## **About the job**

Become a part of our caring community and help us put health first  
  
The Enterprise AI organization at Humana is a pioneering force, driving AI innovation across our Insurance and CenterWell business segments. By collaborating with world-leading experts, we are at the forefront of delivering cutting-edge AI technologies for improving care quality and experience of millions of consumers. We are actively seeking top talent to develop robust and reusable AI modules and pipelines, ensuring adherence to best practices in accountable AI for effective risk management and measurement. Join us in shaping the future of healthcare through AI excellence.  
  
The Director of Data Science is responsible for spearheading the development and implementation of AI and machine learning solutions to drive business strategy, foster business growth, and enhance operational efficiency. This role involves managing a team of data scientists and collaborating with various departments, including data engineering, product, and business leaders. The Director will help identify opportunities for AI applications, oversee the design, development, and deployment of AI models and algorithms, and ensure the successful integration of AI technologies into existing workflows.  
  
This position is crucial in shaping the direction of Humana’s AI capabilities, providing thought leadership, and ensuring the responsible development and application of AI.  
  
Key Responsibilities  
  
Strategic Leadership:

* Bring Humana’s AI and data science strategy to life, by helping align initiatives with business objectives, and identifying opportunities to leverage AI.

AI Model Development

* Lead the design, development, and deployment of AI and machine learning models and algorithms.
* Oversee the development, training, and deployment of advanced AI and machine learning models, including Generative AI, supervised and unsupervised learning, deep learning, reinforcement learning, and natural language processing.

Team Leadership And Development

* Mentor a team of data scientists and engineers.
* Foster a collaborative and innovative work environment and mentor team members to reach their full potential.
* Establish best practice routines and processes to ensure the efficient creation of high-quality AI systems.

Cross-Functional Collaboration

* Collaborate with cross-functional teams to identify opportunities for AI applications.
* Work closely with engineering, product, and business teams to ensure AI solutions are integrated into products and services effectively. Translate technical concepts into actionable business strategies.

Integration And Performance Monitoring

* Ensure the successful integration of AI technologies into existing workflows.
* Monitor and evaluate the performance of AI models and algorithms.
* Develop metrics to track the performance of AI models in production.
* Regularly report on key AI initiatives, model success, and business outcomes to senior leadership.

Ethics And Responsible AI

* Ensure that AI applications adhere to principles of fairness, safety, privacy, transparency, and accountability.

Advanced Analytics

* Champion advanced analytics and identify opportunities for further application of advanced analytics.
* Stay up to date with the latest advancements in AI and machine learning technologies.

Required Qualifications

Use your skills to make an impact

* Master’s or PhD degree in Computer Science
* Over 10 years of professional experience in AI and machine learning.
* 5 or more years of leadership experience.
* Demonstrated experience in leading AI and machine learning projects.
* Demonstrated operational experience (e.g. experience building, deploying, managing, and operating AI models in production)
* Strong analytical and problem-solving abilities.
* Excellent communication skills and executive presence.
* Ability to lead in matrixed structure and work collaboratively with various departments and stakeholders.

Preferred Qualifications

* PhD in Computer Science
* Deep expertise of advanced AI and machine learning techniques and methodologies.
* Experience in a leadership role within an AI or data science team.
* Proven track record in operationalizing AI at scale for a big enterprise

Additional Information

Location/Work Style: Remote US

Why Humana?

At Humana, We Know Your Well-being Is Important To You, And It’s Important To Us Too. That’s Why We’re Committed To Making Resources Available To You That Will Enable You To Become Happier, Healthier, And More Productive In All Areas Of Your Life. Just To Name a Few

* Work-Life Balance
* Generous PTO package
* Health benefits effective day 1
* Annual Incentive Plan
* 401K - Excellent company match
* Well-being program
* Paid Volunteer Time Off

If you share our passion for helping people, we likely have the right place for you at Humana.

Work at Home Guidance

To Ensure Home Or Hybrid Home/Office Associates’ Ability To Work Effectively, The Self-provided Internet Service Of Home Or Hybrid Home/Office Associates Must Meet The Following Criteria

* At minimum, a download speed of 25 Mbps and an upload speed of 10 Mbps is recommended; wireless, wired cable or DSL connection is suggested
* Satellite, cellular and microwave connection can be used only if approved by leadership
* Associates who live and work from Home in the state of California, Illinois, Montana, or South Dakota will be provided a bi-weekly payment for their internet expense.
* Humana will provide Home or Hybrid Home/Office associates with telephone equipment appropriate to meet the business requirements for their position/job.
* Work from a dedicated space lacking ongoing interruptions to protect member PHI / HIPAA information

SSN Alert Statement

Humana values personal identity protection. Please be aware that applicants may be asked to provide their Social Security Number, if it is not already on file. When required, an email will be sent from Humana@myworkday.com with instructions on how to add the information into your official application on Humana’s secure website.

Scheduled Weekly Hours

40

Pay Range

The compensation range below reflects a good faith estimate of starting base pay for full time (40 hours per week) employment at the time of posting. The pay range may be higher or lower based on geographic location and individual pay will vary based on demonstrated job related skills, knowledge, experience, education, certifications, etc.

$172,200 - $236,900 per year

This job is eligible for a bonus incentive plan. This incentive opportunity is based upon company and/or individual performance.

Description Of Benefits

Humana, Inc. and its affiliated subsidiaries (collectively, “Humana”) offers competitive benefits that support whole-person well-being. Associate benefits are designed to encourage personal wellness and smart healthcare decisions for you and your family while also knowing your life extends outside of work. Among our benefits, Humana provides medical, dental and vision benefits, 401(k) retirement savings plan, time off (including paid time off, company and personal holidays, volunteer time off, paid parental and caregiver leave), short-term and long-term disability, life insurance and many other opportunities.

Application Deadline: 02-13-2025

About Us

Humana Inc. (NYSE: HUM) is committed to putting health first – for our teammates, our customers and our company. Through our Humana insurance services and CenterWell healthcare services, we make it easier for the millions of people we serve to achieve their best health – delivering the care and service they need, when they need it. These efforts are leading to a better quality of life for people with Medicare, Medicaid, families, individuals, military service personnel, and communities at large.

Equal Opportunity Employer

It is the policy of Humana not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or veteran status. It is also the policy of Humana to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.