

**Outcomes Analyst
Job Family Grid**

	Associate Level (level # 1 of job family)	Staff Level (level # 2 of job family)	Senior Level (level # 3 of job family)	Consultant Level (level # 4 of job family)
Job / Role (that differentiates one level from another)	The Outcomes Analyst (Associate Level) is responsible for a small number of different projects, generally within a defined clinical program. These projects will be narrow in scope and complexity.	The Outcomes Analyst (Staff Level) is responsible for a number of different projects, generally within a defined clinical program and / or moderately complex projects that overlap between clinical programs.	The Outcomes Analyst (Senior Level) may manage projects or oversee programs that overlap between clinical several areas and / or moderately complex clinical programs.	The Outcomes Analyst (Consultant Level) will manage multiple projects or oversee multiple and or highly complex programs that overlap between clinical areas.
Minimum Qualifications				
Education	Master's degree in math, statistics, computer science or related field, with training in quantitative and qualitative analysis and research methods, or Bachelor's degree and equivalent experience.	Master's degree in math, statistics, computer science or related field with training in quantitative and qualitative analysis and research methods.	Master's degree in math, statistics, computer science or related field with training in quantitative and qualitative analysis and research methods.	Master's degree in math, statistics, computer science or related field (Ph.D. preferred) with training in quantitative and qualitative analysis and research methods.
Experience	One or more year of progressive, outcome oriented experience. Strong analytical, writing, and verbal skills required. Experience in ambulatory and hospital setting is preferred.	two or more years progressive, outcome oriented experience in the healthcare setting and awareness of national issues in the healthcare industry. Strong analytical, writing, and verbal skills required. Experience in ambulatory and hospital setting is preferred.	Five or more years progressive, outcome oriented experience in the healthcare setting and awareness of national issues in the healthcare industry. Strong analytical, writing, and verbal skills required. Experience in ambulatory and hospital setting is preferred.	Eight or more years progressive, outcome oriented experience in the healthcare setting and awareness of national issues in the healthcare industry. Strong analytical, writing, and verbal skills required. Experience in ambulatory and hospital setting is preferred.
Skills	Possess a working knowledge of quality improvement principles, theory, study design and statistical modeling. Experience with statistical software systems such as SAS, SPSS, Statit, etc., and the ability to apply a working knowledge of Structural Query Language (SQL) and relational database implementation and theory. Excellent interpersonal skills to foster collaborative partnerships using a team approach to span traditional boundaries within a health care setting. Must be highly motivated with a positive attitude and high degree of flexibility in a rapidly changing environment. Ability to demonstrate strong critical thinking skill through work history. Ability to deal with highly sensitive and confidential material and adhere to data security and confidentiality protocols and procedures.	Demonstrated success in the development, analysis, interpretation, and management of a variety of complex data sources to include all facets of decision support/financial reporting, clinical disease state outcome tracking, clinical data, and health plan related profiling/reporting. Possess a working knowledge of quality improvement principles, theory, study design and statistical modeling. Experience with statistical software systems such as SAS, SPSS, Statit, etc., and the ability to apply a working knowledge of Structural Query Language (SQL) and relational database implementation and theory. Excellent interpersonal skills to foster collaborative partnerships using a team approach to span traditional boundaries within a health care setting. Must be highly motivated with a positive attitude and high degree of flexibility in a rapidly changing environment. Ability to demonstrate strong critical thinking skill through work history. Ability to deal with highly sensitive and confidential material and adhere to data security and confidentiality protocols and procedures.	Demonstrated success in the development, analysis, interpretation, and management of a variety of complex data sources to include all facets of decision support/financial reporting, clinical disease state outcome tracking, clinical data, and health plan related profiling/reporting. Possess a high level of knowledge of quality improvement principles, theory, study design and statistical modeling. Significant experience with statistical software systems such as SAS, SPSS, Statit, etc., and the ability to apply a working knowledge of Structural Query Language (SQL) and relational database implementation and theory. Excellent interpersonal skills to foster collaborative partnerships using a team approach to span traditional boundaries within a health care setting. Must be highly motivated with a positive attitude and high degree of flexibility in a rapidly changing environment. Ability to demonstrate strong critical thinking skill through work history. Strong organizational skills and experience in project management. Must also have strong communication skills enabling effective communication with clinicians	Demonstrated success in the development, analysis, interpretation, and management of a variety of complex data sources to include all facets of decision support/financial reporting, clinical disease state outcome tracking, clinical data, and health plan related profiling/reporting. Possess an expert level of knowledge of quality improvement principles, theory, study design and statistical modeling. Significant experience with statistical software systems such as SAS, SPSS, Statit, etc., and the ability to apply a working knowledge of Structural Query Language (SQL) and relational database implementation and theory. Excellent interpersonal skills to foster collaborative partnerships using a team approach to span traditional boundaries within a health care setting. Must be highly motivated with a positive attitude and high degree of flexibility in a rapidly changing environment. Ability to demonstrate strong critical thinking skill through work history. Strong organizational skills and experience in project management. Must also have strong communication sk
Professional Certification(s)	Preferred	Preferred	Preferred	Preferred