

Job Description

Job Title	Implementation Research Analyst, CaroNova		
Reports to	Senior Director of Evaluation, CaroNova		
Effective Date	July 1, 2022	Manager of People	No
FLSA Status	Exempt	EEOC Class	2

ABOUT THE NORTH CAROLINA HEALTHCARE ASSOCIATION AND FOUNDATION

The North Carolina Healthcare Association (NCHA) is a statewide trade association representing more than 130 hospitals providing acute care, ambulatory care, sub-acute care, rehabilitative, home health and hospice services, behavioral health services, state psychiatric inpatient services and veterans' services. The association promotes and supports its members and associated partners by advocating for sound public policy, advancing collaborative partnerships, and accelerating innovation to improve the health of the communities where we live and work. NCHA achieves this work by leverage the scope and scale associated with a \$18+ million-dollar organization, which is funded by members' dues, grants, and shared service. The North Carolina Healthcare Foundation (NCHF) is the 501(c)(3) affiliate of NCHA. NCHF supports the Association's work in quality improvement, patient safety, behavioral health, and rural health care.

ABOUT CARONOVA

CaroNova, which operationally falls under the North Carolina Healthcare Foundation, is a bi-state incubator serving North and South Carolina to connect key people and organizations with promising innovations to accelerate necessary change. Its purpose is to align leaders across the Carolinas in pursuit of a better and more equitable system of care. CaroNova works alongside payors, providers, subject matter experts, community members, and patients to find opportunities for impact in areas such as serious illness care, youth mental health and opioid abuse, among others. CaroNova operates under a joint operating agreement among the South Carolina Hospital Association (SCHA), the North Carolina Healthcare Association, and the Duke Endowment. The central infrastructure is housed within the Foundation of the North Carolina Healthcare Association.

PURPOSE

The Implementation Research Analyst is responsible for enhancing the translation of high-quality research to routine practice in an effort to improve health outcomes. This position focuses on the systematic adoption and integration of strategies to close the evidence-to-practice gap by identifying and addressing the barriers that slow or halt the uptake and scalability of proven health interventions, innovative models and evidence based practices.

This role includes building and improving systems that advance learning across CaroNova, supporting in the development and monitoring of metrics to assess the impact of the work, and pursuing opportunities to share what is learned to inform the field.

RESPONSIBILITIES

- Support the development of standard deliverables; including evaluation plans, performance management plans, publishable report summaries, experience reviews, and progress, monitoring, program evaluation and impact reports
- Using data, identify potential areas for targeted improvement across programmatic areas.
- Perform health outcomes research.
- Develop data visualizations to reveal valuable insights.
- Conduct exploratory data analyses.
- Produce predictive analytics to further understand opportunities for payment and policy reforms.
- Work with state teams, partners, and grantees to translate research findings into routine practice
- Ensure consistency of methodology and process of evaluation findings across states.
- Apply implementation science methods to the design and execution of projects.
- Support CaroNova programs in all aspects of research and evaluation from early cultivation through the 7-step innovation process.
- Support coordination between CaroNova and state-level implementation efforts.
- Perform other tasks and duties as may be assigned.

NCHA MISSION/VISION/VALUES

- Embrace the NCHA mission to improve the health of the communities where we live and work by advocating for sound public policy and collaborative partnerships.
- Support the vision for a North Carolina where high-quality healthcare is equitable and accessible for all.
- Demonstrate the association's core values: Respect. Integrity. Teamwork. Accountability. Perseverance.

INTERNAL RELATIONSHIPS

- Collaborates with program leads, evaluation and data teams members, finance and policy team members, internal subject matter experts, and other staff on the development and execution of CaroNova initiatives.
- Works closely with the Senior Director of Evaluation, Research and Policy Analyst, and data and evaluation staff to help ensure completion of grant deliverables and compliance with funder requirements.

EXTERNAL RELATIONSHIPS

- Maintains communication with funders, hospital and health systems, academic institutions, government relations officers and policy development committee members across the Carolinas.
- Develops and maintains good working relationships with state health, community, and advocacy organizations.

EDUCATION AND EXPERIENCE

- Bachelor's Degree required
- Minimum three (3) years in implementation science, public health, health economics or related field required
- Experience in data capture and reporting
- Experience in implementation science methods, performance improvement and outcomes measurement
- Demonstrated knowledge and experience with advanced data visualization tools
- Strong analytic, critical thinking and problem-solving skills
- Must be familiar with research design, data analysis, and statistics
- Ability to work collaboratively with teams and communicate effectively

- An equivalent combination of education, training, and experience may be considered

KNOWLEDGE, SKILLS AND ABILITIES

- Excellent communication and collaboration skills (remotely and in-person)
- Strong experience with Tableau and data visualization skills
- Strong experience with statistical analysis software; familiarity with SAS and/or MySQL preferred
- Experience in qualitative analysis, including text-based data coding and analysis
- Strong data management skills and demonstrated attention to detail
- Strong analytic, writing, and problem-solving skills
- Familiarity with cost-benefit and ROI analysis preferred
- Skill and demonstrated results in promoting learning and data use
- Ability to establish and maintain effective working relationships with colleagues, managers, members and partners
- Ability to pass data management skills test
- Creative, well-spoken, and articulate in order to effectively deliver presentations
- Embrace the purpose of CaroNova to redefine systems of care to equitably and sustainably meet the health needs of the Carolinas
- Ability to manage and organize time effectively

WORK ENVIRONMENT AND PHYSICAL DEMANDS

- Work performed mostly in an office environment
- Use a computer throughout the workday
- Requires occasional in-state travel

COVID-19 VACCINATION POLICY AND PROCEDURE

- Newly hired NCHA staff will be expected to achieve policy compliance within the first six weeks of NCHA employment.
- NCHA staff may receive the vaccine from any vaccine provider.
- NCHA staff must provide documentation of vaccination to the Director of Human Resources.
- Acceptable proof of vaccination is a document (CDC COVID Vaccination Record Card) by the professional who administered the vaccine which is a World Health Organization (WHO) approved COVID-19 vaccination dosage series or have received the single dose J&J vaccine.
- Vaccination exemptions may be granted for documented medical contraindications/circumstances and religious beliefs

North Carolina Healthcare Association is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, age, sex, national origin, veteran status, disability, sexual orientation, or other protected status.