

Job Description

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

ABOUT THE NORTH CAROLINA HEALTHCARE ASSOCIATION AND FOUNDATION

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 our 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 \$20+ 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. The way this position closes that gap is by identifying and addressing the barriers that slow the widespread uptake of proven health interventions, innovative models, and evidence-based practices.

This role includes building and improving systems (e.g., databases, toolkits) 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. This position is grant funded and will be reviewed annually based on funding availability.

RESPONSIBILITIES

- Apply implementation science methods to the design and implementation of projects
- Support development and implementation of policy monitoring systems
- Support establishment or tracking of health policy indicators using demographic surveys, administrative data, and vital statistics, among other data
- Use databases for analysis of healthcare delivery and access problems
- Develop data visualizations to help state teams, partners, and grantees to translate research findings into routine practice
- Conduct financial modelling or other predictive analytics to compare payment and policy reform opportunities.
- Support the development of standard deliverables, including:
 - progress reports,
 - monitoring reports,
 - program evaluation reports, and
 - impact reports.
- Design and implement program evaluation plans consistent across North and South Carolina
- Support CaroNova programs in all aspects of research and evaluation from early cultivation through the 7-step innovation process.
- Support coordination between the central CaroNova team in North Carolina and state-level implementation efforts in North and South Carolina
- Conduct exploratory data analyses.
- Perform other tasks and duties as 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 epidemiology, health economics, healthcare policy or related field required.
- Must be familiar with research design, data analysis, and statistics.

- Experience with Tableau and other data visualization software/tools
- Experience with statistical analysis software; familiarity with SAS and/or MySQL preferred
- Experience in implementation science methods, performance improvement and outcomes measurement.
- Experience in qualitative analysis, including text-based data coding and analysis
- Familiarity with cost-benefit and ROI analysis preferred
- An equivalent combination of education, training, and experience may be considered.

KNOWLEDGE, SKILLS, AND ABILITIES

- Ability to establish and maintain (remotely and in-person) effective working relationships with colleagues, managers, association members, and community partners
- Ability to manage and organize time effectively
- Strong analytic, critical thinking and problem-solving skills.
- Creative, well-spoken, and articulate to effectively deliver presentations
- Willingness to learn new tools for conducting, and communicating the results of, data analyses
- Strong data management skills and demonstrated attention to detail
- Strong writing skills
- Willingness to embrace the purpose of CaroNova to redefine systems of care to meet the health needs of the Carolinas equitably and sustainably
- Skill and demonstrated results in promoting learning and data use

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.