Healthcare Data Scientist (Remote - US-Based)

USA

Product Development – Engineering / Full-Time / Remote

Join us to Improve Health Equity for 5 Million People!

CareMessage is the Health Equity engine of the United States. Our mission is to leverage technology to improve health equity for people from low socioeconomic backgrounds, with a core focus on the safety-net organizations that serve them best: federally qualified health centers (FQHCs), free and charitable clinics, Indian Health Service (IHS) health facilities and Native American-focused health centers. The CareMessage platform allows healthcare organizations to communicate with patients at scale, prompting patients to action via technology-enabled solutions designed to increase access to care, improve clinical outcomes and address social drivers of health.

Nationally, CareMessage is proud to work with over 400 customers in 43 states. Since 2013, safety-net organizations have leveraged CareMessage to reach over 17 million low-income patients with over 350 million text messages.

Founded in 2012 at Stanford University, CareMessage has raised over $35 million from Google.org, William K. Bowes Jr. Foundation, Pershing Square Foundation, Y Combinator, Schmidt Futures, Twilio.org, Direct Relief, Biogen, and many more.

CareMessage is seeking a talented and experienced Healthcare Data Scientist, mid-career (L2) or Senior (L3) to join our dynamic team. As a Data Scientist specializing in healthcare, you will have the opportunity to work on cutting-edge projects that leverage data to drive insights and innovation in clinical outcomes,

increased access to care, and improvements in Social Determinants of Health for individuals from low socio-economic backgrounds.

As a Data Scientist at CareMessage, you will play a crucial role using your business acumen, analytical, statistical, and programming skills to collect, mine, clean, model, interpret, analyze, and present data to drive insights and improve decision-making processes. As a key strategic investment for the company and its products, you will work on highly impactful and visible outcomes. This is an opportunity to be at the forefront of spurring insight and innovation through the use of data to drive strategic decision-making throughout CareMessage. The goal of this team is to enable us to tell the "data story" of a patient's interactions with CareMessage and help us interpret insights that will allow us to make measurable and scalable improvements in access to care, clinical outcomes, and social determinants of health for the populations we support.

You will work closely with a multidisciplinary agile team to identify questions, design experiments, clean data, build and test models, interpret results, visualize, and present data for high-end analytics solutions. These solutions will generate insights from the organization's connected data and enable data-driven decision-making capabilities and actions.

This is an exceptional opportunity for someone with a passion for data science and a desire to make a significant social impact.

If you share our mission-driven commitment and take pride in contributing to our goal of advancing health equity for individuals of low socio-economic status nationwide, we would love to hear from you.

Note: Due to the nature of this role we are only accepting US-based candidates. At this time, we are not able to sponsor work visas. Applicants must be authorized to work in the United States on a full-time basis without sponsorship.

Requirements

- Proven experience as a Data Scientist with a focus on healthcare data analysis and modeling.
- 3 - 8 years of experience in two or more programming languages such as SQL, Python, Scala, Java or R, and familiarity with data manipulation and visualization libraries/tools.

- 3 - 8 years of experience in Statistical analysis, Data Modeling, Data Extraction, Data Mining, and Data Manipulation.

- Solid understanding of machine learning techniques (e.g., regression, classification, clustering) and experience applying them to healthcare data.

- Hands-on experience with healthcare data standards (e.g., HL7, FHIR), electronic health records (EHR) and other healthcare data sources.

- Excellent problem-solving and analytical skills, with the ability to communicate complex data insights in a clear and accessible manner to stakeholders with varying levels of technical expertise.

- The ability to identify key challenges, formulate data-driven solutions, and work with diverse stakeholders to implement those solutions.

- Experience in working with sensitive patient data while ensuring compliance and data security.

- A passion for using data science to drive positive change and make a meaningful difference in people's lives.

- Strong people skills, specifically in collaboration and teamwork.

- High level of curiosity, creativity, technical vision, and problem-solving capabilities; have a customer-first and learner's mindset, and value teaching others.

- Familiarity with big data tools and platforms

Job Responsibilities

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Data Analysis and Model Development:

- Utilize advanced statistical and machine learning techniques to analyze healthcare data sets and extract actionable insights.

- Develop predictive models and algorithms to identify trends, patterns, and correlations in healthcare data.

- Evaluate and validate model performance using appropriate metrics and methodologies.

- Lead ongoing tracking and monitoring of performance of decision systems and statistical models.

- Develop ETL (extract, transform, load) specifications to go from raw data to research-ready datasets

Cross-Functional Collaboration and Strategy:

- Collaborate cross-functionally with stakeholders and leadership to design and implement data-driven solutions that address complex healthcare challenges.

- Develop and drive adoption of enterprise-wide analytics to support strategic execution using prescriptive and predictive analytics with a focus on Healthcare access, Healthcare outcomes, and SDoH domains.

- Engage and enable team members to access analytics to facilitate faster data-driven decision-making wherever and whenever they need it.

Data Integration and External Data Analysis:

- Analyze and incorporate external data sets that may augment the power of CareMessage internal data such as social determinants of health data, claims data, environmental data, outcomes data.

Communication and Insights:

- Interpret complex data analyses by applying findings to contextual settings; and developing insights, reports, and presentations telling a compelling story to stakeholders to enable and influence decision-making.

Continuous Improvement and Learning:

- Stay updated with the latest advancements in data science, healthcare analytics, and regulatory requirements to ensure compliance and relevance.

- Job shadow other functional areas to learn from domain experts.

Within 1 Month You'll:

- Gain a foundational understanding of our product, customers and patients.

- Meet key internal stakeholders and begin to understand policies and protocols.

- Establish rapport with existing Engineers across various product teams.

- Build out basic understanding of existing data.

Within 3 Months You'll:

- Gain a strong understanding of our technical environment and identify areas for growth in our processes, systems and/or tooling for data analysis.

- Develop ETL specifications in conjunction with a Data Engineer to allow the implementation of a data pipeline to create a research-ready dataset.

- Work with a business unit to create at two or more reports to facilitate faster data-driven decision-making.

Within 6 Months You'll:

- Have a deep understanding of the product platform, our data needs and work in conjunction with management to refine the plan to meet our long term data goals.

- Utilize Data Science skills to generate a set of actionable insights for a functional area.

- Analyze and incorporate health outcomes data to augment CareMessage telemetry data to illustrate improvements in patient health by usage of the CareMessage platform.

$155,000 - $167,000 a year

Compensation Details

This role is currently set at a Mid (L2) or Senior (L3) Level Data Scientist, equivalent to someone who has held two or more data science roles with related experience in analytics/statistics for multiple years and is extremely proficient in their craft.

Our salary allocation for this role is $155,000 or $167,000 based on career level determined during the interview process.

Note: If you don't fit this description perfectly (in particular, if you come from an under-represented group) but have held multiple Data Science roles in the past, please apply!

We believe in equal work for equal pay. All team members performing the same role at the same level are paid the same regardless of where they are in the world.

Working at CareMessage

We take care of our employees by offering competitive salaries and benefits packages. We ensure our team feels cared for so that we, in turn, can help support our safety net organizations and underserved populations.

We compensate fairly and equitably

Flexible work hours; fully remote team

We believe in equal work for equal pay: all team members performing the same role at the same level are paid similarly, regardless of where they are in the world

Paid parental leave for biological and adopted children

We give you time off to thrive

Half-day Fridays, every Friday

18 paid company holidays, including a one week mid-year and one week end-of-year break

9 wellness days to be used for self-care- or anything that comes up in life

15 days of PTO

1-month (20 working days) paid sabbatical after the 4-year anniversary, and every 4 years thereafter

We support your health, wellness, and growth

Generous medical, dental, and vision insurance for employees and their families

Health Savings Accounts and Flexible Spending Accounts

401k retirement plan

Short & long-term disability insurance

$100 per employee yearly wellness budget, with flexibility to spend on physical, emotional, and mental wellness resources

PerkSpot: Instant access to discounts on products & services from hundreds of vendors

Annual budget for professional and personal development (webinars, online courses, books, and more)

Volunteerism incorporated in onboarding and encouraged on an ongoing basis