



MONUMENT
HEALTH

JOB DESCRIPTION

JOB TITLE	Data Analyst
Effective Date	April 2023
Location	Grand Junction, CO

General Information

Status: FT, PT, or PRN	Full Time
Approximate hours per week	40
Salary Range	\$35,000-\$55,000
Position Reports to	Manager, Analytics and Reporting
Exempt / Non-Exempt	Exempt
Equal Pay Act Status: This salary range is based on singularly or in combination of the following categories: <ul style="list-style-type: none">• Seniority• Merit• Quantity/Quality• Geographic• Education, Training, or Experience (work related)• Travel Requirements	

Position Purpose (Summary)

We are looking for an individual who has a passion for technology, analytics and healthcare. This is a highly technical role with deep and meaningful connections to clinical operations, business operations, strategy, and process improvement. The role will focus on the following key areas:

Deep understanding of data and organizational information: The occupant of this role will be required to have a full and deep understanding of the processes and sources that generate information in the form of data for the organization. They will need to understand how we obtain or source data, the forms it takes, how it is manipulated or processed, where it is stored, how it can be used, and its strengths & limitations. This deep knowledge of our data is fundamental to success in all other areas of the role.

Metric development: Metrics are a natural extension of data. Monument Health uses metrics to measure the performance of our members, partners, and organization more generally. This role will be responsible to understand and demonstrate the principles of metric development (i.e. how metrics are calculated), understand why metrics are being calculated and how they relate back to the program or process being measured, manage the operational implementation of metrics via reporting, and be able to clearly and accurately explain metrics to a broad audience of stakeholders.

Data analysis: The data analyst role will have responsibility for conducting analyses using data which is informative, clear, and free from bias. In performing analyses, the analyst will need to be able obtain clarity on the question being posed, assess what data are available, develop a plan for analysis, select appropriate mathematical or statistical methods, perform analysis according to

outlined plans and following appropriate methods that accounts for variance, bias, confounding, modification, & other analysis pitfalls, develop summaries or visualizations, and clearly communicate conclusions inclusive of strengths and limitations.

Reporting: Developing metrics, performing analysis, and understanding data all result in collaterals in the form of one-off or ongoing reporting. The Data Analyst role will be responsible for developing reports for our internal team or for stakeholders & partners. In order to do this effectively they will need to develop a mastery of the aforementioned areas. They will also need to demonstrate the effective use of technology, tools and platforms for report development, selection of appropriate data visualizations, and effective layout to optimize user time, understanding, and experience. The Data Analysis role will also be responsible for the maintenance of reporting according to industry standards of optimization.

Process improvement: Monument Health places a high value on optimal use of resources via the principle of stewardship. This role will be responsible to identify opportunities to improve technical processes, build plans to address identified opportunities, and execute those plans. This role will be empowered to use a critical eye to identify how code, use of technical resources, algorithms, and reporting can be optimized and take necessary steps to achieve optimization goals.

Citizenship: The Data Analyst role will be required to operate according to Monument Health core values and help advance the mission and vision of Monument Health.

Essential Job Functions

- Compile, synthesize, and critically analyze clinical and other care-related information and data from a variety of sources in order to drive improvement in health outcomes, decrease cost and optimize the network.
- Use code and open-source technologies to analyze and report key metrics, answer business/clinical questions using principles of causal inference and optimize internal processes and tools.
- Present findings from analyses to stakeholders and colleagues using structured communication following critical internal review.
- Complete comprehensive data reviews and perform internal analysis to evaluate the completeness and accuracy of clinical and business data.
- Identify, use and teach new analytic and reporting technologies specific for the clinical and process analytics and reporting portfolio.
- Drive metric development from conception through implementation utilizing trends, key performance indicators, industry standards, evidence-based literature, etc.
- Manage clinical and process metric reporting using best demonstrated practices from analytic fields such as statistics, epidemiology, biostatistics, informatics, etc.
- Other job related duties as assigned.

Knowledge, Skills, Abilities, and Other Characteristics

- Entry-level healthcare experience or other experience having worked in a healthcare setting is preferred.
- Demonstrable experience in using code to critically analyze or solve a problem is preferred.
- Demonstrated analytic skills and aptitude for using open-source software and coding environments (e.g. Python, SQL, Jupyter, Atom, Apache Beam, Apache Airflow, etc.).
- Must be a highly-motivated, self-driven person who can learn quickly and be comfortable in a fast-paced, start-up environment where direct feedback is regularly provided.
- Must work well independently and on a team.
- Must be skilled in high-impact, business communication and demonstrate critical thinking skills.
- Must adopt and live the Monument Health core values.

Education and Certifications Requirements

Baccalaureate degree required.

Graduate degree preferred.

Training in a technical field (e.g. math, statistics, epidemiology, biostatistics, business analytics, data science) is preferred.

Monument Health Overview

Monument Health, LLC is a joint venture capitalized in 2015 and owned by St. Mary's Regional Medical Center (and SCL Health) and Primary Care Partners. Monument Health facilitates the largest and most comprehensive clinically integrated network (CIN) on Colorado's Western Slope and delivers high-impact population health services. The high performing integrated network and population health services allow for better, more coordinated care and cost containment.

Monument Health currently manages a network of 75,000 members across the Western Slope, which encompasses Commercial, Medicaid, CHP+, Medicare, Medicare Advantage, and Dual Special Needs (D-SNP) insurance plans. Monument Health is a co-branded commercial insurance product currently sold by Rocky Mountain Health Plans in Mesa and Delta counties on the Connect for Health Colorado insurance exchange. Self-funded employer groups may also utilize the Monument Health network and population health services on their TPA platforms. In addition, Monument Health offers contracting, data/analytics, population health and employee-based wellness programs and services.

Physical Aspects of the Job

Physical Activities

	Amount of Time			
	-1/3	1/3	2/3	2/3+
Stand	X			
Walk	X			
Push	X			
Pull	X			
Carry objects	X			
Crawl	X			
Squat	X			

Sit			X
Use fine motor skills	X		
Repetitive motion (wrist)			X
Reach with hands and arms	X		
Climb or balance	X		
Stoop, kneel, crouch	X		
Talk or hear			X
Taste or smell	X		
Using Telephone/Headset/Earbuds		X	
Using Computer, mouse, keyboard			X
Critical Thinking Skills			X

Lifting Requirements

	Amount of Time			
	-1/3	1/3	2/3	2/3+
Up to 10 lbs.				X
Up to 25 lbs.	X			
Up to 50 lbs.	X			
Up to 100 lbs.	X			
More than 100 lbs.	X			
Repetitive lifting	X			
Pushing, Pulling or Carrying	X			

Work Environment

The work environment is in an office environment.

	Amount of Time			
	-1/3	1/3	2/3	2/3+
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts	X			
Work in high, precarious places	X			
Fumes or airborne particles	X			
Toxic or caustic chemicals	X			
Outdoor weather conditions	X			
Risk of electrical shock	X			
Exposure to radiation	X			
Vibration	X			
Work in confined spaces	X			
Exposure to blood borne pathogens	X			

Vision Requirements

No special vision requirements.

Noise Level

Moderate noise (examples: business office with computers and printers, light traffic).

Interested candidates should send letter of interested and resume to Jennifer Cook at support@monumenthealth.net.