

CAREERS AT Radiant Health Centers

Data Analyst

HEALTHCARE OPERATIONS – FULL-TIME – IRVINE, CA

Every role at Radiant Health Centers exists for the same reason; to ensure anyone who needs care—individuals who are un-housed, experiences mental health challenges, or living with HIV—receives care they need and deserve.

ABOUT RADIANT HEALTH CENTERS

Radiant Health Centers (formerly AIDS Services Foundation of Orange County) is the region's only FQHC Look-Alike focused on LGBTQ+ health and individuals living with or affected by HIV. For four decades, Radiant has served orange County with medical care, behavioral health, harm reduction, case management, HIV/STI testing, and prevention services – all grounded in compassion, dignity, and health equity.

Our Mission

Radiant Health Centers provides compassionate and comprehensive health services to all underserved individuals in Orange County, with a special focus on the LGBTQ+ community and those living with an affected by HIV.

ABOUT THE ROLE

The Data Analyst supports our health center in all aspects of data analytics, including generation, analysis, insights and visualization. Capable of swiftly consulting with colleagues who request data solutions and transforming data into timely, insightful reporting and relevant answers to ad hoc questions and scheduled reports.

Reports to: VP of Healthcare Operations, **Collaborates:** Operation Leadership, Clinic, Finance

WHAT YOU'LL DO

- Own and support the data needs of the health center, including capturing requirements, visualization information and building dataset, reports, and dashboards.
- Responsible for evaluating, clarifying and refining report requests to determine requestor's needs and objectives, identifying appropriate methodology for extracting data including data sources and criteria, and ensuring the delivered report is accurate, timely, and formatted appropriately.
- Interpret data, analyze results using statistical techniques and provide ongoing and ad hoc reporting.
- Develop and implement data management, and collection systems, data analytics and other strategies that optimize statistical accuracy and quality.
- Participate in analysis, interpretation, and translating complex health plan data, issues, trends and relationships into effective strategies and action plans.

- Reports to the VP of Healthcare Operations to understand and maintain focus on their analytical needs, including identifying critical metrics and KPIs, and deliver actionable insights to relevant decision-makers.
- Maintains active collaboration with CEO and CFO on ongoing and future data management needs and new reporting requirements.
- Proactively analyze data to answer key questions from stakeholders or out of self-initiated curiosity with an eye for what drive business performance, investigating and communicating areas for improvement in efficiency and productivity.

WHAT WE'RE LOOKING FOR

- Bachelor's degree in computer science, Mathematics, Information Management or Statistics
- 3-5 years of experience preferred.
- Proven analytical skills, including mining, evaluation, analysis and visualization.
- Strong SQL or Excel skills with the ability to learn other analytical tools.
- Practical experience with frameworks including XML, JavaScript, and ETL preferred.
- Practical experience in statistical analysis using statistical packages including Excel, SPSS, and SAS preferred.
- Experience working with EPIC, Business Objects, Tableau a plus.

CLASSIFICATION & WORK ENVIRONMENT

- **FLSA Status:** Non- Exempt
- **Work Environment:** Primarily office-based; may require occasional travel between Radiant Health Centers sites.
- **Physical Demands:** Ability to sit or stand for extended periods, use a computer for extended periods, and occasionally lift up to 15 lbs. Reasonable accommodations will be made for qualified individuals with disabilities.

COMPENSATION

PAYSCALE

\$ 75,000 - \$85,000

The posted pay scale reflects the range Radiant Health Centers reasonably expects to pay for this position. Placement within the range depends on experience, qualifications, and internal equity.

BENEFITS

Radiant Health Centers offers a competitive benefits package that includes medical, dental, and vision coverage. For select plans, Radiant pays 100% of the employee premium, allowing eligible employees to enroll in health and dental coverage at no cost. Additional benefits include a 403(b)-retirement plan, an Employee Assistance Program (EAP), life and disability coverage, a flexible spending account (FSA), and voluntary benefit options. Employees also accrue paid time off (PTO)

at a rate of 1.5 days per month, equivalent to 20 days per year and receive 12 paid holidays annually.

This is a summary of benefits. Eligibility and coverage are governed by plan documents.

WHY RADIANT

We look for people who want their work to matter and who bring care, rigor, and respect to it. Radiant welcomes applicants of every background, identity, and lived experience, including people from the communities we serve.

HOW TO APPLY

Forward a cover letter and resume to Ms. Lisa Osborn at losborn@radianthealthcenters.org

EQUAL OPPORTUNITY & FAIR CHANCE HIRING

Radiant Health Centers is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age, disability, genetic information, marital status, veteran status, reproductive health decision-making, or any other characteristic protected under the California Fair Employment and Housing Act (FEHA) or applicable federal, state, or local law.

Consistent with California's Fair Chance Act, qualified applicants with criminal histories will be considered for employment in accordance with applicable law, and criminal history will not be inquired into until after a conditional offer of employment has been made.

Radiant Health Centers provides reasonable accommodations for applicants and employees with disabilities. If you need an accommodation during the application or interview process, please contact Human Resources.