

## UW HEALTH JOB DESCRIPTION

### Data and Program Evaluator - Population Health

Job Code: 430029	FLSA Status: Exempt	Mgt. Approval: R. Lankton	Date: October 2023
Department: Population Health		HR Approval: M. Grayson	Date: October 2023

#### JOB SUMMARY

The Data and Program Evaluator in the Office of Population Health is responsible for leading the data collection, analysis, and evaluation efforts of all activities within Population Health. The Data and Program Evaluator will provide methodological expertise and project management for all evaluation activities in Population Health. The Evaluator will engage relevant stakeholders and facilitate evaluation processes to support the development, implementation, evaluation, and continuous improvement of Population Health programs and initiatives. The role requires research expertise, as well as strong engagement and outreach skills to build and maintain relationships with stakeholders both internal and external to UW Health.

#### MAJOR RESPONSIBILITIES

- Plan and implement the evaluation of Population Health programs and the Patient-Centered Outcomes Research Institute (PCORI) Health Systems Implementation Initiative (HSII).
- Create evaluation reports to share program results with internal and external stakeholders.
- Continuously advance expertise in data/analytics competencies and evaluation principles.
- Conduct literature reviews, prepare reports and materials, co-author publications, and disseminate information to appropriate entities.
- Collect and analyze increasingly complex evaluation data; conduct experiments, interviews, and focus groups; document results according to established policies and procedures including culturally responsive methods specific to local communities.
- Provide relevant and appropriate consultation to analytics clients such as oral and written presentations at meetings or to leadership.
- Develop and maintain trusted advisor relationships that may include guidance for optimizing use of analytic capabilities and deliverables, and prioritization based on strategic vision.
- Validate all work through reasonability checks, comparisons to historical results and benchmarks, end user validation processes, and other processes established by the team.
- Maintain understanding and knowledge of applications, reporting/analysis tools, and analytics strategy employed by UW Health.
- Train individuals and groups on evaluation protocols and techniques within a specialized content area.
- Develop and implement increasingly complex evaluation methodologies, procedures, and criteria.
- Review and edit protocols to ensure accuracy, thoroughness, and consistency.

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

#### JOB REQUIREMENTS

Education	Minimum	Bachelor's Degree in Population Health, Public Health, Informatics, Data Science, Sociology, Social Work, Human Ecology, or related field. Four years of relevant experience may be considered in lieu of a degree in addition to the experience listed below.
	Preferred	
Work Experience	Minimum	<ul style="list-style-type: none"> <li>• Evaluation development</li> <li>• Prior experience in writing SAS, SQL, or similar languages</li> <li>• Statistical or descriptive analyses using R or Python</li> </ul>
	Preferred	<ul style="list-style-type: none"> <li>• Epic Clarity in an SQL environment., Epic Chronicles, or Epic registry development</li> <li>• Performance measure development</li> <li>• Organization, analysis, and modeling of multiple unstructured data sources</li> <li>• Cost accounting and hospital operations analysis</li> <li>• Healthcare or business administration/development and strategic planning</li> <li>• Prior experience in an academic healthcare environment</li> </ul>
Licenses & Certifications	Minimum	None
	Preferred	Epic certification(s) in any subject area
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> <li>• Demonstrated professional maturity surrounding data access, data security, data sensitivity, and data confidentiality</li> <li>• Proficient verbal and written communication skills</li> <li>• Proficient interpersonal relations skills, ability to effectively collaborate with others, and work as part of a team</li> <li>• Able to navigate a large organization in order to accomplish results</li> </ul>

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	<ul style="list-style-type: none"> <li>• Ability to initiate and follow through on complex projects of both short and long-term duration</li> <li>• Proficient organizational and time management skills</li> <li>• Proficient analytical, critical thinking, and problem-solving skills</li> <li>• Able to work independently, assume responsibility for job development and training, research and resolve questions and problems, request leader input and keep leader informed</li> <li>• Complete projects of intermediate to substantial depth and complexity</li> <li>• Ability to work with individuals at many levels in the organization</li> <li>• Strong demonstrated learning aptitude and orientation</li> <li>• Ability to teach, mentor, and consult with others</li> <li>• Develop data/analytics competencies consistent with the role, and progress to capable or outstanding level in at least 5 competencies in domains including subject matter expertise, analytic methods and tools, business intelligence, data management, data architecture, analysis and critical thinking skills, data governance, analytics education/learning, ontology, and metadata</li> </ul>
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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
<b>X</b>	<b>Sedentary:</b> 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, which 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.	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>
	<b>Light:</b> 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.	<b>Up to 20#</b>	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
	<b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	<b>20-50#</b>	<b>10-25#</b>	<b>Negligible-10#</b>
	<b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>50-100#</b>	<b>25-50#</b>	<b>10-20#</b>
	<b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	<b>Over 100#</b>	<b>Over 50#</b>	<b>Over 20#</b>
List any other physical requirements or bona fide occupational qualifications:				

**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.