Solutions Architect			
Job Code: 340041	**FLSA Status: Exempt**	**Mgt. Approval: J. Long**	**Date: November 2022**
Department: Information Systems		**HR Approval: M. Grayson**	**Date: November 2022**

JOB SUMMARY

The UW Health Solutions Architect is constantly pushing the boundary of application and analytic capabilities, platforms, and solutions that transform patient experience, patient care, and operational excellence across the UW Health system, our affiliates, and partners. The Solutions Architect conceives and leads the evolution of a modern, secure, sustainable ecosystem spanning applications, information delivery, and closed-loop analytics.

The Solutions Architect is a forward-thinking technical leader within UW Health IS and across the UW Health system. The Solutions Architect works closely with front-line clinicians, informaticists, stakeholders, researchers, and IS teams to build and enhance robust solutions powering innovation and growth. The Architect leads with a bias for action and consistently raises the bar for "the art of the possible." The Architect leads and develops a strong community of analysts, engineers, informaticians, and other colleagues via training, mentoring, risk management, and quality assurance. The Solutions Architect represents UW Health in regional and national workgroups, committees, and professional organizations, including the publication of articles in leading journals and presentations within and outside of the organization.

The Solutions Architect is accountable for creating a sound, comprehensive, architecture and technology roadmap for UW Health. The Solutions Architect works with other leaders to set the strategic readiness, technical priorities and leads initiatives that execute the architecture and roadmap for applications and analytics. When appropriate, the Solutions Architect is responsible for incorporating functional and technical team needs into the optimal solution with vendor selection in collaboration with partners.

The Solutions Architect maintains highly collaborative, trusted-advisor relationships with senior leaders across UW Health, Quartz, UW-Madison School of Medicine and Public Health (SMPH), partners, and affiliates. The Architect helps set and maintain a high standard for improving personal leadership, technical leadership, and domain-specific competencies. The Architect is a system-wide thought leader and change champion for data literacy and data governance. The Architect ensures and drives improvement in information security culture and practices, including regulatory awareness, privacy, and security.

MAJOR RESPONSIBILITIES

Develop and mature the application and analytics ecosystem
- Develop and design the overall applications, information delivery, and closed-loop analytics architecture for a complex academic health system, working in close partnership with other UW Health architects and colleagues.
- Increase the application and analytics maturity of UW Health. Define and lead strategic initiatives. Drive best practices and continuous improvement in domains including application portfolio management, open API-based architecture, data lifecycle management, interoperability, information delivery, closed loop analytics, and vendor/partner integration.
- Effectively lead, in partnership with other UW Health colleagues, to promote, deliver, and adopt mature and robust solutions and capabilities for data segmentation, data security, privacy, compliance, monitoring, and auditing.
- Lead the development of the technology, talent, and financial roadmaps including capabilities, products, and solutions aligned with emerging industry trends and UW Health strategies.
- Lead the definition of the UW Health product portfolio and support the team in the adoption of product management best practices.
- Use knowledge of healthcare industry, market environment, and clinical and business workflows and activities, to inform solution design and development to execute original solutions in a problem space that is unique and critical to the organization.
- Prescribe and optimize the use of modern platforms and capabilities, effectively integrating cloud-native and third-party systems, services, and technologies.
- Design, develop, and deliver data pipelines that deliver curated, value-added data assets such as data marts and other purpose-built data stores. Ensure data pipelines are optimized, highly reliable, and contain low technical debt.
- Prescribe the management and automation of end-to-end the provisioning of environments, data on data platforms, deployment, testing, release, security, and monitoring processes.
- Develop and grow a community of colleagues across UW Health, SMPH, and our partners to build increased competency in solution architecture, DevOps, and software engineering.
- Independently (with minimal oversight) develop and maintain trusted advisor relationships with business, clinical, and operations leaders at the senior leadership level and with external partners, that include guidance for optimizing use of analytic capabilities and deliverables, and prioritization based on strategic vision.

Improve processes and standards
- Define, articulate, and update the guiding principles that drive the technical standards for the organization. Endorse technical standards and ensure that technical standards are aligned with technical vision, architecture, and roadmap.
- Lead improvement in agility within UW Health IS and across the organization.
- Lead improvement initiatives for UW Health IS and across the UW Health system.
- Lead the development and delivery of training for solution architecture, DevOps, and software engineering.

Effective Team Member
- Collaborate with IS leader colleagues to drive continuous improvement within UW Health IS and across UW Health and partners.
- Consistently demonstrate and promote a very high level of leading by example, partnership, collaboration, and personal and team accountability.
- Actively mentor and teach other colleagues (formally and informally) and act as an institutional-level role model and represent the organization for solution architecture.

Leadership
- Serve, where applicable, as the business relationship manager, delivery team leader, product manager or owner, or program leader for assigned areas and initiatives.
- Serve as a system-wide thought leader and advocate for data literacy and data governance.
- Be a role model for successful cross-functional team leadership and leading without direct authority.
- Hold IS responsibilities and lead strategic initiatives.

Technical Leadership:
- Define the applications and analytics architecture and roadmap for UW Health to deliver strategic value for the organization.
- Successfully complete ongoing and new technical training, including obtaining certifications relevant for the position within the time period required per department guidelines.
- Provide strategic technical direction and the technical priorities for the staff and teams that execute application and analytic centric solutions.
- Evaluate emerging technology and technology trends and create plans to ensure that the organization is well-positioned with regards to future technology while maximizing the value of current technology.
- Continuously curate and optimize the application and analytics portfolios including leading retirement projects of out-of-date assets, exploring new technologies etc. to achieve efficiency and increase value delivered.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS		
Education	Minimum	• Master's degree in Healthcare, Information Technology, Business, Health Administration, Engineering, or related field • 6 years of relevant experience and education may be considered in lieu of degree
	Preferred	
Work Experience	Minimum	• Demonstrated success in setting the strategy and maturing the application architecture for a complex, integrated environment. • Demonstrated success driving significant enterprise-wide organizational change, in collaboration with operational partners. • Demonstrated success in design, development, configuration, support, and adoption of solutions of enterprise scope and complexity. • Demonstrated success developing a community of strong analysts through influence as a teacher and mentor. • Demonstrated success forming and sustaining collaborative, trusted-advisor relationships with stakeholders and IS colleagues.
	Preferred	• Demonstrated success delivering a large-scale, balanced portfolio of products, projects, and recurring operations. • Demonstrated success managing vendors, partners, and/or managed services. • Demonstrated success growing your technical and leader versatility, successfully supporting areas and teams that at the time were outside your area(s) of expertise. • Ten (10) years of relevant clinical systems, business systems, and/or analytics experience at an academic healthcare organization.

		• Eight (8) years of progressively responsible project management experience, including agile methods across a variety of applications. • Demonstrated success working on or leading initiatives that use agile methods. • Experience in information services or technology, direct clinical care, health care operations, or health care administration. • Healthcare subject matter expertise including at least five (5) years' experience in a health system, academic medical center, or health payer organization. • Experience supporting systems and/or operations in a 24x7 healthcare setting.
Licenses & Certifications	Minimum	• None
	Preferred	• Vendor (e.g. Epic, Oracle, other) certifications as relevant for the position, per department guidelines • CPHIMS, PMP, ITIL
Required Skills, Knowledge, and Abilities		Information Services (IS) Core Competencies: Advanced proficiency in the following areas: • Leadership including leads with integrity, maintains strategic orientation, demonstrates business & financial acumen, champions innovation, manages execution, leads & develops people • Communication • Critical thinking • Mentoring and teaching • Technical leadership of applicable products or platforms • Leading without direct authority • Leading highly empowered, self-directed teams including cross-functional teams • Lean management • agile methodologies Position specific competencies: • Advanced proficiency in technology awareness and strategic planning • Intermediate proficiency in all and advanced proficiency in at least 4 IS application competencies including application security, customer service, data flow architecting, subject matter expertise, systems analysis and design, software testing, and troubleshooting • Developing advanced proficiency in project management • Developing advanced proficiency in business relationship management • Developing advanced proficiency in organizational change management • Intermediate proficiency in product management Other required skills, knowledge, and abilities: Delivering Solutions: • Multiple successful enterprise-wide initiatives, with significant role in development, implementation, and adoption. • Consistent demonstrated success in data-driven change management - from data story to implementing change. • Demonstrates professional maturity surrounding data access, data security, data sensitivity and data confidentiality. People: • Ability to proactively engage others at all levels of the organization • Ability to lead a team • Ability to work in agile, iterative frameworks and coach others on agile mindset

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		**Occasional** Up to 33% of the time	**Frequent** 34%-66% of the time	**Constant** 67%-100% of the time
X	**Sedentary:** Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are	**Up to 10#**	**Negligible**	**Negligible**

sedentary if walking and standing are required only occasionally and other sedentary criteria are met.			
Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	**Up to 20#**	**Up to 10#** or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	**Negligible** or constant push/pull of items of negligible weight
Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	**20-50#**	**10-25#**	**Negligible-10#**
Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	**50-100#**	**25-50#**	**10-20#**
Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	**Over 100#**	**Over 50#**	**Over 20#**
List any other physical requirements or bona fide occupational qualifications:			