About Blue Cross

Blue Cross and Blue Shield of Minnesota is one of the most recognized and trusted health care brands in the world with 2.5 million members. We’re committed to reinventing health care to improve health for our members and the community. We hope you'll join us.

How is this Role Important to Our Work?

This position works across the Enterprise to evaluate programs, identify areas of opportunities to build process efficiencies, innovate and contribute using sophisticated analytics and data science. The position will handle sophisticated data and information to provide meaningful results, which influence strategic decision-making at Blue Cross. Responsibilities include understanding sophisticated business requirements, data management and stewardship for a variety of sophisticated data sources, data analysis and the application of sophisticated analytical techniques, and building predictive models to bring value for the organization and evaluate health programs' outcomes.

A Day In The Life

* Take lead on evaluation and data science projects to craft and implement appropriate methods, models and experiments from end to end, including data ingestion and preparation, analysis, modeling, feature engineering, model deployment, performance tracking and documentation.
* Work with business partners to convert ambiguous business problems in clear evaluation and/or data science/ML specifications. Use contextual eye for business to convert analysis findings and model predictions/results into impactful insights and provide practical mentorship on risks and limitations.
* Collaborate with clinical, population health and sustainability business partners to identify and support key performance indicator development, monitoring and reporting for program evaluation.
* Lead-by-example junior data scientists and analysts around program evaluation and mature data science practices e.g., enlightening logic models, readable code, detailed documentation, comprehensive experimentation.
* Drive conversations with product managers, data engineers, and subject matter authorities to ship new models, algorithms and improvements continuously and collaboratively into production.
* Write narrative documents for model specification and performance analysis to communicate findings and recommendations to teammates, collaborators and executive leadership.

Nice To Have

* Bachelor's degree.
* Experience with health care data
* Experience with SAS, SQL, R, Python
* Experience with public health program evaluation
* Experience with AWS tools
* Experience with version control (for example Git Version Control system)

Required Skills & Experience

* 5+ years of related professional experience. All proven experience including work, education, transferable skills, and military experience will be considered.
* Hands-on experience in analytics and data science (specific areas of interest include classification/regression, unsupervised learning, time-series/sequence models, NLP, explainability methods, deep learning).
* Proven validated proficiency in data science tools such as Python, R, Spark, SQL.
* Experience implementing predictive algorithms and associated statistical analysis/inference in a data science/ML workflow manipulating both structured and unstructured data.
* Experience crafting and presenting highly technical results to a diverse audience.
* Comfortable working as part of a team and taking the lead.

Role Designation

Teleworker

Role designation definition: Teleworking is working full time remote. Hybrid is a combination of working onsite and remotely. Onsite is full-time onsite.

Make a difference

Blue Cross is an Equal Opportunity and Affirmative Action employer that values diversity. All qualified applicants will receive consideration for employment without regard to, and will not be discriminated against based on race, color, creed, religion, sex, national origin, genetic information, marital status, status with regard to public assistance, disability, age, veteran status, sexual orientation, gender identity, gender expression, or any other legally protected characteristic.

Reasonable Accommodation for Job Seekers with a Disability: If you require reasonable accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please direct your inquiries to talent.acquisition@bluecrossmn.com.

All roles require a high school diploma (or equivalency) and legal authorization to work in the U.S.

Blue Cross® and Blue Shield® of Minnesota and Blue Plus® are nonprofit independent licensees of the Blue Cross and Blue Shield Association.