



BI Software Developer

As one of the largest and most successful Health Information Exchanges (HIEs) in the country, Great Lakes Health Connect manages health information services for 129 hospitals, over 4,000 primary, specialty, and allied care practice offices, and nearly all of Michigan residents. By providing the means in which health information is exchanged between patients and their caregivers, we pride ourselves on improving health outcomes and value for patients, providers and communities in which we serve. Our organization is growing and we have an excellent opportunity for a BI Software Developer in our Grand Rapids office.

Here's what you'd be doing at GLHC:

The BI Software Developer will have a unique opportunity to experience and participate in the full continuum of business intelligence and software development activities within the GLHC enterprise.

With a core purpose to advance GLHC's mission of helping to improve the health of Michigan citizens, the position will focus on the development and delivery of highly actionable information/insights to GLHC clients and internal stakeholders. Reporting to the BI Manager, this position works closely with internal team members, platform vendors, and external Michigan clients to successfully implement timely and accurate BI solutions. The successful candidate will display the ability to become a subject matter expert for GLHC's BI analytics engine platform.

Key duties include:

- Designs and codes production reporting and data analytics projects solutions within the GLHC BI platform.
- Participates in requirement and design definition working directly with clients and/or other GLHC stakeholders.
- Develops GLHC standard libraries and packages for use in reporting and analytics solutions.
- Participates in the development, coding, and monitoring of:
 - data quality auditing processes, with primary focus on data normalization, standardization, and master person indexing
 - system utilization auditing processes
- Follows GLHC documentation guidelines in producing documentation for developed code.
- Participates with team in general support and administration of GLHC BI platform. This may include "end user" administration, training, and documentation.
- Builds and maintains knowledge of data visualization methods and trends, to deliver enhanced engagement and insight to end users of BI solutions.
- Identifies potential technologies for incorporation into the GLHC BI platform, to extend and/or enhance performance, delivery, presentation, or other related capabilities.

Here's more about who we're looking for:

- Education:
 - Candidates must have bachelor's degree; Or have attained 4th year status towards such a degree, in information systems, computer science, statistics, or the like; Or equivalent experience.
- Experience:
 - Demonstrated experience designing and developing custom applications using modern programming languages and presentation technologies. For example: Python, C#, PHP, R, HTML, javascript.
 - Experience with data access and flow technologies a plus! For example: SQL (Transact SQL, PLSQL, etc.), Microsoft SSIS, Apache NiFi.
 - Exposure to standards in healthcare messaging and terminology coding standards strongly preferred. For example: HL7, FHIR, Snomed, Loinc, RxNorm.
 - Custom report development and/or data analytics experience in healthcare data warehouse environment, strongly preferred.

Other must-haves:

- Overwhelming and driving curiosity and creative passion for getting to the core, right solution.
- Logical thinker with the ability to connect disparate "dots" and conduct deep business systems analysis.
- Independently motivated with ability to prioritize and manage own list of projects and tasks.
- Proactive and professional communication skills for collaborating with our healthcare clients to discover and resolve their data management, reporting and extraction needs.
- Excellent problem solving skills and ability to see around corners. Our client's needs are not always black and white, so being able to understand and develop customize solutions that address those needs is key. Our organization is growing, as are the solutions we offer to our clients. Being driven, flexible, highly detailed and organized is critical.
- The BI Software Developer must adhere to our core values of putting the mission first, respect, integrity, innovation, excellence and stewardship.

Here is what we're offering the right candidate:

- The ability to improve the life of people in your community. You will have exposure to engaging and meaningful work in a cutting edge and impactful industry. You will be working to bring patients closer to their health care providers by creating technologies that enable more efficient communication across the state.
- The opportunity to work with a driven and dedicated team. We employ the best of the best and we are passionate about what we have built and who we serve. This expertise and passion shows in the quality services we provide and the communities we serve.
- Opportunities to be involved and give back. We enjoy working together to serve those in need.
- Competitive compensation and an incredibly robust benefits package. Work-life balance and wellness initiatives help to guide our benefit offerings.
- 403(b) with 7% match. Yes, you read that right, SEVEN!

- Health, Dental, Vision
- Life and Disability Insurance
- Flexible Spending
- Wellness Initiatives and Incentives
- Rich PTO package

To apply for this position, please send a cover letter and your resume to info@gl-hc.org with the subject "Attention GLHC HR - BI Software Developer position".

