

Analyst Career Ladder in the Anderson Center for Health Systems Excellence. May 2011

Title	Minimum Qualifications	Preferred	Responsibilities
Analyst – Q&T	- Bachelors degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline - Two years of experience in analytics OR process/quality improvement	- Master's degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline - Experience meeting analytic needs in health care service delivery - Knowledge of statistical process control principles - Experience writing SQL queries - Experience in the health care industry - Experience in business intelligence tools	- Produce charts and reports. - Perform ad hoc analyses under the direction of a more senior analyst. - Respond to customer needs under the direction of a more senior analyst
Senior Analyst – Q&T	- Masters degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline PLUS two years of experience in analytics or process/quality improvement OR - Bachelors degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline PLUS six years of experience meeting analytic needs in health care service delivery or process/quality improvement	- PhD in statistics, biostatistics, epidemiology, quantitative analysis or related discipline - Five years of experience in health care service delivery - Knowledge of statistical process control principles - Experience writing SQL queries - Experience using electronic health data (claims, labs, pharmacy, electronic health records, etc) - Experience in business intelligence tools	- Operationalize, validate and produce baseline data for new measures - Help improvement teams identify opportunities for improvement, by analyzing data to demonstrate sources of successes and failures - Integrate the assistance of Consultant Analysts with expertise in a particular initiative that the Senior Analyst's team is tackling. - Technology development to achieve more efficient production of dashboards, charts and reports.
Lead Analyst – Q&T	- Masters degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline AND at least five years of experience meeting analytic needs in health care service delivery or process/quality improvement OR Bachelors degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline AND at least seven years of experience meeting analytic needs in health care service delivery or process/quality improvement. 6-8 Carnegie credits in statistical process control and/or measurement for quality improvement OR two years direct experience supporting initiatives in statistical process control and/or quality improvement - Two years direct experience coordinating the activities others (e.g. team leader, project manager, project director) OR two years direct experience teaching, consulting, mentoring, or other activities demonstrating promotion of others' skills and development.	- Experience in both health care service delivery and training/experience in statistical process control and/or quality improvement methodology - Masters degree in organizational sociology, industrial psychology, or related field. - Familiarity with electronic health record data - Programming skill in SAS, advanced Excel, SQL, Visual Basic, ACCESS, and/or Business Objects	- Perform all tasks required of Senior Analyst - Assume responsibility for ensuring that data/analytic/reporting needs of a cluster of customers are met. - Provide training and mentoring for junior analysts, within the Anderson Center, and directly employed by Divisions. - Serve as analytic liaison to cross-functional leadership/management teams - Serve on the Data/Analytics leadership team, and in this function, help prepare estimates for resources, balance existing resources against needs.

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Consultant – Q&T Analytics	• Masters degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline AND at least five years of experience in analytics or process/quality improvement, including at least one year of experience directly related to the initiative OR Bachelors degree in statistics, biostatistics, epidemiology, quantitative analysis or related discipline AND at least seven years of experience in analytics or process/quality improvement, including at least two years of experience directly related to the initiative. • MBA or equivalent (e.g. Master’s Degree in organizational sociology, industrial psychology) OR two years experience coordinating the activities others (e.g. team leader, project manager, project director)	• Related body of graduate coursework relevant to the initiative; PhD preferred. • Two or more years of experience applying theory to practice, in the area of the initiative • Knowledge of statistical process control principles • Experience in large health care delivery settings • Experience working with electronic health care data, including claims, EHR, laboratory, pharmacy, scheduling, etc.	• Perform all tasks required of Senior Analyst • Assume responsibility a particular strategic initiative area, where responsibilities include: ○ Be the direct analytic contact for the initiative’s clinical leader. ○ Help the initiative’s clinical leader develop new measures ○ Provide initiative-related expert advice and support to senior analysts working with customers seeking to improve measures related to the initiative at the micro level. ○ Maintain current knowledge of methodological developments related to the initiative.

