## **About the job**

Bring your heart to CVS Health. Every one of us at CVS Health shares a single, clear purpose: Bringing our heart to every moment of your health. This purpose guides our commitment to deliver enhanced human-centric health care for a rapidly changing world. Anchored in our brand — with heart at its center — our purpose sends a personal message that how we deliver our services is just as important as what we deliver.  
  
Our Heart At Work Behaviors™ support this purpose. We want everyone who works at CVS Health to feel empowered by the role they play in transforming our culture and accelerating our ability to innovate and deliver solutions to make health care more personal, convenient and affordable.  
  
Position Summary  
  
CVS Health is seeking an experienced analytics leader to join our Clinical Data Science team as the Lead Director, Data Science. This role is crucial in leveraging CVS Health’s extensive clinical data to enhance health outcomes across various business lines and use cases. The successful candidate will be responsible for leading a team to design, develop, implement, and support advanced analytics solutions. The Lead Director will play a pivotal role in transforming clinical data into actionable insights, improving patient care capabilities, optimizing healthcare operations, and driving evidence-based decision-making.  
  
What You’ll Do

* Direct and mentor a team of data scientists, fostering a culture of innovation and collaboration to drive business value and insights through data science initiatives.
* Partner with stakeholders across the organization, including executives, clinicians, and business teams, to align data science efforts with business strategy and identify opportunities for data-driven solutions.
* Guide the design, development, validation, and implementation of analytics solutions that address complex business challenges, ensuring they effectively support decision-making processes and anticipate outcomes.
* Champion the use of advanced techniques, such as natural language processing (NLP) and large language models (LLMs), to extract actionable insights from unstructured clinical data, while overseeing the team’s execution of these initiatives.
* Lead the strategic development of the clinical data feature store, facilitating the efficient adoption of future use cases and enhancing the organization’s data capabilities.
* Oversee the exploration, validation, and interpretation of large datasets, ensuring the application of advanced statistical and mathematical approaches to derive meaningful insights.
* Drive the end-to-end development of analytics solutions, from defining problem statements to overseeing the deployment of models into production, ensuring alignment with organizational goals.
* Ensure the creation of impactful dashboards and data visualizations that effectively communicate analysis results and support strategic decision-making across the organization.
* Oversee the documentation of project details, including problem statements, business outcomes, and deployment instructions, to ensure knowledge transfer and continuity.
* Develop and lead presentations and consultations for existing and prospective stakeholders, articulating analytics opportunities, results, and strategic solutions.
* Provide technical coaching and professional development opportunities for data scientists, enhancing their skills and capabilities to meet organizational needs.
* Foster a team culture that prioritizes innovation, collaboration, and continuous improvement, encouraging team members to share ideas and best practices.

Required Qualifications

* 10+ years of total business experience in analytics or data science.
* 7+ years of experience solving analytics problems using advanced statistics, machine learning, and mathematical algorithms.
* 5+ years of experience leading analytics projects from concept to delivery, coordinating across diverse stakeholder groups.
* 5+ years of people management experience with a proven track record of leading highly effective and engaged teams.
* 5+ years' experience building analytics solutions to solve business problems in the healthcare domain.
* 5+ years' experience handling multiple, complex projects in a deadline-driven environment.
* 5+ years' experience anticipating and preventing roadblocks throughout a project lifecycle and driving resolution/mitigation.
* 5+ years' experience with statistical concepts and advanced analytic techniques, such as regression, tree-based non-linear models, time series analysis, and deep learning.
* 5+ years' experience using natural language processing (NLP), large language models (LLMs), and Generative AI (Gen AI) to extract insights from text data.
* 5+ years' experience with Python and SQL.

Preferred Qualifications

* Experience using clinical data from EMR systems.
* Proficiency with Google Cloud Platform (GCP) tools, including BigQuery, Vertex AI, DataProc, and Cloud Composer.
* Strong analytical and problem-solving skills.
* Highly self-motivated and attentive to detail.
* Excellent written and verbal communication skills, including the ability to present complex ideas to various audiences.

Education

* Bachelor’s degree or equivalent work experience in Mathematics, Statistics, Computer Science, Business Analytics, Economics, Physics, Engineering, or a related discipline.
* Master’s degree preferred.

Pay Range

The Typical Pay Range For This Role Is

$144,200.00 - $288,400.00

This pay range represents the base hourly rate or base annual full-time salary for all positions in the job grade within which this position falls. The actual base salary offer will depend on a variety of factors including experience, education, geography and other relevant factors. This position is eligible for a CVS Health bonus, commission or short-term incentive program in addition to the base pay range listed above. This position also includes an award target in the company’s equity award program.

In addition to your compensation, enjoy the rewards of an organization that puts our heart into caring for our colleagues and our communities. The Company offers a full range of medical, dental, and vision benefits. Eligible employees may enroll in the Company’s 401(k) retirement savings plan, and an Employee Stock Purchase Plan is also available for eligible employees. The Company provides a fully-paid term life insurance plan to eligible employees, and short-term and long term disability benefits. CVS Health also offers numerous well-being programs, education assistance, free development courses, a CVS store discount, and discount programs with participating partners. As for time off, Company employees enjoy Paid Time Off (“PTO”) or vacation pay, as well as paid holidays throughout the calendar year. Number of paid holidays, sick time and other time off are provided consistent with relevant state law and Company policies.

For more detailed information on available benefits, please visit [Benefits | CVS Health](https://jobs.cvshealth.com/us/en/benefits)

We anticipate the application window for this opening will close on: 03/01/2025

Qualified applicants with arrest or conviction records will be considered for employment in accordance with all federal, state and local laws.