Duty Statement

Classification: **Research Scientist I (Social/Behavioral Sciences)**

Position Number: **275-550-5580-001**

HCM#: **5834**

Branch/Section: **Health Policy and Benefits Branch / Health Policy and Data Division / Health Research & Information Systems Services**

Location: **Sacramento, CA**

Working Title: **Health Data Research Scientist I**

Effective Date: **July 1, 2025**

Collective Bargaining Identifier (CBID): **R10**

Supervision Exercised: ☐ **Yes** ☒ **No**

Telework: ☒ **Office-Centered** ☐ **Remote-Centered** ☐ **Not Eligible**

The California Public Employees' Retirement System (CalPERS) delivers health insurance to approximately 1.5 million members, with an annual expenditure of around $11 billion. The Health Policy and Benefits Branch (HPBB) is responsible for overseeing both the CalPERS health benefits and long-term care programs, ensuring members receive equitable, high-quality, and affordable healthcare. HPBB is organized into four divisions, each reporting directly to the Chief Health Director. These divisions include the Health Policy and Data Division (HPDD), Health Account Management Division (HAMD), Health Plan Research and Administration Division (HPRA), and the Clinical Policy and Programs Division (CPPD). HPDD plays a key role in driving innovation, accountability, and continuous improvement by providing data insights and policy analysis.

Under the supervision of the Assistant Division Chief (Health Program Manager III), the Health Data Research Scientist I (Social/Behavioral Sciences) plans, organizes, and conducts research and data analysis of limited scientific scope and complexity. Serving as a technical scientific consultant within the Health Policy and Data Division (HPDD), the incumbent applies theoretical models and research methods from the social and behavioral sciences, such as psychology, sociology, anthropology, economics, and political science, to analyze social, cultural, economic, and behavioral factors that influence health outcomes, health behaviors, and the effectiveness of the CalPERS health program.

Essential Functions

Regular and consistent attendance in the office at least three days a week for teamwork, in-person collaboration, personal interactions with members, stakeholders, and other team members, cross-functional communications within CalPERS. In-person collaboration is essential to promote and foster innovation, creativity, and complete engagement by the team. Coordinating work in person allows the teams to stay functional and aligned with the work of others. Being present in the office is essential to allow for immediate accessibility for discussions, questions, mentoring, or strategy sessions between team members**.**

40% Onsite[1] and virtually, design and maintain business intelligence dashboards and graphical reports using Microsoft Power BI. Create innovative data visualizations that simplify complex health care data and promote understanding of key issues. Collaborate with stakeholders to ensure dashboards are accurate, up-to-date, and responsive to the evolving needs of the CalPERS health program.

30% Onsite and virtually, plan, organize, and conduct social and behavioral research of limited scientific scope and complexity to analyze health care cost, utilization, providers, enrollment, quality, risk, and outcomes. Extract, manipulate, and analyze data using applications such as SQL and/or Python. Apply statistical techniques, including econometric modeling and machine learning, to identify drivers, trends, correlations, and predictions. Ensure adherence to scientific standards through appropriate research designs, empirical strategies, model specifications, data management, and peer review.

25% Onsite and virtually, interpret and prepare research and analysis findings in written reports, summaries, charts, graphs and presentations tailored to technical and internal audiences, including colleagues, supervisors, and technical leads.

5% Onsite and virtually, facilitate data requests for sponsored research projects with outside researchers. Perform other related duties as assigned and that are appropriate for this classification.

Working Conditions

- [1] This position is designated as office-centered and works primarily onsite at the Sacramento, CA - Headquarters at least three weekdays.
- Use of a computer keyboard and mouse several hours a day.
- Reading from computer screens for several hours a day.

Conduct, Attendance and Performance Expectations

- Ability to maintain consistent attendance.
- Ability to demonstrate punctuality, initiative, and dependability.
- Ability to model and support CalPERS Core Values (Integrity, Accountability, Respect, Openness, Quality and Balance).
- Ability to model CalPERS Competencies and demonstrate proficiency in; Collaboration, Leading People, Leading Change, Driving Results, Business Acumen, Communication, and Leading Self.

I have read and understood the duties and essential functions of the position and can perform these duties with or without reasonable accommodation.

Employee Name (Print):

Employee Signature:_____ **Date**:

I certify that the above accurately represent the duties of the position.

Supervisor Signature:_____ **Date**:

Duty Statement

Classification: **Research Scientist II (Social/Behavioral Sciences)**

Position Number: **275-550-5590-xxx**

HCM#: **5834**

Branch/Section: **Health Policy and Benefits Branch / Health Policy and Data Division / Health Research & Information Systems Services**

Location: **Sacramento, CA**

Working Title: **Health Data Research Scientist II**

Effective Date: **July 1, 2025**

Collective Bargaining Identifier (CBID): **R10**

Supervision Exercised: ☐ **Yes** ☒ **No**

Telework: ☒ **Office-Centered** ☐ **Remote-Centered** ☐ **Not Eligible**

The California Public Employees' Retirement System (CalPERS) delivers health insurance to approximately 1.5 million members, with an annual expenditure of around $11 billion. The Health Policy and Benefits Branch (HPBB) is responsible for overseeing both the CalPERS health benefits and long-term care programs, ensuring members receive equitable, high-quality, and affordable healthcare. HPBB is organized into four divisions, each reporting directly to the Chief Health Director. These divisions include the Health Policy and Data Division (HPDD), Health Account Management Division (HAMD), Health Plan Research and Administration Division (HPRA), and the Clinical Policy and Programs Division (CPPD). HPDD plays a key role in driving innovation, accountability, and continuous improvement by providing data insights and policy analysis.

Under the general supervision of the Assistant Division Chief (Health Program Manager III), the Health Data Research Scientist II (Social/Behavioral Sciences) plans, organizes, and conducts research and data analysis of moderate scientific scope and complexity. Serving as a technical scientific consultant within the Health Policy and Data Division (HPDD), the incumbent applies theoretical models and research methods from the social and behavioral sciences, such as psychology, sociology, anthropology, economics, and political science, to analyze social, cultural, economic, and behavioral factors that influence health outcomes, health behaviors, and the effectiveness of the CalPERS health program.

Essential Functions

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20% Onsite and virtually, interpret, prepare and present research findings in written reports, summaries, charts, graphs, and presentations tailored to technical and internal audiences, including colleagues, supervisors, and technical leads. Leverage knowledge of health care systems, insurance industry, and the CalPERS health program to provide analytic support and evidence-based input for policy considerations. Communicate complex data effectively to help inform organizational decisions.

15% Onsite and virtually, act as a scientific resource in support of health care policy and data strategy. Provide technical advice on research methodologies, causal inference strategies, and advanced statistical modeling. Support management and colleagues in advising other divisions on policy and research needs, including understanding health program data. Apply expertise in social and behavioral sciences, health care systems, health insurance industry, and CalPERS health program.

5% Onsite and virtually, facilitate data requests for sponsored research projects with external researchers. Perform other related duties as assigned that are appropriate for this classification.

Working Conditions

- [1] This position is designated as office-centered and works primarily onsite at the Sacramento, CA - Headquarters at least three weekdays.
- Use of a computer keyboard and mouse several hours a day.
- Reading from computer screens for several hours a day.

Conduct, Attendance and Performance Expectations

- Ability to maintain consistent attendance.

- Ability to demonstrate punctuality, initiative, and dependability.
- Ability to model and support CalPERS Core Values (Integrity, Accountability, Respect, Openness, Quality and Balance).
- Ability to model CalPERS Competencies and demonstrate proficiency in; Collaboration, Leading People, Leading Change, Driving Results, Business Acumen, Communication, and Leading Self.

I have read and understood the duties and essential functions of the position and can perform these duties with or without reasonable accommodation.

Employee Name (Print):

Employee Signature:_____ **Date**:

I certify that the above accurately represent the duties of the position.

Supervisor Signature:_____ **Date**:

Duty Statement

Classification: **Research Scientist I (Epidemiology/Biostatistics)**

Position Number: **275-550-5577-XXX**

HCM#: **5834**

Branch/Section: **Health Policy and Benefits Branch / Health Policy and Data Division / Health Research & Information Systems Services**

Location: **Sacramento, CA**

Working Title: **Health Data Research Scientist I**

Effective Date: **July 1, 2025**

Collective Bargaining Identifier (CBID): **R10**

Supervision Exercised: ☐ **Yes** ☒ **No**

Telework: ☒ **Office-Centered** ☐ **Remote-Centered** ☐ **Not Eligible**

The California Public Employees' Retirement System (CalPERS) delivers health insurance to approximately 1.5 million members, with an annual expenditure of around $11 billion. The Health Policy and Benefits Branch (HPBB) is responsible for overseeing both the CalPERS health benefits and long-term care programs, ensuring members receive equitable, high-quality, and affordable healthcare. HPBB is organized into four divisions, each reporting directly to the Chief Health Director. These divisions include the Health Policy and Data Division (HPDD), Health Account Management Division (HAMD), Health Plan Research and Administration Division (HPRA), and the Clinical Policy and Programs Division (CPPD). HPDD plays a key role in driving innovation, accountability, and continuous improvement by providing data insights and policy analysis.

Under the supervision of the Assistant Division Chief (Health Program Manager III), the Health Data Research Scientist I (Epidemiology/Biostatistics) plans, organizes, and conducts research and data analysis of limited scientific scope and complexity. Serving as a technical scientific consultant within the Health Policy and Data Division (HPDD), the incumbent applies principles and methods of epidemiology and biostatistics to analyze health-related data and contribute to evidence-based decision-making. The position collaborates with a multidisciplinary team to support research initiatives and inform strategies aimed at improving health outcomes for CalPERS members.

Essential Functions

Regular and consistent attendance in the office at least three days a week for teamwork, in-person collaboration, personal interactions with members, stakeholders, and other team members, cross-functional communications within CalPERS. In-person collaboration is essential to promote and foster innovation, creativity, and complete engagement by the team. Coordinating work in person allows the teams to stay functional and aligned with the work of others. Being present in the office is essential to allow for immediate accessibility for discussions, questions, mentoring, or strategy sessions between team members**.**

40% Onsite[1] and virtually, design and maintain business intelligence dashboards and graphical reports using Microsoft Power BI. Create innovative data visualizations that simplify complex health care data and promote understanding of key issues. Collaborate with stakeholders to ensure dashboards are accurate, up-to-date, and responsive to the evolving needs of the CalPERS health program.

30% Onsite and virtually, plan, organize, and conduct epidemiologic and biostatistical research of limited scientific scope and complexity to analyze health care cost, utilization, providers, enrollment, quality, risk, and outcomes. Extract, manipulate, and analyze data using applications such as SQL and/or Python. Apply statistical techniques, including econometric modeling and machine learning, to identify drivers, trends, correlations, and predictions. Ensure adherence to scientific standards through appropriate research designs, empirical strategies, model specifications, data management, and peer review.

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Working Conditions

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- Reading from computer screens for several hours a day.

Conduct, Attendance and Performance Expectations

- Ability to maintain consistent attendance.
- Ability to demonstrate punctuality, initiative, and dependability.
- Ability to model and support CalPERS Core Values (Integrity, Accountability, Respect, Openness, Quality and Balance).
- Ability to model CalPERS Competencies and demonstrate proficiency in; Collaboration, Leading People, Leading Change, Driving Results, Business Acumen, Communication, and Leading Self.

I have read and understood the duties and essential functions of the position and can perform these duties with or without reasonable accommodation.

Employee Name (Print):

Employee Signature:_____ **Date**:

I certify that the above accurately represent the duties of the position.

Supervisor Signature:_____ **Date**:

Duty Statement

Classification: **Research Scientist II (Epidemiology/Biostatistics)**

Position Number: **275-550-5582-XXX**

HCM#: **5834**

Branch/Section: **Health Policy and Benefits Branch / Health Policy and Data Division / Health Research & Information Systems Services**

Location: **Sacramento, CA**

Working Title: **Health Data Research Scientist II**

Effective Date: **July 1, 2025**

Collective Bargaining Identifier (CBID): **R10**

Supervision Exercised: ☐ **Yes** ☒ **No**

Telework: ☒ **Office-Centered** ☐ **Remote-Centered** ☐ **Not Eligible**

The California Public Employees' Retirement System (CalPERS) delivers health insurance to approximately 1.5 million members, with an annual expenditure of around $11 billion. The Health Policy and Benefits Branch (HPBB) is responsible for overseeing both the CalPERS health benefits and long-term care programs, ensuring members receive equitable, high-quality, and affordable healthcare. HPBB is organized into four divisions, each reporting directly to the Chief Health Director. These divisions include the Health Policy and Data Division (HPDD), Health Account Management Division (HAMD), Health Plan Research and Administration Division (HPRA), and the Clinical Policy and Programs Division (CPPD). HPDD plays a key role in driving innovation, accountability, and continuous improvement by providing data insights and policy analysis.

Under the general supervision of the Assistant Division Chief (Health Program Manager III), the Health Data Research Scientist II (Epidemiology/Biostatistics) plans, organizes, and conducts research and data analysis of moderate scientific scope and complexity. Serving as a technical scientific consultant within the Health Policy and Data Division (HPDD), the incumbent applies principles and methods of epidemiology and biostatistics to analyze health-related data. The position carries out multidisciplinary research initiatives, provides technical scientific consultation to internal and external stakeholders, prepares reports to support health program planning and evaluation efforts aimed at improving health outcomes for CalPERS members.

Essential Functions

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5% Onsite and virtually, facilitate data requests for sponsored research projects with external researchers. Perform other related duties as assigned that are appropriate for this classification.

Working Conditions

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- Use of a computer keyboard and mouse several hours a day.
- Reading from computer screens for several hours a day.

Conduct, Attendance and Performance Expectations

- Ability to maintain consistent attendance.
- Ability to demonstrate punctuality, initiative, and dependability.

- Ability to model and support CalPERS Core Values (Integrity, Accountability, Respect, Openness, Quality and Balance).

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