



Job Description

Job Title: Junior Healthcare Analyst
Department: Business Intelligence
FLSA: Exempt
Salary Range: TBD

Reports To: TBD
Last Revision Date: 06/2021
Approved By: Sean Leimbach

Summary:

Genuine Health Group is building a model for managing care delivery that embodies traditional values, promises reliability, and embraces flexibility and technology. Genuine leverages both proprietary and third-party analytics, a custom-developed CRM system, and cutting-edge business intelligence tools to improve quality of care, reduce healthcare costs, and increase patient and provider satisfaction. As a tech-forward healthcare organization, data analysis is central to Genuine's success. The Junior Healthcare Analyst is responsible for analyzing data across all departments and lines of business to track financial performance, monitor operational KPIs, and identify and develop key strategic initiatives. The Junior Healthcare Analyst will work closely with Senior Analysts to prepare and present analysis to department heads and senior management.

Essential Duties and Responsibilities:

- Develop and monitor deep-dive case-studies for Genuine's Monthly Insights meetings
- Produce and manage KPI reports for value-based agreements.
- Monitor cost and revenue trends for healthcare providers and identify underlying drivers of developing trends.
- Understand and analyze impacts of new program changes such as new benefits or new populations.
- Analyze new health plan contract opportunities.
- Respond to ad-hoc requests for analysis and provide analytic support to various stakeholders and departments.
- Pull data using Structured Query Language (SQL) code/Python (or similar programs) and create reports in Reporting Services, Tableau, PowerBI and/or Excel.
- Manage and organize meetings to discuss analysis requests, inform stakeholders of the latest financial trends, and monitor changes occurring in the provider community.
- Keep abreast of Medicare reforms, especially related the Medicare's Direct Contracting Program, and their impact on Genuine's performance.



Knowledge, Skills and Abilities

- Experience in supporting Network Management analytical requests.
- Experience in presenting analysis to internal and external stakeholders.
- Self-motivated, creative problem solver who can work independently and collaborate through strong communication and interpersonal skills.
- Strong project management experience and ability to handle multiple projects in a fast-paced environment.

Minimum Education and Experience

- Bachelor's degree from an accredited institution.
- Strong knowledge of statistics
- Healthcare analytics experience in Medicare risk adjustment preferred
- Work experience with SQL where you have created queries, pulled large data sets and performed data manipulations/analysis.
- Experience with MS Excel including working with large data sets, creating standardized reports, using and interpreting pivot tables and power pivot tables.
- Understanding of Medicaid and Medicare programs or other healthcare plans.
- Self-motivated, creative problem solver who can work independently and collaborate through strong communication and interpersonal skills.

Preferred Qualifications

- Bachelor's degree in Economics, Finance / Financial Engineering, Mathematics, Statistics or Computer Science from an accredited institution
- Experience within the healthcare industry (i.e. medical facilities, health insurance company, large physician practices, managed service organization, Accountable Care Organization, etc.)
- Experience with advanced analytical models (forecasting, machine-learning)
- Experience with Azure Analytics Platform (Azure SQL Data Warehouse, Azure Machine Learning Studio)
- Demonstrated understanding of key managed care concepts and provider reimbursement principles.
- Understanding of value-based arrangements
- Experience using Dashboard tools such as Tableau, PowerBI and/or Reporting Services.



Perks of Working With Us

- This position will have direct access to C-Level leadership
- 401k Matching Program
- Full Benefits: Health, Dental, & Vision
- Paid Time Off

Diversity, Equity, and Inclusion

We are passionate about creating an inclusive workplace that promotes and values diversity. Companies that are diverse in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and perspective are proven to be better companies. More importantly, creating an environment where everyone, from any background, can do their best work is the right thing to do. We look forward to interest in our roles from all walks of life.



Note: Nothing in this job specification restricts management’s right to assign or reassign duties and responsibilities to this job at any time. Critical features of this job are described under various headings above. They may be subject to change at any time due to reasonable accommodation or other reasons. The above statements are strictly intended to describe the general nature and level of the work being performed. They are not intended to be construed as a complete list of all responsibilities, duties, and skills required of employees in this position

I hereby accept these terms of employment as stated above.

Employee Name, Last Name

Employee Signature

Date