



VACANCY

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

One (1) Permanent Full-Time (Hybrid) Decision Support & BI Analyst

The North Bay Regional Health Centre is seeking a Decision Support & BI Analyst. This role is responsible for monitoring, interpreting, providing analysis, making recommendations, and reporting on clinical and performance data to support the organization's strategic objectives.

The Decision Support & BI Analyst will be a key member of the Decision Support & Analytics team. 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 reports, dashboards and 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:

- Play a key role supporting NBRHC's quality assurance and continuous improvement initiatives by ensuring consistency, integrity and accuracy of data from various sources throughout the hospital are applied appropriately and consistently to meet clinical, strategic and operational goals.
- Develop strategic scorecards, dashboards, reports and key performance indicators using SQL, Python, SSRS, Business Intelligence tools and other report writing tools including Meditech NPR M-AT.
- Create and maintain report library and data dictionary and ensure standardized documentation.
- Assist the team with data validation and creation of structured pre-aggregated views.
- Support and follow data governance and standardization procedures.
- Assist in the development of scorecards and key performance indicators, with appropriate targets to support ongoing quality measures, planning and reporting.
- Collect and review data and pertinent indicators to provide analysis that includes physician impact analysis, patient flow modeling, and bed allocation optimization to assist with planning and evaluating programs and services to improve patient outcomes and experience.
- Interpret clinical and financial data and provides analytic support to directors, managers and clinicians on the collection, analysis and presentation of clinical and registration data.
- 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).
- Facilitate training sessions with stakeholders and end-users.
- Extract data from Meditech Expanse EMR modules and other databases - registration, GL, HR/payroll, scheduling system, incident management system, 3M Shadow, etc.

Qualifications:

- Bachelor Degree in a related discipline (Health Informatics, Data Analytics, Computer Science, Engineering, Health Administration).
- 3 years of experience in decision support, performance measurement, information systems, analysis, or other relevant role in a healthcare environment with experience in clinical workflow and clinical terminology preferred.
- Experience working with an EMR solution – Meditech preferred. Experience with Cerner, Epic, or other health system will also be considered.
- Proven experience working with an enterprise BI tool (Microstrategy, MS PowerBI, etc.).
- Excellent report writing skills including the ability to accurately interpret, summarize and communicate information clearly and effectively to support data-driven decisions.
- Demonstrated ability to collaborate with stakeholders regarding their information needs.
- Expert experience in business intelligence.
- Understand ETL and experience in generating custom reports using SQL Server, and Microsoft reporting tools (SSRS, SSAS, and SSIS).
- Experience working with clinical datasets such as CIHI databases (DAD, NACRS, OMHRS, NRS, and CCRS), CCO/ATC, Intellihealth, iPort and Visual Analytics is an asset.
- Good understanding of healthcare funding models such as HBAM, QBP, Bundled Care and patient based funding.
- Demonstrated experience improving the quality and accuracy of clinical and statistical data.
- Outstanding problem solving, critical thinking and decision-making skills.
- Excellent organization and time-management skills with a strong ability to multi-task in order to meet conflicting deadlines and deliverables.
- Good understanding of HTML, CSS and object-oriented programming language such as Python.
- Excellent computer skills with advanced proficiency in Excel, Access, PowerPoint and SharePoint.
- Possess excellent oral, writing, editing and public presentation skills.
- 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.

This position is available for hybrid work, where the successful candidate can choose a blend of in-office and remote work if desired

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

Interested candidates are asked to submit their resume and cover letter quoting File [NU C-22-075](#) to: careers@nbrhc.on.ca

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.

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.

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.

NORTH BAY REGIONAL HEALTH CENTRE IS AN EQUAL OPPORTUNITY EMPLOYER