



cascade comprehensive care, inc.

Job Description

Job Title: Population Health Analyst
Department: Quality Management
Reports To: Director of Quality Management
FLSA Status: Exempt
Physical Strength: Light (L)

Prepared By: Smith
Prepared Date: April 2022
Approved By: Oksen
Approved Date: May 2022

SUMMARY

The Population Health Analyst will work closely with the Quality and Medical Management teams to identify best solutions to complex problems by providing accurate data and pertinent clinical and operational information to various stakeholders of the organization to support value-based care goals. This role includes evaluating the clinical and economic results of quality and utilization management interventions and analyzing the impacts of different care delivery pathways by performing the following duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES other duties as assigned...

1. Quantifies economic outcomes at both a population and individual level for targeted populations.
2. Evaluates the medical trends, cost trade-offs, and optimal target groups for different health intervention initiatives.
3. Understands, researches, analyzes, and interprets population health data to drive quantitative and actionable insights.
4. Writes precise documentation and produces effective presentations to assist leaders in making informed decisions.

JOB DUTIES

- Acts as a resource to the Chief Medical Officer and Director of Quality Management to support utilization management and quality initiatives.
- Conducts systematic literature reviews into health intervention effectiveness and regional cost implications.
- Presents findings from research to senior stakeholders to inform strategic decisions.
- Defines metrics and data collection strategies to inform clinical and medical cost understanding.
- Participates in strategic planning related to utilization and quality management.
- Aids in development and compilation of reports and dashboards from multiple data systems and sources.
- Participates in activities to identify and evaluate innovative solutions and best practices as they apply to utilization and quality management.
- Performs analysis of patient care, efficiency, clinical and financial data.



- Performs aggregation and reporting of data to effectively analyze and determine opportunities to improve outcomes and/or processes and overall value-based program performance.
- Assists in the monitoring, review, and revision of utilization and quality management policies and procedures.
- Prepares reports and visuals from medical, pharmacy, provider, clinical and claims data sources using SSRS, MS Excel, Tableau, Visio and/or others.
- Maintains confidentiality and complies with HIPAA rules and regulations.
- Maintains punctual, regular, and predictable attendance.
- Works collaboratively in a team environment with a spirit of cooperation.
- Displays excellent communication skills including presentation, persuasion, and negotiation skills required in working with members and coworkers, including the ability to communicate effectively and remain calm and courteous under pressure.
- Respectfully takes direction from manager.

SUPERVISORY RESPONSIBILITIES

This position does not have any supervisory responsibilities.

QUALIFICATIONS

Ability to perform essential job duties with or without reasonable accommodation and without posing a direct threat to safety or health of employee or others. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Bachelor's degree (B. A.) from four-year college or university and one to two years related experience and/or training; or equivalent combination of education and experience. Experience working in a hospital, ambulatory care, primary care, behavioral health, human service setting, or with a health plan is preferred. Experience in healthcare quality and a basic understanding of Medicaid and Medicare programs or other healthcare plans is preferred.

LANGUAGE SKILLS

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS

Ability to comprehend and apply principles of advanced calculus, modern algebra, and advanced statistical theory. Ability to work with concepts such as limits, rings, quadratic and differential equations, and proofs of theorems.

COMPUTER SKILLS

Job requires specialized computer skills. Must be adept at using various applications including database, spreadsheet, report writing, project management, graphics, word processing, presentation creation/editing, communicate by e-mail and use scheduling software.



REASONING ABILITY

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

CERTIFICATES, LICENSES, REGISTRATIONS

This position does not require and certificates, licenses, or registrations.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee must occasionally lift and/or move up to 25 pounds. While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle or feel and talk or hear. The employee is occasionally required to stand; walk; reach with hands and arms and stoop, kneel, crouch, or crawl.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate.
