

Specification: Medical Director, Clinical Analytics

May 2, 2008

Summary

UnitedHealthcare is seeking an experienced medical informaticist who will play a major role in planning, researching, developing, and maintaining UnitedHealthcare's wide-ranging physician transparency program, the UnitedHealth Premium[®] physician designation program, and related programs. This challenging position will provide the opportunity to participate and contribute in a leadership role in a fast moving, highly matrixed environment blending the worlds of medicine, technology, and business on a national stage.

The successful candidate will have a solid background in clinical medicine as well as formal training and/or practical experience in healthcare medical informatics. Health plan experience and intimate knowledge of information systems, claims data, groupers, risk adjustment and working with large databases, query languages and tools is required. Experience with health services research techniques, statistical analysis, and reporting would be helpful and preferred.

The medical director for Clinical Analytics will be an important part of the core team responsible for all methodologies and core analytic aspects of the program. The team includes other medical informaticists, analysts, and developers. The job also involves other activities within the UnitedHealthcare organization, including serving as a consultant and content expert to the organization on methodology, study design, and other clinical data related issues. The position will entail close collaboration with the Clinical Advancement staff, and other national and market functions to help develop and support programs from an analytics and reporting perspective that meet UHC national and local market goals. The medical director at times will also serve as a subject matter expert representing UHC clinical data activities to various external bodies as well as key medical groups or hospitals.

The clinical programs based in UnitedHealthcare are also used by other segment companies of UnitedHealth Group, including those serving the public sector markets: Ovations (Medicare-related businesses), and AmeriChoice (Medicaid-related business).

Description of role: Medical Director, Clinical Analytics

- Reports to the VP for Clinical Analytics
- Helps lead the UHC Clinical Analytics department in the design and implementation of methodologies for its three principal programs
 - Transparency and designation
 - Pay for performance initiatives
 - Physician feedback and improvement
- Support the Provider Services teams in matters pertaining to the programs (e.g., designation reconsideration)
- Advise the Quality and Affordability Teams and support the market medical directors with regards to developing tools for clinical analytics and reporting and engaging key physician groups
- Represent UnitedHealthcare's programs with various external stakeholders: medical societies (specialty and state), regulatory agencies, scientific advisory panels, industry task forces

Location and Travel

- Minneapolis (relocation package available)
- Travel up to 20%

Required Qualifications

- Medical degree (MD or DO) and current license
- Five years clinical experience (current board certification preferred)
- Five years experience in a managed care organization, health plan, or large provider system
- Experience in medical informatics, including episode-of-care software, physician performance measurement, and related methodologies

Desirable additional qualifications

- Advanced degree (masters or doctorate) relevant to provider performance assessment (e.g., medical informatics, health economics, public health, business administration, law)
- Formal training or relevant experience in database architecture and statistical techniques for physician profiling or health services research

- Project management skills
- Direct supervisory experience

The successful candidate will...

- Be able to work in a fast-paced, dynamic environment in a highly-matrixed corporate structure
- Have excellent verbal and written communication skills: comfortable communicating to a range of audiences such as business executives, health professionals, or technical personnel
- Be a strong team player with team building skills
- Have strong organizational abilities and be able to work and manage to specific deliverables and deadlines
- Be able to listen to and learn from diverse external stakeholders, take into account their concerns in relation to UnitedHealthcare programs, and bring positive energy for change to the discussion
- Have creative problem solving skills
- Be a strategic thinker