Data Analytics Manager

The **State Health Plan** is hiring a **Data Analytics Manager** to lead our data analytics efforts and deliver strategic insights that enhance our mission of providing high-quality, sustainable health benefits to over 750,000 teachers, state employees, retirees, and their families. Join our team to play a vital role in supporting the health and well-being of North Carolina's public servants through innovative, data-driven solutions. This is a full- time position (40 hours per week) with State Benefits, including health insurance, paid vacation, paid sick time, paid holidays, as well as retirement.

Recruitment Range: $120,000 - $150,000

This position has been designated as Exempt in accordance with North Carolina General Statute § 126-5(c1)(23), (24).

About the State Health Plan
The State Health Plan (Plan) is a division of the Department of State Treasurer, provides health care coverage to more than 740,000 teachers and local school personnel, state employees, retirees, current and former lawmakers, state university and community college faculty and staff, and their dependents. For more information on the State Health Plan visit www.shpnc.gov.

The Economics, Finance & Analysis section is responsible for the budgeting, financial forecasting, policy analysis, and economic modeling necessary to ensure the Plan's financial sustainability while maximizing the value of health benefits for members. The section provides critical information to the State Treasurer, Executive Administrator, Board of Trustees, General Assembly, and other stakeholders to facilitate data driven decision-making that balances cost control with the delivery of high-quality health benefits.

Job Duties

- Analyzes medical claims data to identify cost trends, utilization patterns, and policy impacts.
- Develops econometric and statistical models to forecast financial outcomes, evaluate cost-effectiveness, and support benefit design and vendor oversight.
- Provides strategic insights to inform contracting, vendor negotiations, benefit design changes, and cost containment strategies through cross-functional partnerships.
- Collaborates with actuaries, policy experts, finance professionals, and other stakeholders to deliver analytical and visual tools that support the Plan's mission.
- Queries large healthcare datasets using SQL to extract actionable insights for strategic decision-making.
- Designs and develops advanced data visualizations, including interactive dashboards and reports, using tools like Tableau or Power BI to communicate complex findings to stakeholders.
- Translates medical claims data into clear, policy-relevant visual tools for financial forecasting, cost containment, and program evaluations.
- Maintains and updates executive dashboards to provide real-time insights into plan performance and financial metrics.

Knowledge, Skills and Abilities / Competencies

- Knowledge of medical claims data, including coding systems and reimbursement models.
- Proficiency in SQL for querying and analyzing large healthcare datasets.

- Experience developing predictive models and conducting cost-benefit analyses using econometric or statistical methods.
- Expertise in creating advanced data visualizations, such as interactive dashboards and reports, using tools like Tableau, Power BI, or similar business intelligence platforms.

Management Preference

- Master's degree in economics, statistics, data science, health informatics, or related field.
- At least 2 years of supervisory or team leadership experience.

Minimum Education and Experience Requirements

Bachelor's degree in economics, statistics, data science, health informatics, or related field - Five (5) years of professional experience in data analytics and three (3) years of experience working with large administrative healthcare datasets, such as medical claims, provider payment data, or utilization metrics.
Or an equivalent combination of education and experience.

Important Notes
The **Department of State Treasurer's** campus is located on Atlantic Avenue, is surrounded by many shopping centers and restaurants, has access to a 24-hour 7-day a week free gym on the campus, and offers a competitive benefit package, and has free employee parking!

This position is not considered remote. Currently SHP Staff is assigned one day per week plus one day per month to work remotely. Telework is applicable after onboarding.

Submit resume to SHPEmployment@nctreasurer.com.