



JOB POSTING

SENIOR SPECIALIST, MEASUREMENT STRATEGY & TRANSFORMATION OFFICE

A better, more responsive, more accessible Ontario healthcare system is in everyone's interest. The Province's Physicians have signalled that they are ready to take on an even broader strategic role in the planning and delivery of care to the people of Ontario. The Ontario Medical Association (OMA) represents the political, clinical and economic interests of more than 41,000 Ontario physicians, residents and medical students. Under the leadership of a new Chief Executive Officer, and a dynamic senior management team, the OMA is in a period of exciting transformation as they continue on their journey to deliver the highest level of performance, reliability, member service and value for Physicians in Ontario.

Reporting to the Chief, Strategy and Transformation, the **Senior Specialist, Measurement /Business Intelligence** will enable the achievement of OMA strategic objectives by providing the framework and related tools for performance management across the organization. They will: develop OMA's balanced scorecard to be able to report to senior management, Board and Council; develop dashboards for reporting performance to senior management; develop a measure for "member value" in support of the OMA's transformation into a fast-paced, nimble, member-centric organization; conduct quantitative and qualitative analysis of corporate, operational and performance data; support the Chief, Strategy and Transformation in the development and implementation of a BI strategy; and, support strategic planning, data collection and reporting activities as required

The successful candidate will have:

- A Masters degree in a relevant field (e.g. Statistics, Econometrics, Economics, Public Policy, Applied Math or other quantitative discipline)
- Eight years progressive experience in the design and implementation statistical analysis & performance monitoring systems (i.e. scorecards, dashboards and KPIs) for large complex organizations in a public sector or not for profit setting
- Demonstrated ability to understand the needs and strategic directions of the entire organization
- Drive and passion to tackle large and complex organizational problems
- Proficiencies in performance monitoring systems (i.e. scorecards, dashboards and KPIs) to map operational effectiveness & efficiencies that align to operational and strategic goals
- Adaptive communication skills to translate complex data and tailor messages to multiple audiences at all levels of staff, management, board and members.
- Demonstrated experience in 360-degree enterprise-wide business intelligence solutions that connect digital tools to decision-makers through data warehouse, ETL layers, and analytic tools
- Data analytics, research, conceptual and problem-solving skills required to design and manage implementation of complex data and business intelligence strategies to support performance management and other data-related initiatives such as member value.
- Exceptional skill in quantitative and analysis including a demonstrated ability to translate complicated measurement ideas into simple language for multiple audiences.

- Experience with modern analysis and BI tools, for example: Excel, Tableau, PowerBI and/or others
- Strong interest and enthusiasm for all things measurement – having a solid grasp of the trends in data and analytics across industries and developing meaningful metrics.
- Excellent writing and communication skills.
- Interpersonal and communication skills required to collaborate with diverse stakeholders, both internal and external
- Leadership and project management skills required to lead complex special project teams consisting of a diverse membership, representing at times, both internal and external stakeholders and consultants
- Tech savvy, including the ability to learn and use a variety of programs and software tools, including Word, PowerPoint, Excel; social media and collaborative software tools

If you are excited by this transformation at the OMA, we look forward to hearing from you. To learn more about the position please visit www.odgersberndtson.com/en/careers/15106 or contact Hayley Becker at hayley.becker@odgersberndtson.com or Jean-Francois Gionet at jean-francois.gionet@odgersberndtson.com

Ontario Medical Association is an equal opportunity employer. We will accommodate your needs under the Ontario Human Rights Code.