

**Position: Senior Corporate Decision Support Advisor**  
**Status: Permanent Full Time**  
**Department: Decision Support within the Performance & Business Intelligence**

## **ABOUT US**

At Trillium Health Partners we are passionate about our people, community and our patients! Every day we go to work filled with passion to be excellent, to creatively problem solve and to innovate. Trillium Health Partners is the largest hospital in Ontario, comprised of Credit Valley Hospital, Mississauga Hospital and the Queensway Health Centre, Trillium Health Partners serves the growing and diverse populations of Mississauga, West Toronto and surrounding communities. Our mission is a new kind of healthcare for a healthier community, we rely on the strength, courage, expertise and diversity of our people who are committed to delivering exceptional care to our patients. We are committed to Being Better Together by attracting and retaining top talent.

## **OUR CULTURE**

Trillium Health Partners is an exciting and rapidly evolving organization that relies on data to drive decisions to enable our mission of providing a New Kind of Healthcare for a Healthier Community. Many levers – including funding reforms, population health, pandemic recovery planning, and clinical workforce pressures have created an urgency to better understand drivers of hospitals' performance and the inter-relationships between financial, clinical, quality, people and patient experience data to inform decision-making. A key enabler to THP's strategic plan is data and analytics, as such there's been significant investments in a new Hospital Information System (EPIC), business intelligence and other statistical tools to enhance the analytics capability. The newly formed Performance and Business Intelligence portfolio is a key driver of this transformation and in collaboration with stakeholders across THP, will design, architect, govern and deploy high quality data and analytics to support performance insights, planning and decisions to enable THP's mission. The Performance and Business Intelligence portfolio is made up of Decision Support and Case Costing, the Business Performance Office and the Business Intelligence Department.

## **WHAT WE PROMISE**

Trillium Health Partners is committed to continuous development of our employees, using our learning and experiences to shape the future of health care analytics and help create a new kind of healthcare for a healthier community.

## **POSITION SUMMARY**

If you want to have an impact on improving health system performance and excited about data and analytics, this job is for you. We are building a new kind of healthcare for the highest growth hospital in Ontario, leveraging a newly implemented health information system. This is a great opportunity for someone who is interested in joining a group that is evolving and to be able to use hospital data to help clinical leaders to drive decisions and tackle complex business questions. In this senior role you will be reporting jointly to the Director of Decision Support and the Manager of Decision Support and work closely with the Vice President of Performance and Business Intelligence, and will be responsible for:

- Designing and rolling out in collaboration with the BI and Business Performance Office team a hospital wide balance scorecard and integrated operational dashboards (i.e. integrated finance, clinical, People, patient experience reporting as an example).
- Leading corporate pandemic recovery analyses and data requests.
- Support capacity planning analyses and corporate strategy planning analyses
- Advise, direct and model data solutions in EPIC, SSRS, Power BI, and data warehousing.
- Lead the planning, development and maintenance of tools that help in making business analysis and decisions. (ie. Power BI productionized reports, POP, Critical Occupancy Board)
- Have a solid foundation in delivering complex solutions with a high level of technical and theoretical knowledge and project management skills.
- Provide leadership in automation, data visualization and in promoting data access and literacy.
- Providing technical direction and quality control oversight, expertise, and review to ensure integration of all DS projects - current, previous, and planned – working collaboratively with BI team members to ensure adherence to BI team standards (e.g. project documentation, formatting, programming, etc.).
- Responsible for requirements gathering, developing and maintaining automated dashboards, metric reports and data visualizations in collaboration with Business Intelligence.
- Database mining and statistical analyses using SAS, SPSS or other analytical tools.
- Analyze broad data sets and provide actionable insights to better inform business decisions.
- Leading and providing oversight to ensure effective prioritization and coordination of projects.
- Mentor other team members on utilization and functionality of tools. Such as data modeling, data visualization and forecasting techniques.
- Work collaboratively with the Business Performance Office, Quality and Risk, Finance, Strategy Management, Government Relations and People team to improve data quality and provide coordinated / integrated analytics and advice to programs, support services, and other enabling services. Partner with local and provincial stakeholders to maximize strategic opportunities for integrated decision support.
- Integrate new data sets in reporting in a proactive and regular cadence.
- Recommend enhancements to the decision support systems and processes.
- Experience in EPIC health information system would be an asset.

## KEY QUALIFICATION

- Master's degree with related experience in Computer Science, Mathematics, Health Informatics or related field.
- 3-5 years' experience in Business Intelligence (Power BI, Tableau)
- Expert Knowledge of Data modeling, SSRS, SSAS, Tabular Models/Cubes, SQL Server, Microsoft Office and advanced SQL Scripting
- Experience in building dashboards in Power BI/Tableau
- Ability to translate between technical metrics and business KPIs and act as a bridge between technical and non-technical internal stakeholders.
- Experience managing/leading large projects or processes with limited oversight from manager.
- Demonstrated excellence in communication, customer service and team building with the ability to model positive change
- Critical thinking skills; the ability to see the broad picture, analyze the situation and transfer a conceptual framework into concrete terms

- Ability to work independently
- Experience coaching, reviewing and delegating work to lower level professionals.
- Previous experience in financial reporting and real time analytics is considered an asset.
- Experience in upgrading Business Intelligence solutions to keep up with the most recent Microsoft product releases.

To be successful as a senior advisor, you should demonstrate great skill in creativity and innovation, ability to thrive in a high pressure environment, and possess excellent communication skills.