



BUSINESS ANALYST III

Position Status: Exempt
Reports To: Department Leadership
Effective Date: 03/07/24
Revised Date:
Job Level: P3

POSITION SUMMARY

Under direction, this position:

1. Conducts advanced business requirements analysis within the Operations or Health Services Division
2. Coordinates regulatory and compliance deliverables
3. Project manages medium- to large-scale projects
4. Performs other duties as assigned

DISTINGUISHING CHARACTERISTICS

The Business Analyst III is the advanced working level in the series and is distinguished from the next lower, working level Business Analyst II by the former's degree of advanced knowledge related to business analysis, responsibility for acting as subject matter expert and assisting with mentoring and training other analysts, and management of large-scale business analysis projects.

RESPONSIBILITIES

1. Conducts advanced business requirements and analysis within the Operations or Health Services Division, with duties including but not limited to:
 - Collaborating with management to identify business objectives and develop strategies to achieve them
 - Working closely with stakeholders to identify and understand business needs and developing solutions to business problems through the identification of clear and comprehensive business requirements
 - Leading requirements gathering, documentation, and analysis for new initiatives, system enhancements, or process improvements within the managed health plan
 - Analyzing and documenting business processes, systems, and workflows in support of business requirements gathering and analysis
 - Translating business requirements into actionable plans and deliverables
 - Managing business analysis projects for the assigned Division, from initiation to completion.
 - Analyzing data to provide insights and recommendations to evolve processes to meet new business needs
 - Establishing and championing the use of standardized processes and templates for business requirements documentation
 - Collaborating with project managers and other stakeholders to ensure successful delivery of enterprise-wide projects
 - Collaborating with cross-functional teams, including Information Technology Services and Finance, to ensure a holistic approach to business analysis
 - Providing subject matter expertise and acting as a resource to team members

- Coaching and mentoring team members, guiding them in making sound judgement calls, and ensuring accountability for their work assigned work
2. Coordinates regulatory and compliance deliverables, with duties including but not limited to:
 - Coordinating between all departments within the Division and with the Compliance Division to meet necessary regulatory and compliance deliverables
 - Reviewing new regulatory requirements and providing initial interpretation
 - Assessing new requirements and collaborating with departments to mitigate compliance deficiencies
 - Drafting policies, procedures, and workflows to ensure documented processes accurately reflect current operations and are compliant
 - Coordinating with departments within the Division to prepare audit deliverables and respond to corrective actions
 - Supporting departments with regulatory reporting, including developing reporting requirements and ensuring reports are delivered timely
 3. Project manages medium- to large-scale projects, with duties including but not limited to:
 - Managing medium to large-scale business analysis projects from initiation to completion for the assigned Division
 - Collaborating with stakeholders to manage and ensure project success and consistent application of project management methodologies, standards, tools, and processes and continuous improvement in alignment with business needs
 - Ensuring business needs are well understood and that project teams perform at a high level.
 - Identifying and coordinating required ongoing project management documentation for the deliverables, dependencies, critical path and stability of project-oriented work efforts
 - Coordinating clear and timely communication with project stakeholders
 - Overseeing the tracking and usage of project milestones, tasks, timelines, and resources necessary to meet project objectives and to keep projects within scope, schedule. and resource requirements
 - Utilizing online collaboration and project management software to ensure project status is transparent
 4. Performs other duties as assigned

EDUCATION AND EXPERIENCE

- Bachelor's degree in Health Care, Business, or a related field and a minimum of five years of experience conducting business analysis, including a minimum of two years of project management experience (four years of additional experience may substitute for the Bachelor's degree); or an equivalent combination of education and experience may be qualifying.

KNOWLEDGE, SKILLS, AND ABILITIES

- Thorough knowledge of standards in business analysis
- Thorough knowledge of various business analysis and project management methodologies, such as Agile and Waterfall
- Thorough knowledge of and proficiency with Windows based PC systems and Microsoft Word, Excel (including working knowledge of pivot tables), Outlook, PowerPoint, Visio, and Adobe

Acrobat

- Thorough knowledge of research, analysis, and reporting methods
- Working knowledge of the principles and practices of project management
- Ability to interpret and apply complex regulations, policies, and procedures
- Ability to conduct business requirements analysis and translate business requirements into actionable plans and deliverables
- Ability to define issues, interpret data, identify solutions, and make recommendations for action
- Ability to think critically to make informed recommendations and decisions
- Ability to independently document, summarize and resolve complex issues
- Ability to use a customer-focused approach to solving complex business problems that involve diverse stakeholders
- Ability to organize work, manage multiple projects, establish priorities, adjust to changing priorities, and meet deadlines
- Ability to develop work plans and workflows and organize and prioritize project team activities
- Ability to draft policies, procedures, workflows, written reports, and other program documents
- Ability to present strategic information, data and results in a clear and understandable manner utilizing methods appropriate to various forums
- Ability to foster effective and collaborative working relationships, influence others, and build consensus with individuals at all levels in the organization
- Ability to train, mentor, guide, and act as a resource to team members
- Ability to demonstrate flexibility and creativity, identify improvements to existing practices, and initiate and manage change
- Ability to make sound decisions within established guidelines
- Ability to work independently with minimal supervision and as a member of a team

DESIRABLE QUALIFICATIONS

- Master's degree in Health Care, Business, or a related field
- Project management certification, such as Project Management Professional (PMP) or Business analysis certification, such as International Institute of Business Analysis (IIBA)
- Experience working in a healthcare or managed care environment
- Working knowledge of data analysis tools and techniques

WORK ENVIRONMENT

- Ability to sit in front of and operate a video display terminal for extended periods of time
- Ability to bend, lift and carry objects of varying size weighing up to 10 pounds
- Ability to work effectively in a remote work environment
- Ability to travel to different locations in the course of work.

This position description, and all content, is representative only and not exhaustive of the tasks that an employee may be required to perform. Employees are additionally held responsible to the Employee Handbook, the Alliance Standard Knowledge, Skills and Abilities and the Alliance Code of Conduct. The Alliance reserves the right to revise this position description at any time.