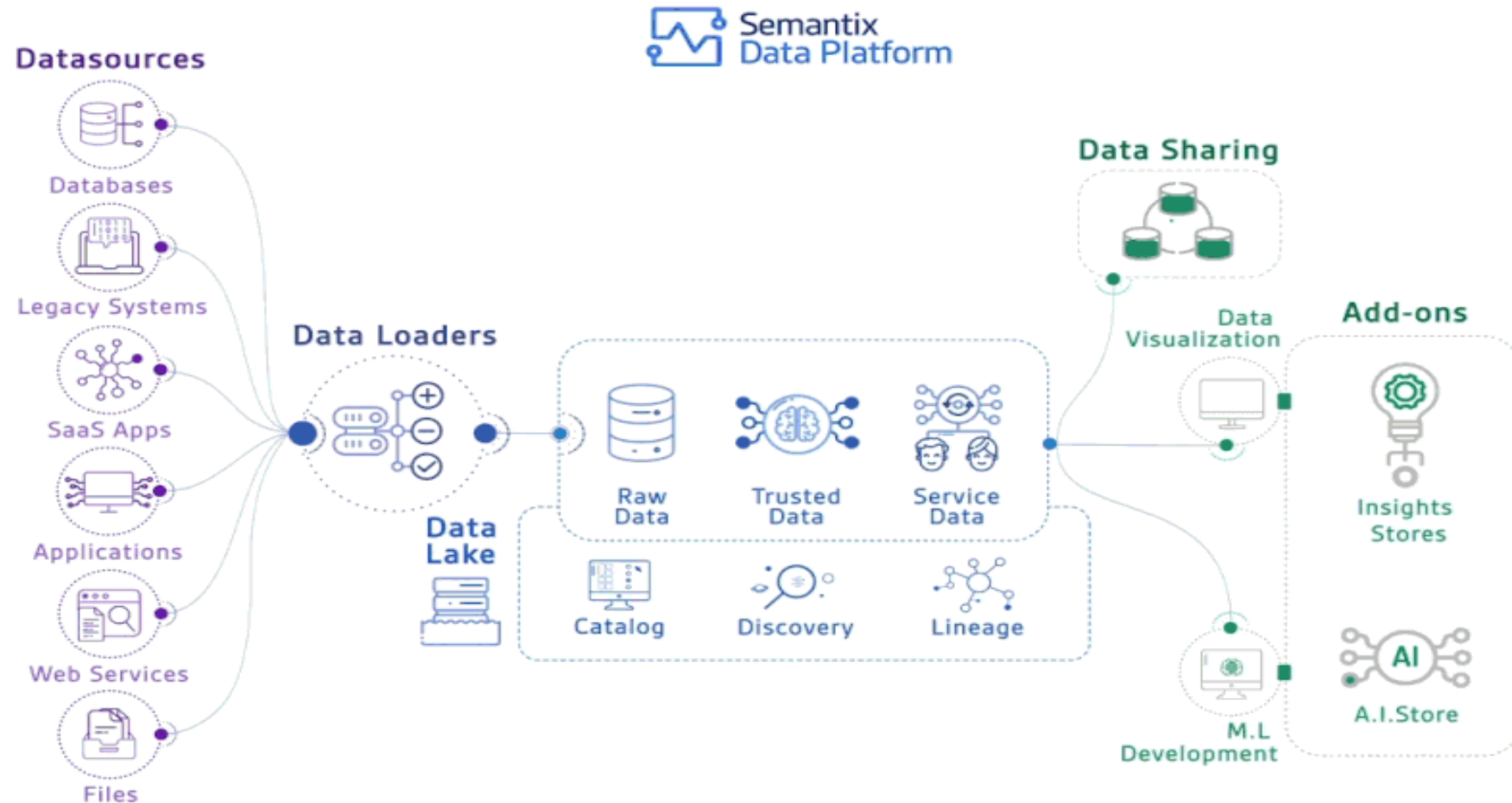# Data & Analytics in Healthcare, New Zealand 2022
Bridging The Talent Gap

Masum Billah

Head of Data Science
Tuwharetoa Health

Data & Analytics in Healthcare, New Zealand 2022
Bridging The Talent Gap

Questions we will be addressing in next 15 minutes

Recruit and retain top data and analytics talent.

Many staff that work in IT in the Health sector have always worked in Health

Where are the skilled IT data professionals coming from

What do you need to work in Health IT

Data & Analytics in Healthcare, New Zealand 2022 || Bridging The Talent Gap

Recruiting top data and analytics talent.

Python, R, pySpark,

API

Git, GitHub, Bitbu...
Kaggle, Sta...

SSIS, SSAS, SSRS, T-SQL

Azure, AWS, Snowflake..

SQL, No SQL, My SQL, PostgreSQL...

ELT, Hadoop, Spark, DevOps

Power BI, Tableau, SAP...

...L libraries such as Tensorflow, PyTorch, NumPy, and Pandas, NLP

R...
sc..., Data Warehouses

EDA, Statistical Analysis, Modeling & Interpretation

Data Science Department

Data Science Department

Lead Data Scientist

ML Engineer

Data Scientist

Reporting Analyst

Database Developer

Data Anal...

Solutions Architect

Head of…, Manager .., Chapter Lead…

Learn about your business needs

Educate your hiring team

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Make a very specific JD/ PD

Do a competitive salary market research

Include the salary or range in your job description

Be open to discuss about your Data Science platform

Availed traditional interviewing techniques if possible

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Retain top data and analytics talent.

Be ope...   ...am

Look a...   ...re ....

NO Mi...

Developer: We have a problem, MySQL is down.

Manager: Then use somebody else's SQL.

7:49 pm · Twitter for Android

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Retain top data and analytics talent.

Be open to discuss about your DS platform / team

Look after them very well $$, flexibility, Culture ….

NO Micromanagement

Make leader from Data / Tech background

Many staff that work in Healthcare IT sector have always worked in Healthcare IT

Data driven culture in across the healthcare industry

When was the last time your GP / health provider called and advised you that, 25 of June highly likely you will catch cold

Let's talk about Social media

Where are the skilled IT / Data professionals coming from

Company who produce Data Driven product

Mostly Tech company

Tech Startups

Academy & Research Centre

Overseas

What do you need to work in Health IT

supermarket staff

......

Doct...

...s,
...unsellors
...ychiatrists,

Police

Cou... / delivery

What about IT / Tech people ???

What do you need to work in Health IT
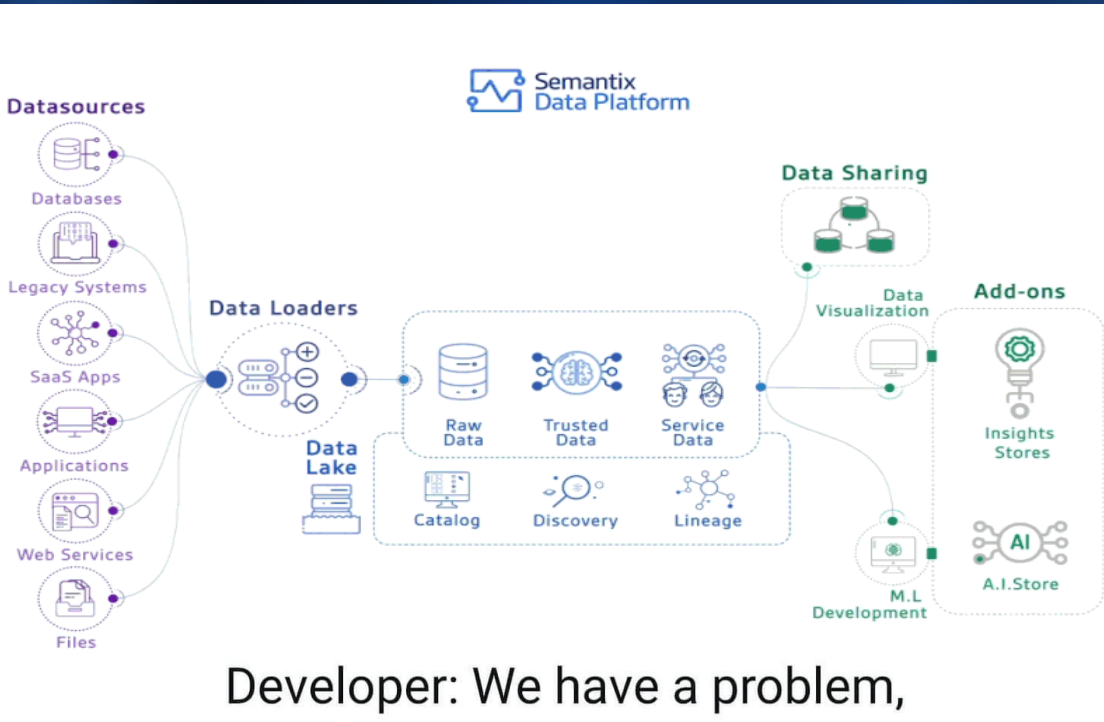
- **Undergraduate degree**

- **Gain relevant experience**

- **Develop soft skills**

- **Problem Solving**

- **Networking**

Data Science Department

Masum Billah

Head of Data Science
Tuwharetoa Health

Email: masum@thct.co.nz
Mob: 02102362222