The Health Management Academy
Research Analyst

About The Academy

The Health Management Academy (The Academy) is made up of a network of executives from the nation's largest integrated health systems and the most innovative health services companies striving to shape the future of healthcare. Since 1998, The Academy has convened executive peer groups, provided leadership development programs, and conducted strategic market research & policy analysis to enhance health system effectiveness and inform strategy. Members leverage The Academy's network and resources to gain national perspective on best-practices that improve care and facilitate industry transformation.

The Academy offers a dynamic atmosphere with significant growth potential for employees. If you are interested contributing to a member-centric, creative, and collaborative workforce while deeply influencing the most significant institutions in healthcare, The Academy is the right place for you.

Position Summary

The Research Analyst is a key member of the Research Team who will support internal research projects and initiatives. The Academy conducts much of its research initiatives in partnership with member health systems and healthcare companies. Working closely with the Senior Research Manager and reporting to the Director of Research & Strategy, the Research Analyst is directly involved with the daily operations of all Academy research initiatives. In this role, the Analyst will have the unique opportunity to assist in the creation and analysis of a national database catered to large, integrated delivery systems.

Examples of past Academy Research Projects include evaluations of health system responses to industry trends (e.g. transitioning from volume to value, opioid epidemic), identifying best practices in delivering high-value care (e.g., telehealth), and tracking health system financial and demographic metrics over time (e.g. percent of revenue tied to Medicare Advantage).

The Research Analyst will primarily be responsible for conducting quantitative data analyses and developing analytic reports. The Analyst will maintain and update The Academy databases and catalogue research deliverables, including research studies, commentaries, abstracts, and related data. The final written research reports are often presented and discussed at Academy meetings, uploaded onto our website, and regularly featured in various press and media outlets.

Core Responsibilities

Research analysts work on several projects at a time and where possible, are matched to projects that suit their interests and skills. Analysts participate in key project activities, which vary by project. Essential functions include:

- Conduct quantitative analyses using large databases and internal Academy data
- Support analysis of qualitative data collected from interviews, site visits, or other data collection efforts
- Create surveys using an online survey tools
- Integrate data from various research sites and databases, such as the American Hospital Association
- Enter, check, and harmonize data for research studies
- Collect, input and analyze health services & health policy data
- Maintain The Academy's internal research databases
- Generate graphs and figures for analytic reports and research briefs
- Provide technical assistance to health systems and healthcare companies (for example, responding to data requests/questions from clients)
- Other duties as assigned by Senior Research Staff and Director of Research & Strategy

Qualifications

- Strong analytic skills, including knowledge of statistics, econometrics, and/or database management
- General interest in healthcare and health policy
- Ability to think critically
- Ability to complete tasks on tight deadlines without compromising quality
- Strong organizational skills and attention to detail
- Proficiency with Excel, STATA or other data analysis tools
- Experience with Tableau or other data visualization tools is a plus
- Bachelor's degree required
- 2+ years of experience in a research setting, or graduate degree in biostatistics, economics, or related field.

Essential Functions

- Research analysts work on several projects at a time and where possible, are matched to projects that suit their interests and skills. Analysts participate in key project activities, which vary by project. Essential functions include:
- Conduct quantitative analyses using large databases and internal Academy data
- Support analysis of qualitative data collected from interviews, site visits, or other data collection efforts
- Create surveys using an online survey tools
- Integrate data from various research sites and databases, such as the American Hospital Association
- Enter, check, and harmonize data for research studies
- Collect, input and analyze health services & health policy data
- Maintain The Academy's internal research databases
- Generate graphs and figures for analytic reports and research briefs
- Provide technical assistance to health systems and healthcare companies (for example, responding to data requests/questions from clients)
- Other duties as assigned by Senior Research Staff and Director of Research & Strategy

Advancement

- The Research Analyst may later advance to Senior Research Analyst. Designation decisions are made by the Director of Research & Strategy and Academy Executive Leadership. Such a move will require the Research Analyst to demonstrate proficiency in the analysis of health services and health policy data, meet project deadlines, integrate feedback, and thrive in team-based work environment.

Work and Travel Requirements

- Air travel and overnight stays may be required. Travel may involve attendance at selected Academy meetings and on-site interview opportunities, which may comprise approximately 15% of time.

Benefits

The Academy recruits, rewards, and retains employees by leading the local labor market in total compensation, providing opportunities for employees to advance and develop their careers as a result of the fast-paced, high-growth, nature of our company. We are proud to offer a benefit package including comprehensive health benefits; a company matched 401(k); flexible benefits for dependent care, unreimbursed health care, and commuter expenses and paid time off program. In addition, eligible employees receive company paid: parking, life insurance, short-term disability, wellness program, and access to an on-site fitness facility.

Interested candidates should send cover letter, resume, and salary requirements to Holly Metz, Staff Consultant, via email at: **holly@hmacademy.com**. To learn more about The Health Management Academy, please visit www.academynet.com.

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