

Curative wants to change the view on what a health plan can be. We created a health plan reinvented for a world that is built around whole-person affordable preventive care featuring more benefits. \$0 copays and \$0 deductibles when members complete the Baseline Visit within 120 days of enrollment into the Plan. The Population Health Team is responsible for driving improved health outcomes, leveraging a data-first mindset to help our members achieve their optimal health well-being. As a part of Curative's Population Health team, we are seeking an experienced and dynamic Healthcare Data Analyst to understand what our data means, where it is lacking, and how it can be modeled to make it available for analysis and visualization. You'll then deliver data insights, query and produce reporting, and utilize business intelligence solutions to help us take greater care of our members. The data that you model and analyze will be used by multiple work teams in our department and will be used across the company to monitor the health of our members. You will harness all available data both clinical and non-clinical data, and translate this data into insights that can inform and help the Population Health team achieve goals around improved member experience, reducing the cost of care, and improving the efficiency of healthcare delivery. It's an exciting and fast paced job with a strong and experienced leadership team to help guide you, and you'll engage directly with stakeholders to help frame business problems, and participate in recommending analytical frameworks to address those problems and deliver high quality / high impact solutions.

Essential Functions

- Experience and knowledge building queries in SQL - writing queries, importing data, creating tables and views in environments such as Snowflake, MS SQL server, Azure Databricks
- Strong experience with analytical/visualization tools such as Looker, Tableau, Power BI is required
- Analyze structured and unstructured data to uncover patterns and trends in claim utilization and clinical diagnoses and help establish causality/identify the root causes and recommend solutions on how to improve those claim trends
- Build complex data sets linking data to enable analytics
- Use statistics and modeling to identify causes/drivers in claim volume, claim costs, and member experience metrics
- Build reports and dashboards to empower stakeholder decision making
- Perform data mining to obtain insights from member clinical

dataCompetenciesExcellent verbal and written communication abilities to clearly explain and articulate business ideas in small group settings and large group settingsWork both independently and collaboratively with business stakeholders to analyze our data and turn it into useful and actionable reports, insights, and recommendations to help achieve our strategic business objectivesProficiency in business intelligence tools (Looker, Tableau, Power BI), strong experience in working with and querying data from various cloud-based data warehouses and data lakes - Snowflake, Oracle, AWS, Google Cloud)

Work EnvironmentThis job operates in a remote environment with the need to have a reliable internet and phone connectionMust have a quiet place, secure, with no distractions to perform duties for work from homeMust have password protected, stable internet access - stipend will be providedWork location MUST be secure and private to maintain HIPAA compliance for work from homeOffice equipment will be supplied including: PC, monitor, keyboard, mouse, headsetWhile performing the duties of this Job, the employee is regularly required to sit; use hands to handle or feel; talk; and hear. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Position Type/Expected Hours Of WorkYou'll take on challenging work, but you can be located anywhere in the continental U.S. This is a full-time salaried position. Typical work hours are Monday through Friday, 8:00 AM to 5:00 PM local time with flexibility as neededto support different time zones. Our headquarters are in Austin, TX so we often operate on Central Time.

TravelMinimal business travel is expected (less than 10% of the time) typically for two annual leadership offsite meetings

Required Education And ExperienceBachelor's degree in statistics, computer science, analytics, finance, mathematics, quantitative social science, or related quantitative or healthcare field is required4 years of experience in healthcare, analytics, IT and/or in the finance industry to include provider payment methodologies, complex provider contracts, medical coding, clinical editing, analytic driven healthcare pricing transparency initiatives or equivalent experience required. Preferred Education And ExperienceExperience working in a health plan2 years of experience leading analytics projects involving cross-functional teams including

business operations and IT required. Knowledge of medical terminology, clinical billing terms, medical claims billing payment cycle and revenue cycle management

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.