JOB CODE	
BAND	
FLSA	
JOB FAMILY	

POSITION DESCRIPTION

POSITION TITLE: **OUTCOMES MANAGER**
DEPARTMENT: **Anderson Center**
SUPERVISOR'S TITLE: **Sr. Director, Outcome Systems**
TITLES SUPERVISED: **N/A**
TOTAL NUMBER OF FTE'S DIRECTLY SUPERVISED: 0
TOTAL NUMBER OF FTE'S INDIRECTLY SUPERVISED: 0

PURPOSE OF POSITION: To develop and implement clinical and functional condition-specific health outcome measures for clinical divisions using EpicCare Ambulatory System. Coordinate development of outcome definitions and reports to enable clinical divisions and patient care units to establish the capability to measure and improve outcomes of care. Facilitate achievement of desired outcomes in concert with HPCE leadership.

REQUIRED SKILLS: Excellent verbal, written and interpersonal communication skills. Demonstrated team facilitation skills; a track record of success in organizational, analytical, project management and consultative activities. Possess analytical capability sufficient to evaluate data and make judgments/recommendations. Demonstrate independent work initiative and professionalism. Demonstrate ability to lead and execute multiple, complex projects (multi-tasking) with a focus on high-quality work products, meeting deadlines, and economy of effort.

QUALIFICATIONS:

Required:
- Masters degree in Health Services Administration/Research or in a related field
- 5 years experience in academic healthcare outcome measurement development
- 5 years experience leading project implementation and managing research protocols
- Working knowledge of EpicCare System

Preferred:
- Operational and administrative leadership experience within a complex academic medical center
- 5-7 years experience in data management, analysis, measurement definitions, identification of data variables and managing clinical information systems
- 3-5 years of experience with outcome measurement development using EpicCare System

MAJOR DUTIES AND RESPONSIBILITIES
1. **Evidence Based-Care Measures:** Work with Evidence Program Administrators to provide leadership and education in the creation of evidence-based care guidelines and recommendations. Work with HPCE faculty and division leaders to resolve issues that challenge the implementation of evidence care protocols. Develop and implement evidence-based condition specific outcome measures in all ambulatory divisions. Provide leadership to ensure quality patient care outcomes and ensure results of strategic outcome improvement priorities.
2. **Measurement Development:** Precisely and accurately write Operational Definitions for outcome measures and specify their component data variables, effectively communicate these to clinicians, data analysts and application specialists. Develop data dictionaries to build custom Epic screens (flowsheets) for clinical data collection. Develop, monitor, and revise operational definitions and data specifications to achieve robust outcome measures, which include specifications for data analysts, application specialists, and clinical end users. Initiate and develop collaborations with division clinical teams, quality improvement teams, BMI analysts, and IS EpicCare to leverage learning and standardize analysis/reporting for evidence-based outcomes measures.
3. **Analysis/Reporting:** Work with senior decision analyst to ensure integrity and quality of clinical data abstraction and electronic data entry through ongoing quality monitoring. Identify and document areas for clarification and improvement, provide re-education for improvements identified. Provide leadership and analytical support to

divisional constituents to develop QI Dashboards, improve the reliability of data capture and demonstrate improvement in condition-specific outcomes measured.

4. **Strategic Initiatives Alignment:** Work with HPCE Leadership to ensure that condition-specific outcome measure development process is in-line with CCHMC strategic plan: Develop and embed condition specific standardized measures to improve outcomes for 100 diseases and complex disorders. Optimize the use of the EpicCare System to improve outcomes and achieve best in class outcomes for 20 high priority diseases and disorders.