

Senior Analytics Engineer (HealthTech)

Position Type: Full-Time

Location: New York, NY (Hybrid, 2–3 days in-office required)

Salary Range: \$185,000 – \$225,000 + Competitive Equity

Role Overview

We are seeking an experienced **Senior Analytics Engineer** with a strong hybrid background in data modeling and software engineering to join a fast-growing, Series A AI-native health technology company as our first dedicated analytics hire.

In this high-impact, foundational role, you will have greenfield ownership over our production dbt project, defining core data standards, architecting the semantic layer, and establishing reusable data models that power every dashboard, clinical insight, and strategic decision across the organization. You will collaborate closely with infrastructure engineers, AI researchers, and leadership to transform complex, regulated healthcare data into clean, repeatable, and trustworthy analytical building blocks.

Key Responsibilities

- **dbt Project Ownership:** Build, structure, and maintain our production dbt project from day one, modeling core business entities (such as patients, providers, and clinical sessions) to ensure data models are modular, repeatable, and thoroughly tested.
- **Semantic Layer Architecture:** Own the central semantic layer to eliminate ad-hoc, one-off queries, standardize metric definitions across teams, and establish a single source of truth for clinical and operational performance.
- **Reverse ETL & Data Activation:** Design and manage reverse ETL pipelines to feed clean, modeled data back into operational systems, supporting population health cohorts, marketing intelligence, and product features.
- **Governance & Compliance:** Enforce rigorous PHI/PII access controls and HIPAA-compliant data architectures to ensure sensitive patient data is securely managed across the data warehouse.
- **Cross-Functional Partnership:** Partner directly with CTOs, AI researchers, and infrastructure teams to bridge the gap between underlying data pipelines, AI models, and downstream analytics needs.

Core Requirements

Experience & Mindset

- **Sustained Professional Experience:** 3+ years (ideally 4–6+ years) of hands-on experience in analytics engineering, data science, or software engineering.
- **Regulated Data Domain:** Direct experience managing sensitive or regulated data architectures (healthcare/HealthTech handling PHI/PII, FinTech, or Insurance).
- **0-to-1 Builder Mentality:** Proven track record building data pipelines and semantic

models from scratch in resource-constrained or early-stage environments.

- **Balanced Profile:** A strong blend of software engineering rigor and analytical data domain expertise, rather than solely a pure infrastructure engineer or traditional BI analyst.
- **Traits to Avoid:** Candidates accustomed exclusively to large corporate setups without hands-on building experience, or those with unexplained short-term job stints under one year.

Strategic & Functional Competencies

- **Data Modeling Mastery:** Deep proficiency in SQL and dbt for robust, reusable domain modeling.
- **Modern Warehouse & Infrastructure Fluency:** Practical experience working with cloud data warehouses (BigQuery, Snowflake, or Redshift) and orchestration tooling (dbt Cloud, Airflow, RudderStack).
- **Business & Technical Translation:** Ability to convert ambiguous business and clinical requirements into structured, reliable data models.

Interview Roadmap

1. **Introductory Sync:** Initial 30-minute screening conversation with recruitment to discuss career alignment and role scope.
2. **Technical Screen:** Hands-on technical screen focused on SQL proficiency, dbt data modeling, and data structure design.
3. **Technical Deep Dive & Team Sync:** Deep-dive discussion with technical leaders, infrastructure engineers, and AI research team members.
4. **Executive Alignment:** Final alignment conversation with the Chief Technology Officer (CTO) focused on architecture and long-term vision.
5. **Reference Check & Offer:** Background verification followed by offer presentation.