



POSITION SPECIFICATION
RESEARCH AND EVALUATION
DATA ANALYST

Background

The Mother Cabrini Health Foundation (“MCHF”) is one of the largest foundations in the United States and the largest foundation focused exclusively on New York State. Formed in 2018 by the sale of the Legacy Fidelis New York Medicaid Health Plan, MCHF is a not-for-profit corporation and private foundation with a mission to improve the health of underserved New Yorkers, bolster the health outcomes of diverse communities, and enhance access to affordable healthcare and healthcare-related services across the state.

Since its inception, MCHF has made over 1,200 grants, totaling approximately \$335 million, to non-profits, community-based organizations, and healthcare and social services providers to address gaps in care and serve vulnerable New Yorkers. While MCHF operates in accordance with the ethical principles, tenets, and teachings of the Roman Catholic faith, it exists to help those of all faiths or no faith at all. The organization seeks to stimulate, sponsor, and support activities, programs, and initiatives that enhance access to affordable quality healthcare and healthcare-related services.

For more information, visit: <https://cabrinihealth.org>.

Position Summary

Reporting to the Chief Evaluation and Learning Officer, the Data Analyst uses quantitative research methods, analytic techniques, and visualizations to support the Mother Cabrini Health Foundation’s strategic planning and impact evaluation. This new role is an integral part of the Foundation’s investment in using data-driven insights to maximize its impact. The work of the Data Analyst will help us gain understanding of how grantmaking across New York State—to date more than \$335 million— impacts the health and well-being of populations such as immigrants and migrant workers, veterans, persons with special needs, youth and young adults, older adults, formerly incarcerated individuals, young children, expecting and new mothers, and low-income families and individuals. Currently, the Foundation supports programs that address gaps related to healthcare, social services, economic security, availability and access to nutritious food, housing safety and stability, health literacy, and transportation access and mobility.

The right candidate brings a track record of exploring and analyzing data for social good. They possess passion for understanding and solving social problems and are excited about using data to understand how and where grantmaking can best make positive change. They are able to translate information needs for decision-making into research questions, identify data sources, implement the analytical approaches and methods best suited to answering these questions, communicate findings in clear language and visualizations, and work with colleagues to think through the implications of findings for strategic planning and grantmaking evaluation.

Responsibilities

- Analyze data to support the strategic planning decision-making needs of the Foundation. Conceptualize, define, and quantify the problems the Foundation seeks to solve. Generate and compare estimates of the impacts of different strategies under consideration.
- Curate and continually update a library of datasets related to healthcare access, health status and outcomes, healthcare needs and use, health equity, and Social Determinants of Health in New York State.
- Develop multiple-layered maps of data on New York State related to healthcare access, health status and outcomes, healthcare needs and use, and Social Determinants of Health using mapping software.
- Analyze data on the impacts of the Foundation's grantmaking in different areas. This involves analyzing data on target population characteristics, program models, program outputs, and outcomes.
- Analyze and visualize data on the organization's grantmaking within the context of community needs related to healthcare and the Social Determinants of Health.
- Develop and manage a comprehensive, centralized reporting system of Tableau reports and interactive dashboards on community needs and grantmaking evaluation in healthcare and the Social Determinants of Health.
- Apply a health equity lens to data sourcing and analysis, which, at minimum, includes the stratification of measures by socio-economic status, race, ethnicity, and other social characteristics and the contextualization of measures within structural determinants of health such as, but not limited to, policies and availability of neighborhood resources.
- Communicate data findings and insights to internal and external stakeholders via interactive dashboards, presentations, briefs, and reports.
- Synthesize and distill findings from literature reviews on quantitative research and evaluation studies in both the peer-reviewed and grey literatures.
- Liaise with vendors providing data analysis, visualization, mapping, research, and evaluation services to ensure useful, high-quality, and timely deliverables.
- Support other projects, tasks, and events as needed.

Qualifications

The Foundation is aware that a candidate may not possess all of these skills and experiences. We welcome applications from candidates who bring some of these skills, experiences, and orientations, as well as a commitment to professional development and growth.

- Master's degree required in a field with substantive focus on quantitative research methods, applied statistics, and data science, such as: social sciences, applied statistics for social sciences, data science, public health, epidemiology / social epidemiology, public policy, public administration, social work / social welfare, social research, quantitative research methods in sociology / political science / economics and related fields.
- An orientation towards intellectual curiosity, humility and growth, evaluative thinking, and conceptual thinking.
- Proven track record of analyzing quantitative data, distilling findings, developing reasoned conclusions, and making thoughtful recommendations. This includes an ability to assess the quality, strength, and limitations of evidence and understand the difference between the evidence of absence and the absence of evidence. Ability to draw on a variety of conceptual frameworks and theories to conceptualize, define and structure problems for data analysis. Natural inclination to define (and redefine) and structure (and restructure) problems.

- Experience with data visualization and analysis, preferably Tableau, to create tables, charts, data dashboards, and maps. Must be proficient with advanced chart types and visualizations, complex calculations, statistical techniques, combine data sources, data prep, and interactive dashboard design.
- Experience with tools for statistical analysis, data analysis and visualization, and mapping (e.g., SPSS, R, SAS, Stata, Python, QGIS, ArcGIS etc.).
- Advanced knowledge of statistics and basic mapping and spatial analysis. Familiarity and/or interest in and ability to develop knowledge in the following areas: causal inference methods in evaluation, data mining methods, multi-level modeling, time series modeling, meta-analysis, advanced mapping and spatial analysis, and social network analysis.
- Ability to work with large public datasets such as the US Census, American Community Survey, and national, state, and local health surveys.
- Ability to work with the nuances and limitations of real-world grants and administrative data that are often not explicitly collected for research purposes.
- Ability to understand how sampling and data collection for different datasets influences conclusions and limitations of analyses.
- Ability to translate complex data concepts to non-technical audiences.
- Enthusiasm for being part of the foundation and contributing to its mission.

Salary and Benefits

MCHF offers a competitive compensation package that includes salary commensurate with experience; health care and dental insurance—100% covered for the employee; retirement plan with up to 12% employer contribution; employer-paid group life insurance; 24-weeks of paid parental leave (gender neutral) following birth, adoption, or placement of a child; optional flexible spending plans for healthcare, parking, transit, dependent care; personal time off of a minimum of four weeks of vacation, plus Federal holidays, plus another two weeks of PTO for sick or personal use, among other benefits.

Conditions and Requirements

MCHF will provide any reasonable accommodation(s) required to perform the essential duties of this role.

- Working in a high-rise office environment for all or most of the scheduled work week.
- Employees of the MCHF are required to be fully vaccinated against COVID-19 as a condition of employment unless a medical or religious exemption is approved. Final candidates must be fully vaccinated as of their first day of employment.
- Offers of employment are contingent on clear results of a thorough background check.
- Occasional evening and weekend work may be required as job duties demand.

EEO and Diversity Statements

The Mother Cabrini Health Foundation is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind. MCHF is committed to the principle of equal employment opportunity for all employees and applicants for employment and to providing employees with a work environment free of discrimination and harassment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, discipline, terminations, layoff, leaves of absence, wage and salary administration, benefits, and training. All employment decisions at MCHF are based on business needs, job requirements and individual qualifications, without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, family or parental status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. MCHF will not tolerate discrimination or harassment based on any of these characteristics.

To Apply

To Apply, visit <https://cabrinihealth.org/work-for-us/>, click “current job openings,” and select the role. Please submit an updated resume along with your contact information.

The Mother Cabrini Health Foundation is committed to diversity and encourages applicants of all ages and backgrounds. Members of underrepresented communities are especially encouraged to apply.

MCHF is also committed to the full inclusion of all qualified individuals. As part of this commitment, MCHF will ensure that persons with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact Human Resources at hr@cabrinihealth.org.