



# Job Specification

## *Data Analytics Specialist*

**Employment status:** Permanent

**Reporting to:** Insights and Analytics Manager

**Location:** JHB

### About Healthbridge

As Healthbridge we exist to liberate life through transforming healthcare. We creatively look for ways to make healthcare more affordable, accessible, and effective for everyone. Our innovative solutions ensure that patients, healthcare providers and other role players in the healthcare ecosystem benefit by collaborating together.

### About the team

The Insights and Analytics team strives to create measurable business value for our internal and external clients by working with them to ask great business questions, employing leading, fit-for-purpose analytical methods and techniques, to provide data-driven insights to answer these questions.

We work closely with the data provisioning team to ensure that data is always contextually rich and appropriate to answer the business questions being asked of it.

The Insights and Analytics team are evangelists for how to leverage data-driven insights to benefit our clients. We actively guide our clients on how to leverage these insights for their businesses, ensuring every project delivers measurable value, and exploring how additional value can be delivered with each iteration.

We seek high performers with a positive, growth mindset who will thrive in a culture based on strong values, accountability, openness, collaboration and no politics

## About Growth

Growth opportunities at Healthbridge are wide and varied, with excellent growth opportunities within the role itself to become a specialist. We are a dynamic and growing company that rewards great performance with not only the standard progression (take-my-boss'-job) path, but also offers exciting opportunities to those wishing to expand their horizons.

**Healthbridge is growing to become the platform that makes healthcare thrive, for all. . High performing 'bridgians will grow with it!**

## Role Purpose

To contribute excitedly and passionately to Healthbridge's data-driven culture, helping the business to generate meaningful value from data.

To partner with internal teams and external clients to deeply understand their needs, and help to guide, design and build robust, innovative, analytical solutions.

Central to the role is ensuring that all initiatives in the portfolio have measurable business value and are prioritised accordingly

## Role Description

- Engage with internal business clients with business questions, always probing for the deeper questions and needs, to find the best possible solutions for the business.
- Play a key communication role between business and technical teams to ensure business context is retained when building analytical and data-driven solutions.
- Build a deep contextual understanding of the business and the data to design and propose new solutions that could add meaningful business value.
- Work closely with the data provisioning team to ensure they can provide the reliable, consistent, and context-rich data assets that the team requires for data use cases.
- Create algorithms and build machine learning models to enhance product offerings and solve business problems.
- Create monitoring and anomaly detection systems to track model performance.
- Presentation of data science opportunities and model outcomes to a variety of stakeholders with a varied understanding of data principles.
- Management of client expectations through a high-level project plan, regular interactions, and feedback.

## Qualifications & Experience

- Undergraduate degree/diploma in Mathematics, Statistics, Engineering, Physics, Finance, or Economics (or similar).
- Knowledge and execution capabilities of common data structures, languages, and tools (e.g. SQL (must), Python or R (must)).
- Experience or familiarity with data science model operationalization on-prem or in the cloud (GCP or Azure preferred).
- Understanding and interpretation of statistics and data with a foundational knowledge of regression analysis.
- An understanding (must) of Machine Learning techniques (supervised and unsupervised learning). Practical experience preferred.
- Experience working in a high-paced environment, where prioritisation is essential.
- Experience working and interacting with a variety of stakeholders including development technical, data engineers, sales and customer experience teams.
- History delivering small to large scale analytics, data science and business intelligence projects which require extensive collaboration across multiple teams. Minimum two years experience required. Experience in the Health Tech sector is advantageous
- A proven track record of data mining and data pre-processing to ensure quality work delivery.
- Practical experience in BI reporting and data platforms including PowerBI (preferred), Data Studio, and intermediate Microsoft Excel (must).

## Knowledge and Skills

- Strong data exploration, analytical, modeling, and reporting skills
- Strong communication and people-engagement skills
- Ability and desire to uncover the deep business questions and needs of clients
- Keen attention to detail and desire to produce high-quality, value-adding analytics and MLOps solutions
- Ability to take end-to-end ownership of initiatives, ensuring that adding business value is always the guiding light
- An enterprising nature where one can identify problems or opportunities and take responsibility for the solution and implementation thereof.
- A strong demonstrated desire to learn, upskill and self-improve
- Strong desire to learn new BI and data science techniques, tools and methods.