidentiality • Demonstrated ability to initiate and follow through on complex projects, manage multiple tasks, and meet deadlines

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PHYSICAL REQUIREMENTS				
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>				
Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
X	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.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	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#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:				

Note: 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.