



# Position Description

## / Our Values

- We value life
- We make every conversation count
- We will find a better way, today
- We make the complicated simple

<b>Position Title</b>	Value Based Health Care Data Analyst
<b>Position Number</b>	
<b>Band / Job Group</b>	JG 5
<b>Division</b>	<p><b>Strategy, Sectors and Research</b></p> <p>Our vision is to provide the strategic framework to achieve world leading outcomes for Victorians who have been impacted by road trauma. We do this by establishing trusted partnerships with clients, stakeholders and providers of healthcare and disability services to deliver safe, quality care to support Victorians to get their lives back on track. This is underpinned by evidence based research to ensure we deliver outcomes and value for the Victorian community.</p>
<b>Branch</b>	VBHC Implementation
<b>Location</b>	Geelong
<b>Reports To</b>	VBHC Senior Project Lead
<b>Number of Direct Reports</b>	Nil
<b>Working with Children</b>	Is a Working with Children check required for this position? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Financial Delegation</b>	Nil
<b>Job Purpose</b>	<p>As part of the Transport Accident Commission's new multidisciplinary Value Based Health Care Implementation team, the Value Based Health Care Data Analyst is responsible for undertaking advanced statistical analyses of data from a variety of sources including claims, injury, billing, health and clinical data.</p> <p>Your analyses and interpretation will enable evaluation of provider performance, identify trends and opportunities for service improvement, as well as provide an evidence base to inform policy change and benchmark provider performance. This role will support the Value Based Health Care transition process that will result in improved outcomes for Victorian's impacted by road trauma.</p>

## KEY ACCOUNTABILITIES

- 1) Work closely with the VBHC Implementation team to identify and deliver on data requirements to enable the achievement of project objectives.
- 2) Conduct analysis and reporting of claims, injury, billing, health and clinical data to provide insight into provider performance and develop reporting to track performance against relevant key performance indicators
- 3) Provide advanced statistical analysis including multi-variate modelling (logistical regression, mixed models, factor analysis, cluster analysis, etc.) of large, complex data sets
- 4) Develop Proof of Concept solutions in a fast and effective way, using appropriate techniques and software
- 5) Analyse clinical outcome data to support the team in peer review and reducing variation in the system
- 6) Provide detailed analysis, statistical information utilising your translation and communication capabilities to deliver key information in a non-technical manner
- 7) Draw upon your health sector experience and public health sector knowledge to formulate and deliver evidenced-based advice based upon your analyses.
- 8) Build and sustain strong relationships within the Strategy, Sectors and Research Division and across the broader organisation, with stakeholders such as Business Intelligence and Data Science.
- 9) Demonstrate advanced analytical and problem solving skills, with attention to detail and process rigor
- 10) An ability to prioritise competing requirements across programs of work so that key stakeholders are clear on priorities and timelines



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### Organisational Responsibilities

As defined by the Occupational Health and Safety Act 2004 - Victoria employees of TAC are to take reasonable care to ensure their own safety, not place others at risk by any act or omission, follow safe work procedures, report hazards and injuries and cooperate with the employer to meet work health safety obligations.

Role model all TAC Leadership Model capabilities and behaviours; Adapt & Learn, Embrace Accountability, Cultivate Partnerships, Empower Others, Exercise Judgment, Deliver Outcomes, Shape Strategy & Direction and Lead Transformation.

Participate in identification and development of initiatives, risks, changes, recommendations and implementation of appropriate work practices, policies and guidelines to improve efficiency and/or effectiveness of work.

## KEY SELECTION CRITERIA

### Relevant Qualifications, Work Experience & Specialised Knowledge

- 1) A tertiary qualification in a quantitative discipline (e.g. Mathematics, Statistic, Health Economics, Epidemiology, Public Health, Health Information Management or equivalent).
- 2) Demonstrated experience conducting statistical analyses and health data interpretation with large, complex data sets using a range of methodologies, software packages, programming languages and data visualisation tools such as SAS, SQL, Qlik, R, Power BI, for the manipulation, modelling, analysis and reporting of information.
- 3) Preference for 3+ years of experience in a Healthcare industry or insurance setting.
- 4) Strong problem solving, statistical and conceptual skills including demonstrated ability to translate health and transactional data and provide actionable insights and meaningful recommendations to improve performance and outcomes from purchased health care and contribute to the development of processes and procedures to improve the value of health care purchased.
- 5) Excellent interpersonal, communication and stakeholder management skills with demonstrated experience in explaining complex data and models to technical and non-technical colleagues.
- 6) Experience in developing performance reporting for the purpose of tracking progress towards key performance indicators
- 7) Experience collaborating with others to create information that directly informs efforts to improve health care data collections including their strengths and limitations.
- 8) Demonstrated ability to prioritise workloads, manage time and collaborate with a diverse range of stakeholders to support and deliver a portfolio of projects

### Capabilities

**Cultivate Partnerships:** Communicates and presents complex and abstract ideas in a clear, succinct and understandable way, suitable to the audience

**Deliver Outcomes:** Demonstrates thoughtful consideration for balancing achievement of different goals when delivering results

**Embrace Accountability:** Confronts tough challenges quickly, confidently and directly and supports others to do the same

**Exercise Judgment:** Makes sound and timely decisions based on analysis, experience and judgment, without assistance when appropriate

**Exercise Judgment:** Undertakes objective analysis and draws accurate conclusions based on evidence

**Shape Strategy and Direction:** Demonstrates current organisational awareness, actively looking for recent developments that may impact on own business area

**Shape Strategy and Direction:** Sets work tasks that align with the operational goals, drawing links from these to strategic objectives for others