

# Business Systems Analyst

Remote work is an option. The Business Systems Analyst partners with product managers, software development team and customers in the design, development and enhancement of commercial software products. The position will be responsible for delivering quality software products to customers by understanding product strategy, customer needs, developing detailed business requirements and supporting product development and deployment. Participates in critical phases of product development life-cycle and is responsible for design, testing, training, implementing and communication with internal and external stakeholders. Responsibilities:

## PRINCIPAL DUTIES AND RESPONSIBILITIES

- Develops detailed user story requirements, web-based and mobile user interface mockups, workflow and documentation.
- Works with team to develop new or enhance existing software products utilizing facilitation skills, interviews, business and market research to develop detail requirements.
- Acts as a liaison between users, product manager and software development. As needed, acts as the liaison with internal and external stakeholders in support of product.
- Conducts root cause analysis of problems and identifies, analyzes, documents, and helps facilitate the correction of defects in the software at any point in the product life-cycle.
- Works with the product manager to analyze gaps between current product and the desired state, evaluating and implementing improvements to software products and support product launch activities. Assists with project planning, tracking, status reporting; issue management / escalation / resolution and change control; and conducts internal communication of planned changes for internal stakeholders.
- Develops and maintains communication and relationship with key points of interface in the Joint Commission enterprise to collaborate on software product.
- Facilitates the planning and execution of system testing with the Quality Assurance team. Coordinates field and pilot test and assists in collecting and analyzing the results of the test. Ensures the product fulfill the business needs.
- Contributes to the establishment of, and compliance with the software development methodology, standards, procedures, practices and goals.
- Participates in user community to ensure awareness of industry trends and best practices in order to strengthen the product.

Qualifications:

## KNOWLEDGE, EXPERIENCE, AND SKILLS REQUIRED

- Bachelor Degree in Computer Information Systems/Science or equivalent.
- 2+ years of experience (under minimal supervision) in business and systems analysis in a software product development environment preferably for healthcare industry.
- Ability to analyze business systems and handle moderately complex projects to identify user needs, document requirements, and address operation/process issues/improvements to accomplish business objectives.
- Strong knowledge of the Software Development Life-Cycle (SDLC), Agile and Scrum frameworks.
- Experienced creating data flow diagrams, use cases, work and process flow diagrams, web interface design, data modeling, report design and SQL statements.
- Ability to understand concepts governing software architectures, relational database structures, and user reporting/query tools.
- Exhibits strong problem solving and facilitation skills. Uses business knowledge and technical expertise to identify, analyze and assess potential issues to improve products in a timely manner.
- Excellent listening, verbal and written communication skills and the ability to interact professionally with a diverse group, executives, managers, and subject matter experts.

This job description is intended to describe the general nature and level of work performed by an employee assigned to this position. The description is not an exhaustive list of all duties, responsibilities, knowledge, skills and abilities, and working conditions associated with this position. All requirements are subject to possible modification and reasonably accommodate individuals with disabilities.

The Joint Commission

# For the Companys

## Round 1

Assignment: You and your partner(s) are running a successful company and is expanding. Because of that, you need to hire 2 business Analysts with the best skills. Preferably all the skills mentioned in the job description.

You need to write a contract with each of the 2 persons that you find best for the position. No deal is done before you all signed and filled out the contract.

### How to play:

Whenever there is a free person in the employee pool, you are allowed to call 1 person to an interview. If you are not interviewing anybody, everyone are allowed to seek you out for an interview. Those who arrive first get's the interview. You are though, allowed to end an interview as quickly as you like. The interviewee are allowed to end the conversation as quickly as they like as well.

You are allowed to call 1 person back for one or more interviews before making the final decision. But remember every other company are looking to hire too and might grab the best candidate in front of you.

You lose if you got no people hired when the game time ends, but you also lose if you spend more money on salaries than the other companies.

The company who finds the most experienced employees and accomplish to hire 2 people and spend the least amount of money doing so win the game.

Spend 2-5 minutes interviewing your prospects to make sure you find someone really good. And watch out....there will always be someone faking it. THAT will instantly make you lose the game.

It's up to you to negotiate a good deal with your chosen future employees. But your max budget is 350 kr. Pr. Hour. If you exceed the budget, you lose. Either by bad reputation or bankruptcy.

It can be difficult to keep track of everyone's skills, their good, and bad. How well you like them or want to hire them or not. It is therefor important throughout each interview, that you write down as detailed as possible, the pros and con for each person. Whatever that is to you. That will help you, when you eventually need to call someone back for interview nr. 2, 3..ect. And also for who not to call back. And you need it later.

The game ends when all companies have hired 2 people or if there are not enough people left to hire.

Here's the 2 contracts you must fill out with your chosen candidates.

# Contract 1<sub>1</sub>A For the company

Your company \_\_\_\_\_

Signature partner 1 \_\_\_\_\_ Signature Partner 2 \_\_\_\_\_

Signature partner 3 (DK only) \_\_\_\_\_

Today we hired \_\_\_\_\_

At the amount of \_\_\_\_\_ kr. an hour.

# Contract 1<sub>1</sub>A For the employee

Your company \_\_\_\_\_

Signature partner 1 \_\_\_\_\_ Signature Partner 2 \_\_\_\_\_

Signature partner 3 (DK only) \_\_\_\_\_

Today we hired \_\_\_\_\_

At the amount of \_\_\_\_\_ kr. an hour.

# Contract 1<sub>1</sub>B For the company

Your company \_\_\_\_\_

Signature partner 1 \_\_\_\_\_ Signature Partner 2 \_\_\_\_\_

Signature partner 3 (DK only) \_\_\_\_\_

Today we hired \_\_\_\_\_

At the amount of \_\_\_\_\_ kr. an hour.

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## **The Joker**

Don't show this to anyone. Your job is to make it difficult to the company by doing everything you can to get hired to the absolutely highest possible price. You need to fake your knowledge and pretend you know much more about the subject and have much longer background knowledge and experience than you actually do. If you succeed you win the game.

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## **The experienced**

Don't show this to anyone. You are already experienced as a business analysts. You have 1 year of experience as a junior business analyst & 2 years as a business analysts. Because of that, you, of course, want your salary to reflect that and thereby have to reach for the highest amount possible. If you are not hired by anyone though, you lose the game.

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## **The unfortunate**

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## **The negotiator**

Don't show this to anyone. Don't believe the company's first or maybe not even their second offer. You are worth more than that. Figure out their upper limit and go for that. They might lie...try to see if you can catch their lies. When you feel sure you know the upper limit make sure you don't miss that deal.

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# For the companys

Round 2

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The company who finds the most experienced employees and accomplish to hire 2 people and spend the least amount of money doing so win the game.

Spend 2-5 minutes interviewing your prospects to make sure you find someone really good. And watch out....there will always be someone faking it. THAT will instantly make you lose the game.

It's up to you to negotiate a good deal with your chosen future employees. But your max budget is 550 kr. pr. Hour. If you exceed the budget, you lose. Either by bad reputation or bankruptcy.

It can be difficult to keep track of everyones skills, their good, and bad. How well you like them or want to hire them or not. It is therefor important throughout each interview, that you write down as detailed as possible, the pros and con for each person. Whatever that is to you. That will help you, when you eventually need to call someone back for interview nr. 2, 3..ect. And also for who not to call back.

The game ends when all companies have hired 2 people or if there are not enough people left to hire.

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Signature partner 1 \_\_\_\_\_ Signature Partner 2 \_\_\_\_\_

Signature partner 3 (DK only) \_\_\_\_\_

Today we hired \_\_\_\_\_

At the amount of \_\_\_\_\_ kr. an hour.

## **Contract 1<sub>2A</sub>** For the employee

Your company \_\_\_\_\_

Signature partner 1 \_\_\_\_\_ Signature Partner 2 \_\_\_\_\_

Signature partner 3 (DK only) \_\_\_\_\_

Today we hired \_\_\_\_\_

At the amount of \_\_\_\_\_ kr. an hour.

## **Contract 2<sub>2B</sub>** For the company

Your company \_\_\_\_\_

Signature partner 1 \_\_\_\_\_ Signature Partner 2 \_\_\_\_\_

Signature partner 3 (DK only) \_\_\_\_\_

Today we hired \_\_\_\_\_

At the amount of \_\_\_\_\_ kr. an hour.

## **Contract 2<sub>2B</sub>** For the employee

Your company \_\_\_\_\_

Signature partner 1 \_\_\_\_\_ Signature Partner 2 \_\_\_\_\_

Signature partner 3 (DK only) \_\_\_\_\_

Today we hired \_\_\_\_\_

At the amount of \_\_\_\_\_ kr. an hour.

# For the employees

Your job is to get hired for as high a salary as possible.

When you got a good deal, write a contract with the company and secure your job. The contract is only valid with signatures from all partners and you and you need to get a copy of your own.

How to play:

All employees start in the employee pool. Whenever there is a free company, you are allowed to go for an interview. An interview might last between 2-5 minutes but everyone is allowed to end the conversation anytime. When you are done and if you haven't yet signed a contract, you go back to the employee pool. From here you can go visit another company, but only if no one else are visiting them. Otherwise you must wait for a free spot. A free company can point out any person they prefer to talk to. So if you want to go, but the company calls someone else to their spot, you have to wait. It is up to you, to figure out, which company you can do the best deal with. You are allowed to go back and forth as often as you like. But watch out. Each company can only hire 2 people.

If, and when you get hired. You need to go wait for the game to end in the hired pool. You are not allowed to discuss your accomplished salary with anyone but the company you signed a contract with, throughout the game.

You lose if you got no contract when the game ends.

You win if you get hired with the highest salary.