Attention upcoming and recent graduates!

Kaiser Permanente Southern California is excited to announce current opportunities in the [Department of Research & Evaluation](#) open to recent and upcoming graduates (completing graduate school in 2023) who are looking to engage in and support research that has a positive impact on the health and well-being of Kaiser Permanente members and the general population.

Please find our current open positions below, with their job descriptions attached, as well as information about our department. All positions are primarily remote but require residence in California.

> **Data Reporting and Analytics Consultant / Programmer**
> **Data Reporting and Analytics Consultant / Biostatistician**
> **Data Engineer**

If interested, please send your resume directly to KPSC-Research-University-Outreach@kp.org along with a brief explanation of why you are interested in working with us and be sure to include the job title in the subject line. If you don't meet the requirements for the listed positions, we would still love to hear from you – we are currently open to engaging with anyone looking for an opportunity with our department. We look forward to hearing from you and please don't hesitate to reach out with any questions!

About us

Kaiser Permanente is an integrated health care delivery system with a diverse membership in eight regions across the US. In the Southern California region, Kaiser Permanente has 4.8 million members, a network of 15 hospitals and 233 medical offices, and over 8,000 physicians and 43,000 non-physician staff.

The Department of Research & Evaluation, part of Kaiser Permanente Southern California, has 389 people on staff, including 31 full-time research scientists, with 449 active studies on a wide range of health research topics. Founded in 1963, R&E focuses on research with the potential to make a difference in the care we provide within our system and beyond, with funding increasing rapidly over the past 15 years (2022 research portfolio totaled over $100 million dollars). To learn more about our significant research findings, new funding awards, important clinical trials, investigators' research interests, and a list of 575 journal articles published in 2021, check out our [Annual Report](#).

Kaiser Permanente is an Equal Opportunity/Affirmative Action Employer and offers a comprehensive compensation package, including employer-paid medical, dental, and coverage for eligible dependents. Competitive wages, generous paid time-off, and a comprehensive retirement plan are just part of the exceptional benefits offered to Kaiser Permanente employees. Located in the Pasadena area, the primary R&E office is at 100 S Los Robles – more information on the Department can be found at https://www.kp-scalresearch.org/aboutus/.

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All the best,

Matt

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Managerial Consultant

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JOB DESCRIPTION

Region: **Common Set**   **Job Code**: 44089

Job Code Effective Date: Job Descr/Revised Eff Dt:	12/01/2021 09/03/2016	JD Status:	Active
Job Title:	IT Engineer Applications		
Job Code:	44089	Exemption Status:	Exempt

Job Family:	Information Technology	Union/Non-Union:	NUE CO Salaried, NUE GA Georgia, NUE HI Exempt, NUE IT Information Technology, NUE MAS Mid Atlantic States, NUE MHS Non Represented, NUE NCAL Salaried and Followers, NUE NW Exempt, NUE PO Program Office, NUE SCAL Exempt, NUE WA EN and WN Admin Exempt/NE Empl
Job Sub Family:	IT Eng - Applications	EEO Category:	PROFESSIONAL
Domain:	Database	Specialty:	
Job Grade:	Multiple Grades	Management Level:	IC3- Staff

Job Summary (This job's purpose and primary focus.)

Join our team as an associate data engineer or data engineer and play an important role on a team that is at the intersection of technology and health informatics and research. Our team builds the research data infrastructure used by Kaiser Permanente researchers. You will have opportunities of increasing responsibility to maintain and enhance data pipelines, design data warehouses, and translate business requirements into logical and physical designs. We work to integrate big data from multiple data sources, including the largest private Electronic Health Record data warehouse and ensure data consistency and accuracy.

Essential Responsibilities (The primary job duties this position is responsible for achieving are listed in order of importance.)

- Completes work assignments by applying up-to-date knowledge in subject area to meet deadlines; following procedures and policies, and applying data and resources to support projects or initiatives; collaborating with others, often cross-functionally, to solve business problems; supporting the completion of priorities, deadlines, and expectations; communicating progress and information; identifying and recommending ways to address improvement opportunities when possible; and escalating issues or risks as appropriate.
- Pursues self-development and effective relationships with others by sharing resources, information, and knowledge with coworkers and customers; listening, responding to, and seeking performance feedback; acknowledging strengths and weaknesses; assessing and responding to the needs of others; and adapting to and learning from change, difficulties, and feedback.
- As part of the IT Engineering job family, this position is responsible for leveraging DEVOPS, and both Waterfall and Agile practices, to design, develop, and deliver resilient, secure, multi-channel, high-volume, high-transaction, on/off-premise, cloud-based solutions.
- Provides insight into recommendations for technical solutions that meet design and functional needs.

- Provides systems' incident support and troubleshooting for basic to moderately complex issues.
- Assists in identification of specific interfaces, methods, parameters, procedures, and functions, as required, to support technical solutions.
- Supports collaboration between team members, architects, and/or software consultants to ensure functional specifications are converted into flexible, scalable, and maintainable solution designs.
- Assists in translating business requirements and functional specifications into code modules and software solutions, with guidance from senior colleagues, by providing insight into recommendations for technical solutions that meet design and functional needs.
- Assists in the implementation and post-implementation triage and support of business software solutions, with guidance from senior colleagues, by programming and/or configuring enhancements to new or packaged-based systems and applications.
- Develops and executes unit testing to identify application errors and ensure software solutions meet functional specifications.
- Supports component integration testing (CIT) and user acceptance testing (UAT) for application initiatives by providing triage, attending test team meetings, keeping the QC up-to-date, performing fixes and unit testing, providing insight to testing teams in order to ensure the appropriate depth of test coverage, and supporting the development of proper documentation.
- Assists in the development, configuration, or modification of integrated business and/or enterprise application solutions within various computing environments by designing and coding component-based applications using programming languages.
- Writes technical specifications and documentation.
- Assists with efforts to ensure new and existing software solutions are developed with insight into industry best practices, strategies, and architectures.
- Assists in building partnerships with IT teams and vendors to ensure written code adheres to company architectural standards, design patterns, and technical specifications.
- Participates in some aspects of software development lifecycle phases by applying an understanding of company methodology, policies, standards, and internal and external controls.
- Works with vendors (e.g., offshore, application, service).

Job Qualifications

Minimum Qualifications

Basic Qualifications:

- Minimum one (1) year experience developing and implementing data warehousing technologies within a large organization.
- Minimum one (1) year experience in database technologies.
- Minimum one (1) year experience using SQL or similar query language.
- Bachelor's degree in Computer Science, CIS, or related field and Minimum three (3) years experience in software development or a related field. Additional equivalent work experience may be substituted for the degree requirement.

Additional Requirements:

Licenses and Certifications:

Preferred Qualifications (For each role - a defined number of the following **preferred** qualifications may apply: years of job experience, education or degree, license, certification, registration or designation, knowledge, skills and abilities).

- Four (4) years of development experience with zOS
- Master Data Management Certification(s) (e.g., CDMP, CIMP)

- Four (4) years of development experience with Linux
- Four (4) years of development experience with Managed File Transfer/Axway
- Four (4) years of development experience with Microsoft Dynamics xRM
- Four (4) years of development experience with Node.js
- Four (4) years of development experience with Oracle
- Four (4) years of development experience with Pega
- Four (4) years of development experience with Pega Developer
- Four (4) years of development using Quality Center
- Four (4) years of development experience with Quartz
- Four (4) years of development experience using Rational Team Concert
- Four (4) years of experience with Remedy
- Four (4) years of development experience with responsive UI (HTML 5, CSS3, etc.)
- Four (4) years of development experience with Salesforce.com
- Four (4) years of development experience with SharePoint
- Four (4) years of development experience with Service Oriented Architecture/web services
- Four (4) years of development experience with Splunk
- Four (4) years of development experience with the Spring framework
- Four (4) years of development experience with SQL Server
- Four (4) years of development experience with Tableau
- Four (4) years of development experience with TIBCO EDI applications
- Four (4) years of development experience with Tivoli
- Four (4) years of development experience with Waterfall Methodology
- Four (4) years of development experience with WebSphere message broker
- Four (4) years of development experience with WebSphere service administrator
- Four (4) years of development experience with WebSphere Transformer Extender
- Four (4) years of development experience with Windows
- Four (4) years of development experience with XSLT
- Four (4) years of development experience with .NET (C#, VB, .NET)
- Four (4) years of development experience with Adobe Experience Manager
- Four (4) years of development experience with Agile Methodology
- Four (4) years of development experience with AIX
- Four (4) years of development experience with Amazon WebServices
- Four (4) years of development experience with Android apps
- Four (4) years of development experience with AngularJS
- Four (4) years of development experience with Apache Active MQ
- Four (4) years of development experience with Apache Maven
- Four (4) years of development experience on Microsoft Azure
- Four (4) years of development experience on a Bluemix platform
- Four (4) years of development experience with Cloudera
- Four (4) years of development experience with COBOL
- Four (4) years of development experience with Datapower
- Four (4) years of development experience with DB2
- Four (4) years of development experience using DevOps
- Four (4) years of development experience with Genesys Voice User Interface
- Four (4) years of development experience with Git
- Four (4) years of development experience with Hadoop
- Four (4) years of development experience with the Hibernate Framework
- Four (4) years of development experience with IBM Business Process Manager (BPM)
- Four (4) years of development experience with Informatica
- Four (4) years of development experience with iOS apps
- Four (4) years of development experience with Java

- Four (4) years of development experience with JavaScript
- Four (4) years of development experience with JCL
- Four (4) years of development experience with Jenkins
- Four (4) years of development experience with Jquery

Disclaimer, Compliance and Service Language-Do Not Edit

DISCLAIMER: The above statements are intended to describe the general nature and level of work being performed by incumbents assigned to this job. This is not intended to be an exhaustive list of all the responsibilities, duties and skills required. The incumbent may be expected to perform other duties as assigned.

At Kaiser Permanente, equity, inclusion and diversity are inextricably linked to our mission, and we aim to make it a part of everything we do. We know that having a diverse and inclusive workforce makes Kaiser Permanente a better place to receive health care, a more supportive partner in our communities we serve, and a more fulfilling place to work. Working at Kaiser Permanente means that you agree to and abide by our commitment to equity and our expectation that we all work together to create an inclusive work environment focused on a sense of belonging and wellbeing.

COMPLIANCE & INTEGRITY: Consistently supports compliance and the Principles of Responsibility (Kaiser Permanente's Code of Conduct) by maintaining the privacy and confidentiality of information, protecting the assets of the organization, acting with ethics and integrity, reporting non-compliance, and adhering to applicable federal, state and local laws and regulations, accreditation and licensure requirements (if applicable), and Kaiser Permanente's policies and procedures.

Models and reinforces ethical behavior in self and others in accordance to the Principles of Responsibility; adheres to organizational policies and guidelines; supports compliance initiatives; maintains confidences; admits mistakes; conducts business with honesty; shows consistency in words and actions; follows through on commitments.

All Directors, Managers and Supervisors are accountable for communication, implementation, enforcement, monitoring and oversight of compliance policies and practices in their departments.

SERVICE & QUALITY: In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

WORKPLACE SAFETY: In addition to defined working conditions and physical requirements, employees are accountable for working safely; following established policies & procedures; utilizing all designated protective personal equipment (PPE) and/or safety equipment assigned for task; and reporting all injuries and hazards to their supervisor immediately.

Supervisors and Managers are accountable for ensuring the safety performance of employees; applying consistent practices in compliance with federal, state and local regulations; providing guidance to maintain a safe and healthy work environment.

JOB DESCRIPTION

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Region: **Common Set**   **Job Code**: 46061

Job Code Effective Date: **Job Descr/Revised Eff Dt:**	09/18/2022 03/02/2022	**JD Status:**	Active
Job Title:	Data Reporting and Analytics Consultant II, Biostatistics		
Job Code:	46061	**Exemption Status:**	Exempt

Job Family:	Data Analytics	**Union/Non-Union:**	NUE CO Salaried, NUE GA Georgia, NUE HI Exempt, NUE IT Information Technology, NUE MAS Mid Atlantic States, NUE MHS Non Represented, NUE NCAL Salaried and Followers, NUE NW Exempt, NUE PO Program Office, NUE SCAL Exempt, NUE WA EN and WN Admin Exempt/NE Empl
Job Sub Family:	Data Reporting & Analytics	**EEO Category:**	PROFESSIONAL
Domain:	Biostatistics	**Specialty:**	
Job Grade:	Multiple Grades	**Management Level:**	IC2- Intermediate

Job Summary (This job's purpose and primary focus.)

In addition to the responsibilities listed below, this entry level position is also responsible for contributing to the publication process by drafting method and results sections under the guidance of more senior employees; extracting and transforming data, creating tables, and interpreting data for publication purposes; documenting processes and decision points; and outlining procedures.

This position is also responsible for creating manual components; writing macros and distributable programs; creating statistical models under the guidance of more senior employees, including identifying when assumptions have been violated; reviewing data for potential error, mistakes, and data quality issues; and breaking approved proposals into process steps.

Essential Responsibilities (The primary job duties this position is responsible for achieving are listed in order of importance.)

- Pursues self-development and effective relationships with others by sharing resources, information, and knowledge with coworkers and customers; listening, responding to, and seeking performance feedback; acknowledging strengths and weaknesses; assessing and responding to the needs of others; and adapting to and learning from change, difficulties, and feedback.
- Completes work assignments by applying up-to-date knowledge in subject area to meet deadlines; following procedures and policies and applying data, and resources to support projects or initiatives; collaborating with others, often cross-functionally, to solve business problems; supporting the completion of priorities, deadlines, and expectations; communicating progress and information; identifying and recommending ways to address improvement opportunities when possible; and escalating issues or risks as appropriate.
- Assists with data analysis interpretation by organizing and editing reports and presentations telling a compelling story to stakeholders to enable and influence decision making.

- Supports data-informed decisions under the guidance of more senior employees by working with clients to identify and clarify key business needs; assisting in the development of outcomes and process measures; translating business requirements; informing data/information needs and data collection methods; measuring the impact of business decisions on clients, customers, and/or members; working with clients and staff to identify opportunities and methods to improve efficiencies with analysis; supporting end-users; and documenting processes and deliverables.
- Assists with data and information gathering for targeted variables in an established systematic fashion by cleaning and organizing data; querying, merging, and extracting data across sources; completing routine data refresh and update; and providing user support and documentation.
- Supports data preparation for analytic efforts under the guidance of more senior employees by cleaning data to ensure quality and accuracy based on provided guidelines; and consolidating data.
- Assists with the execution of creative data analytic approaches leading to actionable outcomes by organizing metrics to be analyzed and calculating algorithms and conducting basic analyses under the guidance of more senior employees, including descriptive statistics.
- Assists with the development, implementation, and automation of business and reporting solutions by creating summary statistics; organizing data reports, visualizations, and/or interactive Business Intelligence (BI) reports; identifying opportunities to improve exiting reporting solutions; and preparing documentation as appropriate.

Job Qualifications

Minimum Qualifications

Basic Qualifications:

- Bachelor's degree in Biostatistics, Statistics, Public Health, Data Science, or related field and 2+ years experience in biostatistics or a directly related field.

Additional Requirements:

Licenses and Certifications:

Preferred Qualifications (For each role - a defined number of the following **preferred** qualifications may apply: years of job experience, education or degree, license, certification, registration or designation, knowledge, skills and abilities).

- One (1) year publications as an author in medical or scientific journals.
- One (1) year Medical or Health Analytics experience.
- One (1) year experience statistical consulting.
- One (1) year experience working with Access.
- One (1) year data simulation experience.
- One (1) year complex event modeling experience.
- One (1) year network analysis experience.
- One (1) year deep learning experience.
- One (1) year machine learning experience.
- One (1) year experience working with Cognos.
- One (1) year experience working with Business Objects.
- One (1) year experience working with artificial intelligence tools.
- One (1) year experience working with business intelligence tools.
- One (1) year statistical modeling experience.
- One (1) year experience working with Tableau.
- One (1) year experience working with SPSS.
- One (1) year experience working with Excel.

- One (1) year relational database experience.
- One (1) year experience working with SAS.
- One (1) year experience working with quality management and data profiling tools.
- One (1) year server maintenance experience.
- One (1) year experience working with data visualization tools.
- One (1) year experience working with data extraction and manipulation language.
- One (1) year experience working with statistical analysis software.
- One (1) year programming experience.
- One (1) year experience working with Open Source Tools (e g , R, Python).
- One (1) year robotic process automation experience.
- One (1) year study design experience.
- One (1) year experience working with SQL.
- One (1) year text analytics experience.
- Successful completion of a Kaiser Permanente collegiate internship program.
- Accredited Process Improvement Certification.

JOB DESCRIPTION

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Region: **Common Set**   **Job Code**: 46013

Job Code Effective Date: **Job Descr/Revised Eff Dt:**	09/18/2022 03/01/2018	**JD Status:**	Active
Job Title:	Data Reporting and Analytics Consultant II, Programming		
Job Code:	46013	**Exemption Status:**	Exempt

Job Family:	Data Analytics	**Union/Non-Union:**	NUE CO Salaried, NUE GA Georgia, NUE HI Exempt, NUE IT Information Technology, NUE MAS Mid Atlantic States, NUE MHS Non Represented, NUE NCAL Salaried and Followers, NUE NW Exempt, NUE PO Program Office, NUE SCAL Exempt, NUE WA EN and WN Admin Exempt/NE Empl
Job Sub Family:	Data Reporting & Analytics	**EEO Category:**	PROFESSIONAL
Domain:	Programming	**Specialty:**	
Job Grade:	Multiple Grades	**Management Level:**	IC2- Intermediate

Job Summary (This job's purpose and primary focus.)
In addition to the responsibilities listed below, this position is also responsible for programming in analytical programming languages (may include SAS, SQL, SPSS, R, Python, etc.), data management, quality control, and reporting for projects as appropriate; extracting, manipulating, and merging large databases to create analytical datasets; performing simple analytical tasks using SAS or other analytical tools; maintaining and troubleshooting software and programs; and implementing automated reporting and data loading schemes.

Essential Responsibilities (The primary job duties this position is responsible for achieving are listed in order of importance.)

- Pursues self-development and effective relationships with others by sharing resources, information, and knowledge with coworkers and customers; listening, responding to, and seeking performance feedback; acknowledging strengths and weaknesses; assessing and responding to the needs of others; and adapting to and learning from change, difficulties, and feedback.
- Completes work assignments by applying up-to-date knowledge in subject area to meet deadlines; following procedures and policies and applying data, and resources to support projects or initiatives; collaborating with others, often cross-functionally, to solve business problems; supporting the completion of priorities, deadlines, and expectations; communicating progress and information; identifying and recommending ways to address improvement opportunities when possible; and escalating issues or risks as appropriate.
- Assists with data analysis interpretation by organizing and editing reports and presentations telling a compelling story to stakeholders to enable and influence decision making.
- Supports data-informed decisions under the guidance of more senior employees by working with clients to identify and clarify key business needs; assisting in the development of outcomes and process measures; translating business requirements; informing data/information needs and data collection methods; measuring the impact of business decisions on clients, customers, and/or members; working with clients and staff to identify opportunities and methods to improve efficiencies with analysis; supporting end-users; and documenting processes and deliverables.

- Assists with data and information gathering for targeted variables in an established systematic fashion by cleaning and organizing data; querying, merging, and extracting data across sources; completing routine data refresh and update; and providing user support and documentation.
- Supports data preparation for analytic efforts under the guidance of more senior employees by cleaning data to ensure quality and accuracy based on provided guidelines; and consolidating data.
- Assists with the execution of creative data analytic approaches leading to actionable outcomes by organizing metrics to be analyzed and calculating algorithms and conducting basic analyses under the guidance of more senior employees, including descriptive statistics.
- Assists with the development, implementation, and automation of business and reporting solutions by creating summary statistics; organizing data reports, visualizations, and/or interactive Business Intelligence (BI) reports; identifying opportunities to improve exiting reporting solutions; and preparing documentation as appropriate.

Job Qualifications

Minimum Qualifications

Basic Qualifications:

- Minimum one (1) year experience programming with SAS, SQL, R or other similar analytical programming language.
- Bachelor's degree in Mathematics, Statistics, Engineering, Social/Physical/Life Science, Business, or related field OR Minimum two (2) years experience in data analytics or a directly related field.

Additional Requirements:

Licenses and Certifications:

Preferred Qualifications (For each role - a defined number of the following **preferred** qualifications may apply: years of job experience, education or degree, license, certification, registration or designation, knowledge, skills and abilities).

- One (1) year experience working with Cognos.
- One (1) year robotic process automation experience.
- One (1) year study design experience.
- One (1) year experience working with data extraction and manipulation language.
- One (1) year complex event modeling experience.
- One (1) year experience working with SQL.
- One (1) year programming experience.
- One (1) year experience working with SAS.
- One (1) year experience working with SPSS.
- One (1) year machine learning experience.
- One (1) year experience working with Tableau.
- One (1) year experience working with business intelligence tools.
- One (1) year experience working with Open Source Tools (e g , R, Python).
- One (1) year experience working with quality management and data profiling tools.
- One (1) year server maintenance experience.
- Successful completion of a Kaiser Permanente collegiate internship program.
- Accredited Process Improvement Certification.
- One (1) year experience managing the grid environment using SAS Grid Manager.
- One (1) year experience data mining using Enterprise Miner.
- One (1) year experience conducting statistical analysis in SAS STAT.

- One (1) year experience creating graphics and presentations using SAS GRAPH.
- One (1) year experience conducting Econometrics and Time Series Analysis using SAS ETS.
- One (1) year financial analysis experience.
- One (1) year experience working with Web Report Studio.
- One (1) year experience working in the UNIX environment.
- One (1) year health or medical research experience.
- One (1) year experience developing and programming with SAS macros.
- One (1) year experience working with Enterprise Guide.
- One (1) year Data Integration Studio experience.
- One (1) year experience working with SAS BI.
- One (1) year experience working with SAS Management Console.
- One (1) year experience developing in Tableau.
- One (1) year experience programming in SQL.
- One (1) year experience programming in SQL.
- One (1) year experience developing in SQL Server.
- SAS Certification.
- One (1) year experience working with statistical analysis software.
- One (1) year experience working with artificial intelligence tools.
- One (1) year experience working with Access.
- One (1) year relational database experience.
- One (1) year experience working with data visualization tools.
- One (1) year network analysis experience.
- One (1) year experience working with Excel.
- One (1) year data simulation experience.
- One (1) year deep learning experience.
- One (1) year statistical modeling experience.
- One (1) year experience working with Business Objects.
- One (1) year text analytics experience.

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WORKPLACE SAFETY: In addition to defined working conditions and physical requirements, employees are accountable for working safely; following established policies & procedures; utilizing all designated protective personal equipment (PPE) and/or safety equipment assigned for task; and reporting all injuries and hazards to their supervisor immediately.

Supervisors and Managers are accountable for ensuring the safety performance of employees; applying consistent practices in compliance with federal, state and local regulations; providing guidance to maintain a safe and healthy work environment.

JOB DESCRIPTION

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Region: **Common Set**   **Job Code**: 46014

Job Code Effective Date: **Job Descr/Revised Eff Dt:**	09/18/2022 03/01/2018	**JD Status:**	Active
Job Title:	Data Reporting and Analytics Consultant III, Programming		
Job Code:	46014	**Exemption Status:**	Exempt

Job Family:	Data Analytics	**Union/Non-Union:**	NUE CO Salaried, NUE GA Georgia, NUE HI Exempt, NUE IT Information Technology, NUE MAS Mid Atlantic States, NUE MHS Non Represented, NUE NCAL Salaried and Followers, NUE NW Exempt, NUE PO Program Office, NUE SCAL Exempt, NUE WA EN and WN Admin Exempt/NE Empl
Job Sub Family:	Data Reporting & Analytics	**EEO Category:**	PROFESSIONAL
Domain:	Programming	**Specialty:**	
Job Grade:	Multiple Grades	**Management Level:**	IC3- Staff

Job Summary (This job's purpose and primary focus.)

In addition to the responsibilities listed below, this position is also responsible for programming in analytical programming languages (may include SAS, SQL, SPSS, R, Python, etc.), data management, and quality control support for a wide variety of projects under the supervision of more senior employees; overseeing all phases of data management, quality control, and reporting; and defining analytical variables collaboratively with other researchers and statisticians.

This position is also responsible for performing analytical tasks using appropriate analytical tools; designing and generating tracking and data entry tools as needed; designing automated reporting and data loading schemes; designing comprehensive quality checking and validation process; and designing troubleshooting software and programs.

Essential Responsibilities (The primary job duties this position is responsible for achieving are listed in order of importance.)

- Pursues self-development and effective relationships with others by proactively providing resources, information, advice, and expertise with coworkers and customers; influencing others through technical explanations and examples; providing occasional mentoring to team members; listening and responding to, seeking, and addressing performance feedback; creating plans to capitalize on strengths and develop weaknesses; anticipating and responding to the needs of others; and adapting to and learning from change, difficulties, and feedback.
- Completes work assignments by applying up-to-date expertise in subject area to generate creative solutions; ensuring all procedures and policies are followed; leveraging an understanding of data, and resources to support projects or initiatives; collaborating cross-functionally to solve business problems; identifying and monitoring priorities, deadlines, and expectations; communicating progress and information; identifying, recommending, and implementing ways to address improvement opportunities; and escalating issues or risks as appropriate.
- Supports and develops analytical and/or statistical models enabling informed business decisions by determining data and analytical requirements; creating models leading to actionable insights; and testing, refining, and validating models.
- Gathers data and information on targeted variables in an established systematic fashion by validating data sources;

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querying, merging, and extracting data across sources; completing routine data refresh and update; developing and/or delivering tools for electronic data collection; and providing user training, support, and documentation.

- Supports data analysis interpretation by applying findings to contextual settings under the guidance of more senior employees; and developing reports and presentations telling a compelling story to stakeholders to enable and influence decision making.
- Develops, implements, and automates business and reporting solutions by working with stakeholders in their design, planning, and implementation while ensuring consistency and coherency; summarizing data and results; creating summary statistics; organizing data reports, visualizations, and/or interactive Business Intelligence (BI) reports; identifying needs for the development and implementation of additional reporting solutions; and preparing documentation as appropriate.
- Prepares data for analytic efforts by consolidating data; reviewing data for quality and accuracy; profiling data inaccuracies; and cleaning and creating final data set(s) for analysis.
- Supports data-informed decisions by consulting with clients to identify and clarify key business needs; developing outcomes and process measures; translating business requirements; determining data/information needs and data collection methods; developing analysis plans; measuring the impact of business decisions on clients, customers, and/or members; working with clients and staff to identify opportunities and methods to improve efficiencies with analysis; supporting and training end-users; and documenting processes and deliverables.
- Supports the execution of creative data analytic approaches leading to actionable outcomes by identifying metrics to be analyzed; calculating algorithms; and conducting analyses under the guidance of more senior employees, including descriptive, correlational, inferential, and/or predictive statistics.

Job Qualifications

Minimum Qualifications

Basic Qualifications:

- Minimum three (3) years experience programming with SAS, SQL, R or other similar analytical programming language.
- Minimum three (3) years data management experience with SAS, SQL, R or other similar analytical programming language.
- Bachelor's degree in Mathematics, Statistics, Engineering, Social/Physical/Life Science, Business, or related field and Minimum three (3) years experience in data analytics or a directly related field. Additional equivalent work experience in a directly related field may be substituted for the degree requirement.

Additional Requirements:

Licenses and Certifications:

Preferred Qualifications (For each role - a defined number of the following **preferred** qualifications may apply: years of job experience, education or degree, license, certification, registration or designation, knowledge, skills and abilities).

- Two (2) years health or medical research experience.
- Two (2) years experience conducting statistical analysis in SAS STAT.
- Two (2) years experience working with SAS Management Console.
- One (1) year financial analysis experience.
- Two (2) years experience creating graphics and presentations using SAS GRAPH.
- Two (2) years experience managing the grid environment using SAS Grid Manager.
- Two (2) years experience data mining using Enterprise Miner.
- Two (2) years Data Integration Studio experience.
- Two (2) years experience working in the UNIX environment.
- Two (2) years experience working with Web Report Studio.

- Two (2) years experience conducting Econometrics and Time Series Analysis using SAS ETS.
- Two (2) years experience developing and programming with SAS macros.
- Two (2) years experience working with SAS BI.
- Two (2) years experience working with Enterprise Guide.
- Two (2) years experience programming in SQL.
- Two (2) years experience developing in Tableau.
- Two (2) years experience programming in SQL.
- Two (2) years experience developing in SQL Server.
- SAS Certification.
- One (1) year regulatory experience.
- One (1) year experience working in a matrixed organization.
- One (1) year project management experience.
- One (1) year experience delivering presentations to management.
- One (1) year health care experience.
- Two (2) years experience working with business intelligence tools.
- Two (2) years robotic process automation experience.
- Two (2) years statistical modeling experience.
- Two (2) years experience working with data visualization tools.
- Two (2) years machine learning experience.
- Two (2) years study design experience.
- One (1) year experience in a leadership role with or without direct reports.
- Two (2) years experience working with Open Source Tools (e g , R, Python).
- Two (2) years experience working with Cognos.
- Two (2) years experience working with Tableau.
- One (1) year experience in process improvement.
- Two (2) years network analysis experience.
- Two (2) years experience working with data extraction and manipulation language.
- Two (2) years experience working with SAS.
- Two (2) years experience working with Access.
- Two (2) years complex event modeling experience.
- Two (2) years experience working with Excel.
- Two (2) years experience working with Business Objects.
- Two (2) years experience working with SPSS.
- Two (2) years data simulation experience.
- Two (2) years experience working with artificial intelligence tools.
- Two (2) years relational database experience.
- Two (2) years experience working with SQL.
- Two (2) years deep learning experience.
- Two (2) years experience working with quality management and data profiling tools.
- Two (2) years experience working with statistical analysis software.
- Two (2) years text analytics experience.
- Two (2) years server maintenance experience.
- Two (2) years programming experience.
- Master's degree in Mathematics, Statistics, Engineering, Social/Physical/Life Science, Business, or related field.
- Accredited Project Management Certification.
- Accredited Process Improvement Certification.

Disclaimer, Compliance and Service Language-Do Not Edit

At Kaiser Permanente, equity, inclusion and diversity are inextricably linked to our mission, and we aim to make it a part of everything we do. We know that having a diverse and inclusive workforce makes Kaiser Permanente a better place to receive health care, a more supportive partner in our communities we serve, and a more fulfilling place to work. Working at Kaiser Permanente means that you agree to and abide by our commitment to equity and our expectation that we all work together to create an inclusive work environment focused on a sense of belonging and wellbeing.

COMPLIANCE & INTEGRITY: Consistently supports compliance and the Principles of Responsibility (Kaiser Permanente's Code of Conduct) by maintaining the privacy and confidentiality of information, protecting the assets of the organization, acting with ethics and integrity, reporting non-compliance, and adhering to applicable federal, state and local laws and regulations, accreditation and licensure requirements (if applicable), and Kaiser Permanente's policies and procedures.

Models and reinforces ethical behavior in self and others in accordance to the Principles of Responsibility; adheres to organizational policies and guidelines; supports compliance initiatives; maintains confidences; admits mistakes; conducts business with honesty; shows consistency in words and actions; follows through on commitments.

All Directors, Managers and Supervisors are accountable for communication, implementation, enforcement, monitoring and oversight of compliance policies and practices in their departments.

SERVICE & QUALITY: In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

WORKPLACE SAFETY: In addition to defined working conditions and physical requirements, employees are accountable for working safely; following established policies & procedures; utilizing all designated protective personal equipment (PPE) and/or safety equipment assigned for task; and reporting all injuries and hazards to their supervisor immediately.

Supervisors and Managers are accountable for ensuring the safety performance of employees; applying consistent practices in compliance with federal, state and local regulations; providing guidance to maintain a safe and healthy work environment.

JOB DESCRIPTION

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Region: **Common Set**   **Job Code**: 46063

Job Code Effective Date: **Job Descr/Revised Eff Dt:**	09/18/2022 03/01/2018	**JD Status:**	Active
Job Title:	Data Reporting and Analytics Consultant IV, Biostatistics		
Job Code:	46063	**Exemption Status:**	Exempt

Job Family:	Data Analytics	**Union/Non-Union:**	NUE CO Salaried, NUE GA Georgia, NUE HI Exempt, NUE IT Information Technology, NUE MAS Mid Atlantic States, NUE MHS Non Represented, NUE NCAL Salaried and Followers, NUE NW Exempt, NUE PO Program Office, NUE SCAL Exempt, NUE WA EN and WN Admin Exempt/NE Empl
Job Sub Family:	Data Reporting & Analytics	**EEO Category:**	PROFESSIONAL
Domain:	Biostatistics	**Specialty:**	
Job Grade:	Multiple Grades	**Management Level:**	IC4- Senior Staff

Job Summary (This job's purpose and primary focus.)
In addition to the responsibilities listed below, this position is also responsible for contributing to the publication process by independently writing method and results sections with little review; documenting processes and decision points; and outlining procedures. This position is also responsible for writing and compiling manuals; writing macros and distributable programs; creating advanced statistical models including identifying and addressing when assumptions have been violated; reviewing data for potential error, mistakes, and data quality issues; and breaking approved proposals into process steps.

Essential Responsibilities (The primary job duties this position is responsible for achieving are listed in order of importance.)
- Practices self-development and promotes learning in others by proactively providing information, resources, advice, and expertise with coworkers and customers; building relationships with cross-functional stakeholders; influencing others through technical explanations and examples; adapting to competing demands and new responsibilities; listening and responding to, seeking, and addressing performance feedback; providing feedback to others; creating and executing plans to capitalize on strengths and develop weaknesses; supporting team collaboration; and adapting to and learning from change, difficulties, and feedback.   - Completes work assignments and supports business-specific projects by applying expertise in subject area; supporting the development of work plans to meet business priorities and deadlines; ensuring team follows all procedures and policies; coordinating resources to accomplish priorities and deadlines; collaborating cross-functionally to make effective business decisions; solving complex problems; escalating high priority issues or risks as appropriate; and recognizing and capitalizing on improvement opportunities.   - Executes creative data analytic approaches leading to actionable outcomes by defining and calculating metrics to be analyzed; defining, calculating, and validating algorithms; and conducting analyses, including descriptive, correlational, inferential, and/or predictive statistics.

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- Develops, implements, and automates business and reporting solutions by working with stakeholders in their design, planning, and implementation while ensuring consistency and coherency; evaluating and summarizing data and results; creating summary statistics; developing data reports, visualizations, and/or interactive Business Intelligence (BI) reports; reporting to stakeholders on key findings; identifying needs for the development and implementation of additional reporting solutions; and preparing documentation as appropriate.
- Interprets data analyses by applying findings to contextual settings; and developing insights, reports, and presentations telling a compelling story to stakeholders to enable and influence decision making; and providing context related to data interpretations and/or limitations as appropriate.
- Drives strategic data-informed decisions by consulting with clients to identify and clarify key business needs; developing outcomes and process measures; translating business requirements; determining data/information needs and data collection methods; developing analysis plans; measuring the impact of business decisions on clients, customers, and/or members; working with clients and staff to identify opportunities and methods to improve efficiencies with analysis; supporting and training end-users; and documenting processes and deliverables.
- Gathers data and information on targeted variables in an established systematic fashion by validating data sources; querying, merging, and extracting data across sources; completing routine data refresh and update; developing and/or delivering tools for electronic data collection; and providing user training, support, and documentation.
- Develops analytical and/or statistical models enabling informed business decisions by determining data and analytical requirements; creating models leading to actionable insights; and testing, refining, and validating models.
- Prepares data for analytic efforts by integrating and consolidating data; ensuring data quality and accuracy; profiling data inaccuracies and recommending process improvements or system changes to enhance overall quality of the data; and cleaning and creating final data set(s) for analysis.

Job Qualifications

Minimum Qualifications

Basic Qualifications:

- Minimum one (1) year medical or health analytics experience.
- Minimum three (3) years statistical modeling experience using SAS, R, or another advanced statistical package.
- Minimum one (1) year experience in a leadership role with or without direct reports.
- Master's degree in Biostatistics, Statistics, Public Health, Data Science, or related field and Minimum five (5) years experience in data analytics or a directly related field. Additional equivalent work experience in a directly related field may be substituted for the degree requirement.

Additional Requirements:

Licenses and Certifications:

Preferred Qualifications (For each role - a defined number of the following **preferred** qualifications may apply: years of job experience, education or degree, license, certification, registration or designation, knowledge, skills and abilities).

- Two (2) years experience delivering presentations to management.
- Three (3) years experience working with statistical analysis software.
- Three (3) years relational database experience.
- Three (3) years experience working with Business Objects.
- Three (3) years network analysis experience.
- Three (3) years experience working with business intelligence tools.
- Doctorate degree in Mathematics, Statistics, Engineering, Social/Physical/Life Science, Business, or related field.
- Accredited Project Management Certification.

- Accredited Process Improvement Certification.
- One (1) year publications as an author in medical or scientific journals.
- One (1) year experience statistical consulting.
- Two (2) years project management experience.
- Three (3) years text analytics experience.
- Three (3) years experience working with SQL.
- Three (3) years experience working with SPSS.
- Two (2) years experience working in a matrixed organization.
- One (1) year health care experience.
- One (1) year experience in transition or change management implementation.
- Three (3) years programming experience.
- Three (3) years study design experience.
- Three (3) years experience working with SAS.
- Two (2) years experience in process improvement.
- Three (3) years robotic process automation experience.
- Three (3) years experience working with data visualization tools.
- Three (3) years experience working with quality management and data profiling tools.
- Three (3) years experience working with Tableau.
- Three (3) years data simulation experience.
- Three (3) years machine learning experience.
- Three (3) years experience working with Access.
- Three (3) years complex event modeling experience.
- Three (3) years server maintenance experience.
- Three (3) years deep learning experience.
- Three (3) years experience working with Cognos.
- Three (3) years experience working with Open Source Tools (e g , R, Python).
- One (1) year regulatory experience.
- Three (3) years experience working with data extraction and manipulation language.
- Three (3) years experience working with Excel.
- Three (3) years statistical modeling experience.
- Three (3) years experience working with artificial intelligence tools.

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JOB DESCRIPTION

KAISER PERMANENTE®

Region: **Common Set**   **Job Code**: 44022

Job Code Effective Date: **Job Descr/Revised Eff Dt:**	01/01/1951 09/03/2016	**JD Status:**	Active
Job Title:	Assoc IT Engineer Applications		
Job Code:	44022	**Exemption Status:**	Exempt

Job Family:	Information Technology	**Union/Non-Union:**	NUE CO Salaried, NUE GA Georgia, NUE HI Exempt, NUE IT Information Technology, NUE MAS Mid Atlantic States, NUE MHS Non Represented, NUE NCAL Salaried and Followers, NUE NW Exempt, NUE PO Program Office, NUE SCAL Exempt, NUE WA EN and WN Admin Exempt/NE Empl
Job Sub Family:	IT Eng - Applications	**EEO Category:**	PROFESSIONAL
Domain:		**Specialty:**	
Job Grade:	Multiple Grades	**Management Level:**	IC2- Intermediate

Job Summary (This job's purpose and primary focus.)

Join our team as an associate data engineer or data engineer and play an important role on a team that is at the intersection of technology and health informatics and research. Our team builds the research data infrastructure used by Kaiser Permanente researchers. You will have opportunities of increasing responsibility to maintain and enhance data pipelines, design data warehouses, and translate business requirements into logical and physical designs. We work to integrate big data from multiple data sources, including the largest private Electronic Health Record data warehouse and ensure data consistency and accuracy.

Essential Responsibilities (The primary job duties this position is responsible for achieving are listed in order of importance.)

- Completes work assignments by applying up-to-date knowledge in subject area to meet deadlines; following procedures and policies, and applying data and resources to support projects or initiatives; collaborating with others, often cross-functionally, to solve business problems; supporting the completion of priorities, deadlines, and expectations; communicating progress and information; identifying and recommending ways to address improvement opportunities when possible; and escalating issues or risks as appropriate.
- Pursues self-development and effective relationships with others by sharing resources, information, and knowledge with coworkers and customers; listening, responding to, and seeking performance feedback; acknowledging strengths and weaknesses; assessing and responding to the needs of others; and adapting to and learning from change, difficulties, and feedback.
- As part of the IT Engineering job family, this position is responsible for leveraging DEVOPS, and both Waterfall and Agile practices, to design, develop, and deliver resilient, secure, multi-channel, high-volume, high-transaction, on/off-premise, cloud-based solutions.
- Supports the recommendations of technical solutions that meet design and functional needs.
- Assists in the implementation and post-implementation triage and support of business software solutions, with guidance from senior colleagues, by programming and/or providing configuration support for enhancements to new or packaged-based systems and applications.
- Supports identification of specific interfaces, methods, parameters, procedures, and functions, as required, to support technical solutions.

- Provides systems' incident support and troubleshooting for non-complex issues.
- Supports partnerships with IT teams and vendors to ensure written code adheres to company architectural standards, design patterns, and technical specifications.
- Supports component integration testing (CIT) and user acceptance testing (UAT), with guidance from senior colleagues.
- Develops understanding of emerging technical trends to develop insight into industry best practices and strategies.
- Executes unit testing to identify application errors and ensure software solutions meet functional specifications.
- Assists in reviewing business requirements and functional specifications for development into code modules, with guidance from senior colleagues, by reviewing and understanding company standards.
- Supports the writing and reviewing of technical specifications and documentation.
- Develops technical expertise and knowledge of industry trends by regularly reading publications and attending training events.

Job Qualifications

Minimum Qualifications

Basic Qualifications:

- Bachelor's degree in Computer Science, CIS, or related field OR Minimum two (2) years experience in software development or a related field.

Additional Requirements:

Licenses and Certifications:

Preferred Qualifications (For each role - a defined number of the following **preferred** qualifications may apply: years of job experience, education or degree, license, certification, registration or designation, knowledge, skills and abilities).

- One (1) year experience in systems analysis, including defining technical requirements for IT solutions.
- One (1) year experience with engineering tools such as bug tracking and source code control systems.
- One (1) year experience working in a large matrixed organization.
- One (1) year experience writing technical documentation in a software development environment.

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