



## Data Scientist

### **SALARY INFO:**

Starting Salary: \$75,000

Pay Grade: L

### **AGENCY SUMMARY:**

The Georgia Department of Community Health (DCH) is one of Georgia's four health agencies serving the state's growing population of almost 10 million people. DCH serves as the lead agency for Medicaid, oversees the State Health Benefit Plan (SHBP), and includes Healthcare Facility Regulation, impacting one in four Georgians. Through effective planning, purchasing and oversight, DCH provides access to affordable, quality health care to millions of Georgians, including some of the state's most vulnerable and under-served populations. Six enterprise offices support the work of the agency's four program divisions. DCH employees are based in Atlanta, Cordele and across the state.

### **JOB SUMMARY:**

The **Office of Analytics and Program Improvement** promotes the adoption of data driven business decisions by providing quality data services which support the Department's data management, analytics, and administrative simplification efforts. The Office is also responsible for the operations and maintenance of the Department's internal data warehouse, Enterprise Analytics Solution for Everyone (EASE).

Under broad supervision, the **Data Scientist** examines questions which need answering and identifies where to find the related data. Uses business acumen and analytical skills to mine, clean and present data. Performs complex statistical, financial, or operational data analysis and reporting in support of management decision making in functional area. Identifies trends, discrepancies, and variances to improve the efficiency and effectiveness of Department operations and performance. May partner with other divisions, outside agencies, and vendors to address business issues and exercises various latitudes of independent judgment.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

1. Mines and extracts usable data from valuable data sources.
2. Sources, manages, and analyzes large amounts of unstructured and structured data.
3. Enhances data collection procedures to include all relevant information for developing analytic processes.
4. Processes, cleanses, and validates the integrity of data to be used for analysis.
5. Analyzes large amounts of information to find patterns and solutions to known issues.
6. Develops algorithms to support the analytics maturity model for descriptive, diagnostic, predictive and prescriptive analytics.
7. Creates appropriate data visualizations based on the needs of the analysis.
8. Presents and documents analytic results in a clear manner.
9. Proposes solutions and strategies to tackle business challenges.
10. Collaborates with Business and IT teams.



### **MINIMUM QUALIFICATIONS:**

- Bachelor's degree in big data, decision sciences, statistics or related field from an accredited college or university
- Two (2) years of data analysis experience
- Demonstrated proficiency in SQL and/or Python programming.

### **PREFERRED QUALIFICATIONS:**

Preference will be given to candidates who, in addition to meeting the minimum qualifications, demonstrate some or all of the following skills/experience.

- Data analysis in a healthcare setting.
- Experience with Tableau and/or Power BI development.
- Experience with R programming.
- Experience with a snowflake data warehouse environment

### **KEY COMPETENCIES:**

<b>Adaptability</b>	Ability to adjust to changes over which you have no control and still achieve objectives.
<b>Analytical Skills</b>	The thought process which allows you to understand an objective, recognize issues with the same, gather relevant information, analyze it and make a recommendation.
<b>Conflict Management</b>	Being able to disagree without the need to be disagreeable. That is the ability to work with someone who makes the effort a herculean proposal and still get the job done, Moreover, do so in a way which does not leave lasting issues or upset the office dynamic.
<b>Customer Service</b>	Providing timely, attentive, upbeat service to both internal and external customers.
<b>Goal Setting</b>	The process of identifying a want or a need, establishing measurable steps and timeframes to accomplishing the aforementioned.
<b>Decision Making</b>	The process of making choices by identifying a decision, gathering information, and assessing alternative resolutions.
<b>Initiative</b>	Recognizing a problem as an opportunity and acting to make a change before others do. Doing things without being told.
<b>Integrity</b>	Following moral and ethical convictions, doing the right thing even when no one is watching and being true to yourself.
<b>Interpersonal Skills</b>	The skill that allows you to guide and maintain successful business relationships, even in situations where the parties have diverging personalities.



<b>Problem Solving Ability</b>	The ability, whether through training or innate sensitivities, to create a plan of action to circumvent an issue and to do so, if needed, in a team or group structure.
<b>Planning</b>	An ability to create a schedule and organization map of what needs to be completed (how, when, where), to successfully meet a goal.
<b>Prioritization</b>	When faced with multiple assignments and responsibilities, being able to define the order of completion with regard to importance and due dates.
<b>Research Skills</b>	The learned ability to research subject, law, statute, regulation or case law.
<b>Teamwork</b>	The skill that allows an individual to work within the group framework and assist the unit in successfully accomplishing their shared task. Recognizing that in doing so the effort need be collaborative, while knowing when to both compromise and help others acknowledge when they need to do the same.