



PQA POSITION DESCRIPTION

Title:	Research Associate
Supervisor:	Senior Director, Research
FLSA Classification:	Full time; Exempt
Location:	Remote / Alexandria, VA (flexible)

OVERVIEW

PQA, the Pharmacy Quality Alliance, is a national quality organization dedicated to improving medication safety, adherence and appropriate use. A measure developer, researcher, educator and convener, PQA's quality initiatives support better medication use and high-quality care. A non-profit organization with approximately 250 diverse members across healthcare, PQA is a unique alliance in healthcare. It brings pharmacies, health plans, health care providers, pharmacy benefit managers, biopharmaceutical companies, technology vendors, government agencies and others together to build consensus and collaborate to improve medication use quality.

The Research Associate supports PQA's research efforts to develop evidence to support meaningful quality measures; demonstrate the value of medications and pharmacist-provided care; and foster collaboration within the healthcare system to address social determinants of health and improve medication access. To improve quality of care, PQA research also evaluates innovative care delivery models, and engages with patients to bring the voice of patients into research.

The Research Associate will support the Senior Director of Research and members of the Research Team by providing analytic support such as designing research projects and analytic plans; analyzing qualitative and quantitative data; interpreting findings; producing effective data visualizations; and participating in dissemination activities. Other activities of the Research Associate may include supporting environmental scans, literature reviews, evidence synthesis, and providing support for PQA's learners program.

As part of the Research Team, the Research Associate will also support other teams within the organization including Performance Measurement and Education, Engagement, and Convening. The Research Associate will collaborate with PQA staff to ensure that the organization's research is aligned with PQA's mission and organizational priorities, responsive to the needs of PQA's multi-stakeholder membership, and effectively disseminated to members and other relevant health care stakeholders.

RESPONSIBILITIES:

- **Support PQA Research and Analytics**
 - Support quantitative and qualitative research projects including protocol design, timely project execution, and dissemination activities
 - Design questionnaires and semi-structured interviews
 - Contribute to the examination of disparities and the influence of social determinants of

- health
 - Draft study designs and statistical analysis plans, conduct analyses, and provide interpretation of results including data visualizations
 - Manage quantitative data in SAS including large administrative claims datasets and qualitative data in Dedoose
 - Develop content to support clinical, technical, and analytic deliverables, including interim and final reports, literature reviews, and environmental scans
- **Support PQA Stakeholder Engagement**
 - Participate in dissemination activities including speaker presentations, poster presentations, webinars, peer-reviewed publications, and blogs
 - Maintain and further strategic relationships with external researchers, PQA members, and other healthcare quality stakeholders
- **Support Project Management and Professionalism**
 - Utilize PQA business management resources to track project timelines and facilitate effective and appropriate internal communications
 - Work collaboratively across all PQA teams to ensure cohesiveness and communication
 - Ensure adherence to professional standards and research ethics
 - Maintain broad and current knowledge of issues related to healthcare quality, health policy, and effective medication use and safety, as well as quality measurement

QUALIFICATIONS AND EXPERIENCE:

Required

- Education: Master's degree or higher in a health-related field
- 3+ years of conducting mixed-methods healthcare research
- Proficiency in statistics and with statistical analysis software (e.g., SAS), qualitative analysis software (e.g., Dedoose), and data visualization software (e.g., Tableau)
- Demonstrated analytical skills with ability to derive and effectively communicate important implications to a variety of audiences
- Proficiency in the Microsoft Suite of applications, including Word, Excel, Outlook, SharePoint, and Teams

Preferred

- Proficiency in conducting literature reviews using scholarly databases
- Experience with qualitative and quantitative research designs including survey and structured interview development
- Familiarity with pharmacy and healthcare system landscape and performance measurement to advance the mission of PQA
- Experience with projects focused on patient-centered outcomes and/or patient-reported outcomes
- Demonstrated usage of healthcare claims databases

The ideal candidate should also have:

- Strong verbal and written communication skills.
- Highly organized, efficient and detail-oriented processes.
- Ability to perform independently and adapt to new tasks in a fast-paced environment under general supervision.
- Collaborative and supportive mindset.

WORK ENVIRONMENT AND PHYSICAL DEMANDS:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of the job. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Standard office environment
- Employee is regularly required to stand, sit, talk, hear and use hands and fingers to operate a computer and telephone.
- Close vision requirements due to computer work.
- Documentation of full vaccination against COVID-19

TRAVEL:

Occasional travel to attend the PQA Annual Meeting, Leadership Summit, internal meetings, and conference attendance.

APPLY:

Sponsorship not available.

Interested candidates should submit a letter of interest accompanied by a resume and/or curriculum vitae to careers@PQAalliance.org.

This job description does not imply that the stated requirements are the only expectations for the job. PQA has the right to revise this job description at any time. PQA is an "at-will" employer and as such, neither this job description nor your signature constitutes any form of contractual agreement between you and PQA.

EEO Statement

PQA is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), race, color, national origin, ancestry, religion, sex, sexual orientation (including transgender status, gender identity, or expression), pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability, genetic information (including testing and characteristics), military status, uniformed servicemember status, veteran status, or any other status protected by federal, state, or local laws. We are dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.