Job Description

Position Title: Senior Health Information Technologist

The Network for Regional Healthcare Improvement (NRHI) is a national leader in transforming U.S. healthcare. NRHI Regional Collaborative members are pioneering creative solutions to improve healthcare quality and costs in communities which cover 40% of the US population. Regional Collaboratives' work includes performance measurement, payment and delivery system reform, training and assistance in performance improvement, and patient education and engagement. NRHI provides the strategic direction and structure to facilitate learning, sharing, and consensus building on the fundamental changes needed in healthcare payment systems.

Position Summary

The Senior Health Information Technologist will play a key role in the design of a new national data infrastructure to promote meaningful transparency in US healthcare. The person in this senior position will be a lead contributor to the analysis and development of best practices in data management, aggregation and interoperability, public reporting and use of quality and cost data for population health improvement to incorporate into a new national data infrastructure for transparency. The newly created Center for Healthcare Transparency expects its federated approach to national data will enable the production and publication of meaningful information on healthcare costs and quality for 50% of the US population by 2020.

As a content expert in the use of claims and clinical data, HIT, health care transformation, and the work of Regional Health Improvement Collaboratives (RHICs), the Technologist will be a functional expert and advisor across the NRHI membership and with external leaders, providing technical assistance when needed. This leader will also be working with the Center for Healthcare Transparency and NRHI Boards, senior federal policymakers, and national organizations including national health plans, regional Data and Analytics Directors, and others.

Specific project objectives include:

- Understanding regional capabilities to aggregate claims and clinical data for performance measurement and reporting;
- Identifying/validating existing barriers to using regional entities for calculating and reporting clinical quality and cost measures including barriers related to data access, interoperability and integration; program and measure alignment; structure and governance;
- Informing how data and transport standards, HIT certification and CQM testing tools can address eCQM validity and reporting from providers and regional entities;
- Understanding most effective ways to integrate claims and clinical data for purposes of performance measurement and reporting;
- Identifying/comparing most reliable and scalable ways to calculate and report measures across certified EHR implementations and regional intermediaries (Medicare QEs, Qualified Data Registries (QDRs), HIEs, etc.);

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- Defining shared responsibilities across HIT vendors, providers/clinicians, intermediaries (QEs, HIEs, QDRs), payers and HIT certification bodies with respect to data capture, integrity, standardization, measure validity and reliability;
- Developing potential joint solutions leveraging regional capabilities to meet national policy priorities;
- Identifying how a scaled data infrastructure would meet the needs of calculating and reporting new transformational measures for episodes of care and measures at the clinician, group and population level; and
- Developing implementation plans for scaling regional data infrastructure to serve providers and payers that reach 50% of population by 2020 and identifying a process to develop capacity in regions where it does not currently exist.

Strong candidates for this role will have at least ten years' experience in health-related complex data analysis, including experience working with healthcare claims and clinical data, and HIT, an understanding of the mechanics of health care cost, spending and payment, and experience with health care contracting. He or she will have demonstrated excellent communication and collaboration skills and have had experience in large project facilitation and oversight within the healthcare quality and cost arena. The Senior Health Information Technologist will report to the VP of Data Analytics and Measurement.

Responsibilities
- Inform consensus for national best practice on data management, integration, analysis and use of performance information to improve healthcare.
- Synthesize information from diverse stakeholders to determine data and reporting needs and translate to options for further investigation and decision making.
- Design and/or test novel analytic approaches using data systems to produce quality and cost metrics that address organizational areas of focus and result in actionable data that can produce real change in quality and affordability.
- Identify potential technical and implementation issues and work with the project team, staff analysts and vendors to avoid barriers, resolve issues and create new approaches.
- Provide technical assistance to regional data centers and innovative data pilots.
- Develop technical documents and summary reports related to data systems needed to support quality, cost and utilization measurement, including technical specifications, issue briefs, and write-ups of technical items for committee and/or Board consideration.
- Present complex and controversial findings and information to a wide variety of audiences.
- Inform and share best practice on data, interoperability and interconnectivity for effective use for population health improvement.
- Staff national committees of technical experts and senior federal officials.
- Work directly with national health plans and health systems on data collection and aggregation
- Work with medical groups as necessary to answer questions and assist with technical issues.
- Help keep partners informed of activities and solicit feedback.

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Requirements:

Healthcare Quality and Cost Experience and Analytical Skills

- At least ten years' experience in health-related complex data analysis and deep understanding of the issues related to healthcare cost and quality measurement
- Knowledge of clinical and administrative health data systems, vendors and the general health information technology marketplace
- Demonstrated understanding of the NCQA, NQF, HEDIS and other healthcare reporting metrics in use by providers and payers
- Demonstrated understanding of the mechanics of health care cost, spending and payment.
- Familiarity with the evolving dynamics between healthcare providers, consumers, payers, and purchasers and the changes in the healthcare payment marketplace such as Value-based purchasing initiatives, Accountable Care Organizations, Bundled Payment, Pay for Performance, etc.
- Familiarity with federal HIT policy, including Meaningful Use with preference given to candidates with direct experience with the HIT Policy and/or Standards Committees.
- Excellent analytic and critical reasoning skills.
- Ability to look at situations from several points of view.
- Experience
    - Developing and executing analysis plans for varied projects utilizing data from large multi-payer claims databases and/or clinical data
    - Overseeing complex multidisciplinary projects that involve both quantitative and qualitative data collection
    - Conducting data analysis related to quality, cost, and utilization reporting
    - Designing methods for extracting, analyzing and delivering data in user-friendly formats
    - Working with healthcare financial data, including claims and eligibility data sets
    - Providing effective support to multiple sites at various stages of development with multipayer claims databases and/or clinical data systems.
- The ideal candidate will also have experience:
    - Integrating claims and clinical data and/or patient experience data
    - Developing and testing data standards
    - Collecting and managing primary data
    - Overseeing quality control for in-house or vendor data

Communication Skills:

- Demonstrated ability to communicate effectively in a variety of venues. Collaboration with senior federal officials and prominent national organizations, such as the Robert Wood Johnson Foundation (RWJF), the National Quality Forum (NQF), American Medical Association (AMA), and policymakers and direct work with physicians and employers require superior professionalism and written and verbal communication skills.
- Ability to communicate and explain complex and potentially controversial technical information to wide variety of audiences.
- Persuasiveness with details and facts, with demonstrated ability to challenge and debate issues of importance to the organization.

Organizational Skills:

- Superior organizational and project management skills to coordinate and implement a variety of concurrent tasks across multiple organizations and summarize key metrics to report status of projects to key stakeholders.
- Excellent interpersonal skills, with an open and collaborative work style and commitment to get the job done.
- Experience in large project facilitation and oversight within the healthcare quality and cost arena preferred

Other requirements:

- Bachelor's degree from a recognized college or university with a major study in business administration, healthcare, management, or similar fields, advanced degree strongly preferred.
- Willingness to travel throughout the US.
- Demonstrated commitment to the mission of improved health and healthcare.
- Demonstrated commitment to high professional ethical standards.
- High comfort level working in a diverse environment.

In summary, the ideal candidate will combine extensive technical expertise in the healthcare arena with a wide range of leadership skills. This person must be confident, well organized, and comfortable working in a fast paced environment with a high level of professionalism. Confidentiality is a fundamental characteristic, as well as exceptional written and verbal communication skills, strong decision making ability and sharp attention to details. Demonstrated ability to effectively handle problems quickly and efficiently is also essential.

Ideally the Senior Health Information Technologist will work from NRHI's waterfront office in Portland, Maine, but remote arrangements will be considered for the right candidate.

To apply, please submit cover letter and resume to Barbara Dacko at bdacko@nrhi.org