

## Role Profile

<b>Role Title</b>	Grade VII Principal Data Scientist - Healthcare Research Projects
<b>Purpose of the Role</b>	This is a new role developed to support institutional healthcare research projects. The successful candidate will provide technical expertise on the management and analysis of healthcare research data, as well as management of specific work streams within specified projects.
<b>Department/Directorate</b>	Information Management Services (IMS)
<b>Reports to:</b>	Data Architect IMS
<b>Key Direct Reports</b>	N/A
<b>Grade</b>	Grade VII Officer
<b>Salary Scale</b>	€58,254 – €75,728 (LSI x 2)
<b>Job Reference Number:</b>	001042
<b>Enquiries To:</b>	Mr Karlos Wogan, Chief Data Architect, Information Management Services; Phone:01 416 4999; Email: kwogan@stjames.ie  Or  Mr Gerry Hughes, Research Synergies Manager, Clinical Research Facility; Phone: 01 410 3900; Email: ghughes@stjames.ie
<b>Closing Date:</b>	Sunday, 2 <sup>nd</sup> March 2025

## **KEY DUTIES AND RESPONSIBILITIES**

### **Data manipulation and analysis**

- **Data Collation and Analysis**
  - Direct responsibility for collating and analysing healthcare data from multiple sources for the purposes of the Hospital's Value based Healthcare (VBHC) project.
- **Leadership and Support**
  - Provide professional data analysis advice, support and leadership to other members of the VBHC consortium
- **Analysis Tool Proficiency**
  - QlikSense (Saas/Enterprise) and Power BI (Pro) for extract-transform-load and data integration
  - R (Shiny, Dplyr, ggplot2), Python (scikit-learn), TensorFlow or SAS.
  - SQL (SQL Server)
  - Electronic healthcare record software (Cerner)
  - RPA software such as UIPath, Workfusion
  - Cloud-based systems such as AWS, Azure
- **Insights Generation**
  - Use of statistical analyses techniques to generate insights from healthcare data

### **Project management**

- Implement robust project management methodologies and processes to enable successful project performance and delivery
- Collaborate with key stakeholders to ensure that required supports are available to enable successful delivery of projects
- Manage the progress and completion of all project related tasks and activities
- Ensure approval and acceptance of project deliverables to agreed quality standards
- Manage all aspects of project delivery through the full lifecycle from initiation to closure

### **Additional Duties and Responsibilities**

- Contribute to education and training events as appropriate.
- Facilitate research/evidence based practice and support to research projects.
- Contributing to a pro-active, positive work culture
- Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act and the Hospital Safety Statement

### **Reporting Relationships**

- The post holder will report directly to the Chief Data Architect.
- The post holder will, when requested, provide relevant updates to the study governing committees and working groups. Internal and external periodic reporting will be required with study sponsors, hospital research oversight committees, data protection office, legal and insurance office and other relevant hospital and/or academic departments.

*\* The above Role Profile is not intended to be a comprehensive list of all duties involved and consequently the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office. This Role Profile will be subject to review in the light of changing circumstances.*

### **Academic/Professional Qualifications and/or relevant Experience**

#### **Required:**

- At least 5 years' experience working in a healthcare or data research environment
- Possession of a relevant postgraduate qualification (e.g., Data Science, Data Analytics, Health Informatics, Bioinformatics, Epidemiology or similar).
- Possess sufficient administrative capacity to discharge the functions of the grade.

#### **Desirable:**

- Post graduate diploma/degree in data science or data analytics
- Post graduate degree (Master's or Ph.D.) in a medically related field - postgraduate medical training, health informatics, bioinformatics, or epidemiology.
- Knowledge of the Observational Medical Outcomes Partnership (OMOP) Common Data Model

### **Technical/Clinical Competencies**

Please note for each of the required competencies below, you will be required to provide examples of your current level of knowledge, skills and/or experience for each of these under the **Application Questions** section of the application form.

Simply enter each of the below as a heading, and provide your knowledge, skills and experience in the corresponding numbered box under the **Application Questions** section of the application form.

#### **Required:**

1. Minimum of 5 years' experience with programming, data visualization, and database management systems in healthcare settings
2. Advanced proficiency in developing and deploying on programming, data visualization and business intelligence tools (e.g., R, Python, Qlik Sense, Power BI, Tableau)
3. Experience with database management systems (e.g., SQL, Oracle), building databases, managing users, updating, maintaining & deploying repositories of data

#### **Desirable:**

- Experience with Robotic Process Automation (RPA)
- Knowledge of Blockchain principles
- Knowledge of data analysis in cloud-based systems such as AWS, Azure
- Previous experience with hospital clinical systems in an acute healthcare environment.
- Knowledge of Linux servers

**SJH Behavioural Competencies: *These competencies will be assessed in detail at the Interview stage. You are not required to include written examples of behavioural competencies on application form. However, during the interview, you will be required to provide examples of when you previously demonstrated these competencies.***

<b>Competency Required</b>	<b>Level Required</b>	<b>Appropriate Descriptors</b>
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<b>Planning &amp; Organisation</b>	Up to Level 4	<ul style="list-style-type: none"> <li>• Has the ability to objectively balance competing priorities and resources</li> <li>• Anticipates problems and issues and takes preventative action to address these</li> </ul>
<b>Communication</b>	Up to Level 3	<ul style="list-style-type: none"> <li>• Delivers presentations to groups with confidence and credibility</li> <li>• Keeps key people informed, sharing information in a timely and open manner</li> </ul>
<b>Leadership Potential</b>	Level 4	<ul style="list-style-type: none"> <li>• Knows who the key influencers are and how to go about involving them to shape and deliver change across the wider health and social care system</li> <li>• Fosters a climate of transparency, trust and respect internal and external to the organisation</li> </ul>
<b>Problem Solving &amp; Decision Making</b>	Up to Level 4	<ul style="list-style-type: none"> <li>• Is perceptive to underlying subtleties, knowing when not to accept things at face value</li> <li>• Shows a strong degree of self-sufficiency, recommending decisions on proactive basis, while actively suggesting improvements and adapting readily to change</li> </ul>
<b>Change &amp; Innovation</b>	Level 2	<ul style="list-style-type: none"> <li>• Suggests plans for improvements and is willing to take ownership of same</li> <li>• Gets behind any change programme, challenging its reasoning and supporting its implementation as appropriate</li> </ul>
<b>Competency Desirable</b>	<b>Level Required</b>	<b>Appropriate Descriptors</b>
<b>Team Player</b>	Up to Level 3	<ul style="list-style-type: none"> <li>• Proactively develops and nurtures workplace relationships; reaches out, creates rapport</li> <li>• Is inclusive of key stakeholders when making important decisions</li> </ul>
<b>Continuous Development - Personal and Professional</b>	Level 2	<ul style="list-style-type: none"> <li>• Acts with integrity and deals with others fairly and consistently</li> <li>• Builds on one's own strengths, addresses limitations and learns from mistakes.</li> <li>• Lives the Professional Standards and Codes of Practice as appropriate</li> <li>• Operates effectively as part of a multi-disciplinary team</li> </ul>
<b>Organisational Knowledge</b>	Up to Level 4	<ul style="list-style-type: none"> <li>• Drives the generation of systems which captures metrics and all relevant data to ensure the Hospital has on-going feedback as to its performance in all areas</li> <li>• Balances available resources; ensures that the value-for-money mind set is adhered to</li> </ul>

### **Proficiency in the English language**

A level of proficiency in the English language, written and spoken, is a requirement of all roles within St. James's Hospital. You will be required to self-assess your proficiency level in the Standard Application Form. **In addition, your proficiency in spoken English will be assessed during the interview process appropriate to the role available.**

### **Particulars of Office**

1. The appointment to this post will be for a **Specified Purpose, Full-time and Pensionable**.
2. Annual Leave allowance is **30 days per annum**.
3. The person appointed must not give less than **one month's notice**, in writing, of intention to resign.
4. Normal working hours will be **35 hours per week**.
5. You will be required to work the agreed roster / on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8.00am - 8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement.
6. Incremental credit is normally granted on appointment, in respect of previous relevant experience in the Civil Service, local authorities, health service, public service bodies and other agreed relative experience.

### **General Conditions**

1. The Hospital Board will not be responsible for the loss or theft of personal belongings.
2. Fire orders must be observed and staff must complete fire training every 2 years.
3. All accidents within the department must be reported immediately.
4. In accordance with the "Safety, Health and Welfare at Work Act 2005", all staff must comply with all safety regulations.
5. St. James's Hospital is a Tobacco Free Campus. The use of Tobacco or Electronic Cigarettes is not permitted within the Hospital Buildings or on the grounds.

### **Confidentiality**

In the course of your employment you may have access to or hear information concerning the medical or personal affairs of patients and/or staff, or other health services business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

### **Health:**

A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

### **Recruitment Process**

- Approval to Hire (VAF process)
- Hiring Manager – Role Profile
- Advertising
- Application Process (Online Application Form)
- Shortlisting of Candidates will be based on information provided on their Online Application Form
- Interview Process

- All applicants who move to the 2nd stage of the Selection process (i.e. post interview) will be subject to Reference Checking x 2, Garda Clearance and Occupational Health Screening (Questionnaire).
- All external successful candidates who take up appointment will be required to attend a Mandatory Induction Programme.
- In the event that we receive a large number of applications and while you may meet the eligibility requirements of the competition, it may be decided at shortlisting to reduce the numbers being invited to interview. An expert board will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on the application form.

**Application Procedure:**

To apply for this position please, please complete the relevant online application form no later than the closing date **Sunday, 2<sup>nd</sup> March 2025.**

*A panel may be formed from which future vacancies will be filled*

**St. James' Hospital is an Equal Opportunities Employer**