



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

**Position Title:** Research Data Scientist

**Position Number:** 801-140-5582-004

**Division/Branch:** Policy, Eligibility, Research Division

**Location:** Sacramento

### Job Description Summary

#### Research Scientist

Under general supervision of the Research Scientist Supervisor I, the Research Scientist, (Social/Behavioral Sciences), Research Data Scientist, supports novel studies and evaluations for Covered California's Research and Analytics program. As part of an advanced research team, this position supports the planning and execution of complex scientific research studies of a moderate scientific scope to evaluate Covered California's activities, and provides guidance to inform the department's analytic agenda. Duties may include access to information systems containing protected enrollee information, including federal tax information, protected health information, and personally identifying information.

### Job Description

#### Research Scientist

##### 35% (E)

In-house empirical analysis on enrollment, health care, user experience, and survey data: The Research Scientist assists with complex empirical studies at Covered California to foster innovation and add to the scientific evidence about the impact of the marketplace. For example, under supervision and on teams with research leads or other research staff, the incumbent: Designs program evaluations and contributes to data science strategies for operational and policy interventions, such as outreach campaigns, call-center optimization, and website architecture. Conducts studies to predict enrollment, churn, and utilization/health risk, using econometric or machine-learning prediction techniques as appropriate (such as hazard models, discrete choice models, etc.). Provides statistical expertise in the analysis of survey, claims, and administrative data to ensure valid inferences are made in projects throughout the organization. The Research Scientist ensures that projects are implemented to the highest standards in the social sciences, and are independently authoritative and rigorous, including choice of appropriate research designs, empirical strategies, model specifications, data management, peer review, and so forth. The first priority for this research will always be improving Covered California's operations and policy outcomes for consumers; sharing research through publication (such as in peer-reviewed journals) may be appropriate in limited circumstances.

##### 30% (E)

Data science infrastructure development: Helps to shape strategic planning and implementation for data architecture in multiple data warehouses so that teams of other analysts and researchers can leverage

Covered California's administrative data more easily, including use of cloud-native technologies such as Snowflake and Databricks/PySpark, and core analytic tools such as SQL, Stata, Tableau, SAS, Python, Excel.

**10% (E)**

Acts as a highly trained resource for research designs and statistical analysis related to health policy: as a technical advisor in research methodologies, The Research Scientist will assist management and Research Scientist Staff in advising other divisions and staff on their data-driven policy and operational research needs, including developing expertise about Covered California's administrative data, health policy research literature, and empirical strategies for causal inference.

**10% (E)**

Presenting Findings: The Research Scientist will present research findings to a range of technical and stakeholder audiences, from leadership to peer analysts.

**10% (E)**

Data use agreements, data re-identification risk, human subjects' coordination: Coordinates efforts to ensure Covered California has effective data science and research infrastructure, including assisting with the preparation of research protocols, data use agreements, and filings before institutional review boards at the organization. Implements the data de-identification process to ensure compliance with privacy standards and protection of consumer personally identifiable information. Travels statewide to attend meetings, trainings, and seminars.

**5% (M)**

Performs special projects as assigned, from documentation and user training to policy research to data quality review.

**Scope and Impact**

a. *Responsibility for Decisions and Consequences of Error:* Position is considered autonomous and is expected to work at a high level under general supervision. Makes independent decisions in field using established guidelines and procedures. Work is reviewed periodically to see that it generally conforms to established policies and procedures. Incumbent will be entrusted to review and analyze extremely sensitive consumer protected health information and personally identifying information, which would be severely detrimental to Covered California if compromised. Incumbent will approve data that will be shared publicly by the Executive Director.

b. *Administrative Responsibility:* This position does not have administrative duties.

c. *Supervision Exercised:* This position does not exercise supervision, however, provides guidance to high level research staff within the Division, as well as provides technical guidance and expertise to other data analysts throughout the department.

d. *Frequent Internal Personal Contacts:* Program leads, Executive Leadership, internal consultants

e. *Frequent External Personal Contacts:* Stakeholders, plans, consumers advocates, academics, researchers, other state agencies, federal government, media

Physical and Environmental Demands

Work Environment

Work in a climate-controlled office under artificial lighting; exposure to computer screens and other basic office equipment; office space is open and thus noisy; work in a high-pressure fast-paced environment, under time critical deadlines; work long hours; must be flexible to work days/nights, weekends and select holidays as needed; during peak periods, may be required to work overtime; appropriate dress for the office environment.

### ***Essential Physical Characteristics***

The physical characteristics described here represent those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable an individual with a qualified disability to perform the essential functions of the job, on a case-by-case basis. Ability to attend work as scheduled and on a regular basis and be available to work outside the normal workday when required. Continuous: Upward and downward flexion of the neck. Frequent: sitting for long periods of time (up to 70%); repetitive use of hands, forearms, and fingers to operate computers, mouse, and dual computer monitors, printers, and copiers (up to 70%); long periods of time at desk using a keyboard, manual dexterity and sustained periods of mental activity are need; frequent: walking, standing, bending and twisting of neck, bending and twisting of waist, squatting, simple grasping, reaching above and below shoulder level, and lifting and carrying of files, and binders. Note: Some of the above requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.

### **Working Conditions and Requirements**

- a. *Schedule:* Core business hours are Monday through Friday, 8:00am - 5:00pm
- b. *Travel:* Travels statewide to attend meetings, trainings, and seminars up to 10% of the time.
- c. *Other:*