



VACANCY

Applications are invited from qualified individuals to fill the following position:

One (1) Permanent Full-Time BI Architect & ETL Developer

The North Bay Regional Health Centre is seeking a BI Architect & ETL developer. Reporting to the Manager of Decision Support & Analytics, the candidate is primarily responsible for extracting and transforming data from the EMR into structured data models for performance reporting and supporting organization's strategic objectives.

The candidate will be a core part of the Decision Support & Analytics team and will work with the team to build the data warehouse foundation for BI and analytics work in the hospital. As part of this role the candidate will be designing data solutions with key goal of ensuring data accuracy, ease of maintenance, and automation. This position supports the clinical and corporate programs through the maintenance and oversight of processes related to mandatory external data submissions and reporting, as well as supporting clinical practice optimization by developing ad hoc data requests to provide analysis, interpretation and recommendations to promote evidence-based decision making.

Further responsibilities of this position will include but are not limited to:

- Extract data from Meditech Expanse EMR modules - registration, bed allocation, HR/payroll, scheduling system etc.
- Work through all stages of a data solution life cycle: analyze/profile data, create conceptual, logical & physical data model designs, architect and design ETL jobs
- Responsible for designing, implementing and maintaining a health data model framework and database systems for setting up the data warehouse foundation
- Create data dictionary, lineage and ensure standardized documentation of fields and tables
- Create and maintain ETL jobs using Python and SQL for data-movement within existing relational stores as well as extracting data from source system on hourly, daily, weekly and monthly basis.
- Transform source raw data into structured and standardized health data models like DAD, NACRS, OHMRS etc. to allow for enhanced reporting
- Good understanding of healthcare funding models such as HBAM, QBP, Bundled Care and patient based funding and accordingly transform the source data into these standardized datasets that will allow for optimized reporting
- Assist in developing corporate strategic scorecards and dashboards using Microstrategy
- Work closely with IT and BI team to update data architecture framework based on changing technologies/solutions including changes/upgrades to source systems such as Meditech Expanse
- Assist the team with data validations and creation of structured pre-aggregated views.
- Provide key support for annual hospital planning including financial, clinical and statistical budgeting and developing forecasting models using predictive and mathematical modeling for clinical and financial performance targets (e.g. forecasting clinical volumes as well as financial impact).

Qualifications:

- 3+ years of experience in transforming data into standardized views using SQL is a must-have
- 1+ years of experience using Python to create and maintain ETL job automations
- 3+ years of database design/development, data warehousing implementations and dimensional modelling experience
- 2+ years of experience working with EMR solutions - Meditech Expanse preferred. Experience with Cerner, Epic, or other health system will also be considered
- 1+ years of experience in either performance measurement, IT, decision support, or other relevant role in a healthcare setting (clinic, hospital or health system) with experience in clinical workflow and clinical terminology preferred.
- Demonstrated experience of working with an enterprise BI tool like Microstrategy, Cognos Analytics, Microsoft PowerBI or Tableau.
- Experience working on relational DB - SQL Server is a must-have, working experience on Oracle, IBM Netezza, DB2 is a plus.
- Experience using enterprise ETL solutions like IBM datastage, Cloverleaf ETL or similar experience using open source solution like Python to design ETL jobs
- Demonstrable experience with conceptual, logical and physical data modeling techniques
- Knowledge of health data architecture and design patterns and the ability to apply them
- Proven experience using multiple data sources (statistical, financial, case costing), CIHI databases (DAD, NACRS, OMHRS, NRS, and CCRS) and CCO/ATC datasets to develop and prepare complex analysis
- Bachelor Degree in a related discipline (Computer Science, Engineering, Data Analytics, Health Informatics, Health Administration)
- Good understanding of HTML, CSS and JavaScript, with ability to create web-forms for data collection process
- Demonstrated ability to establish and build effective and collaborative working relationships across clinical and administrative domains
- Individual must be self-driven and capable of functioning in a dynamic, fast-paced environment and is committed to lifelong learning and personal professional growth and development
- Bilingualism (English/French) is an asset

Please note: NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.

The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.

**Criminal Reference Check including the Vulnerable Sector Check:
recent within six (6) months is a requirement**

Interested candidates are asked to submit your resume and cover letter with a copy of this job posting with completed qualification checked off ✓ beside each qualification you hold.

Please quote File **NU C-21-068, BI Architect & ETL Developer** to:

Email: careers@nbrhc.on.ca

Human Resources

50 College Drive

P.O. Box 2500

North Bay, ON P1B 5A4

Fax: (705) 495-7977

*We are an equal opportunity employer. We thank all applicants for their interest.
An acknowledgement will be sent only to those candidates who will be interviewed.*

North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.