



Position/Job Title: Database Developer
Manager: Associate Manager of Health Information Systems
Approved/Revised Date: February 26, 2018
Job Code: 230
Pay Class: Exempt

Summary:

Reporting to the Associate Manager of Health Information Systems (HIS), the Database Developer, in partnership with the HIS team, plans, develops, tests and implements database solutions to improve business efficiency and productivity as well as support business strategies and goals. The Developer identifies and communicates business needs and translates business requirements into technical system and functional specifications. The Database Developer is responsible for database designing, supporting existing databases and performance tuning.

Essential Functions:

1. Identifies database requirements by interviewing customers and analyzes department applications, programming, and operations. Evaluates existing systems and designs proposed systems.
2. Recommends solutions by defining database physical structure and functionality capabilities, database security, data back-up, and recovery specifications.
3. Assists in writing complex stored procedures and optimizes execution efficiency in MS SQL Server environment.
4. Monitors and modifies database applications in an ever changing Health Informatics environment.
5. Maintains database performance by calculating optimum values for database parameters, implementing new releases, completing maintenance requirements, and evaluating computer operating systems and hardware products.
6. Supports database users by conducting training providing information, and resolving problems.
7. Takes ownership and uses proper technical knowledge to provide information to HIS team, management, and executive leadership to reach best outcomes for problem solving and decision making purposes.
8. Collaborates and communicates with HIS and cross-functional team members daily.
9. Delivers quality customer service by establishing and demonstrating organization standards.

Additional Responsibilities/Duties:

(The following examples are intended to be descriptive but not restrictive.)

1. Provides SQL report writing support to Health Information System (HIS) team.
2. Maintains knowledge of health plan incentive programs (BCBSM, BCN, Priority Health, Aetna, HAP, McLaren, Meridian, and United Health Care) related to the work performed in HIS.
3. Collaborates with HIS team members and staff members at IHP to support implementation of IHP's strategic HIS goals and outcomes.
4. Develops positive and productive relationships with current and potential IHP clients and vendors.
5. Demonstrates commitment to providing outstanding customer service in a manner that is reflective of IHP's mission, values, and customer service standards.
6. Maintains a working knowledge of applicable Federal, State and local laws and regulations, the Corporate Compliance Plan and Code of Conduct, as well as other policies and procedures in order to ensure adherence in a manner that reflects honest, ethical and professional behavior.
7. Participates fully as a member of the HIS team, including participating in the Mastermind process and building a strong team which serves as the infrastructure for delivering IHP's mission.
8. Performs additional duties as assigned.

Specific Knowledge, Skills, Licenses, Certifications, Etc.:

Education:

A minimum of Bachelor’s degree in Computer Science, Information Systems, or related field. Proficiency is required in relevant information systems, including but not limited to, SQL Server, SQL Server enterprise, Microsoft Access, VBA/SQL Coding, etc.

Experience:

Minimum three to five years of experience in information systems, data connectivity, data warehouse management, database management, data integrity, or a related field.

Knowledge:

- Thorough understanding of needs related to comprehensive health information documentation standards with additional knowledge of electronic health record applications.
- Working knowledge of project management functions and techniques; utilize project management skills and identify task dependencies and critical paths.
- Maintain a high-level understanding of HIPAA and the impact on IHP’s responsibilities for Protected Health Information access, use, and disclosure.
- Understanding of system architecture, infrastructure, integration, and databases.
- Experience with utilities and software and hardware setup and installation practices.
- Ability to comprehend workflow and integration of electronic applications into the current hybrid environment.
- Strong understanding of business logic and processes.
- Has high-level knowledge on nonstructural data store concepts and data strategies.

Other Information Systems Skills

- Demonstrate and maintain high level of accuracy
- Proficiency in Microsoft Office Products
- Strong troubleshooting and communication skills implementation and support of HIS applications

Professional Skills:

Communication	Customer relations skills	Time management skills
Analytical skills	Grammar and spelling skills	Organizational skills
Interpersonal skills		Basic math
Clerical skills		

Licensure/Certification: Microsoft Certified in Database Fundamentals or similar certification desired.

Comments: Commitment to continuing professional development is required. Experience working with diverse populations is preferred.

The above statements are intended to describe the general nature and levels of the work performed and are not exhaustive lists of all duties, responsibilities, knowledge, skills, and abilities and working conditions associated with the job. As changes occur IHP reserves the right to modify the above description.