

Job Posting



Job Title:	Informatics Analyst, Laboratory		
Team:	Ancillary Systems	Reports To:	Ancillary Applications Build Manager
Location:	Work from Home	Travel Required:	Occasionally
Salary:	\$88,101 to \$110,116	Salary Grade:	NMB15
Status:	Temporary Full Time	Term:	Temporary - Until March 31, 2027

How to Apply	
Posting Number: OH2026-05	Number of Positions: 1
Posting Date: February 17, 2026	Closing Date: March 9, 2026
Please apply with a resume and cover letter at: https://onehits.ca/join-our-team/	

About ONE HITS

ONE Health Information Technology Services (ONE HITS) is a not-for-profit shared service organization dedicated to delivering integrated, scalable IT solutions to healthcare partners across Northeastern and Northwestern Ontario. Our core services include:

- Build and maintenance of the Hospital Information System (HIS) and supporting software
- System infrastructure management
- Level 2 helpdesk support
- HIS and infrastructure upgrade services
- Service level metrics and reporting
- A range of optional, non-mandatory services

Currently, ONE HITS supports a unified Electronic Health Information System (HIS) live in 23 hospitals across Northeastern Ontario, with 12 additional hospitals in Northwestern Ontario currently in the early stages of their transition to a shared system.

With the vision of connecting health, improving outcomes, ONE Health Information Technology Service (ONE HITS) empowers healthcare partners with integrated services that drive better outcomes, enhance collaboration and enables innovation.

Our core values, **Accountable, Bold, Collaborative, Dynamic, and Resourceful**, guide the way we work and lead. They shape our culture, influence our decisions, and reflect the standards we hold ourselves to every day.

ONE HITS offers a fully work from home experience, a modern corporate team dynamic, a comprehensive wage and benefits package and HOOPP Pension Plan to employees.

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Job Purpose

Reporting to the Manager, Ancillary Applications Build, this role focuses on system build and implementation to support the onboarding of new Northwest hospital Members.

The Informatics Analyst leads the design, configuration, implementation, and onboarding of Laboratory modules within the Health Information System, including Blood Bank, Microbiology, Laboratory, and Pathology.

In collaboration with ONE HITS internal teams and member hospital partners, the Informatics Analyst delivers standardized, interoperable laboratory solutions that support safe, efficient patient care and align with regional informatics and integration strategies

Main Job Responsibilities (Subject to Change)

Requirements & Member Engagement

- Help guide laboratory leaders, clinicians, and hospital stakeholders to gather clinical and technical requirements.
- Conduct current-state workflow assessments and gap analyses.
- Translate laboratory operational needs into optimal system design specifications.
- Participate in governance and design decision forums representing laboratory informatics.

System Configuration & Build

- Configure all Laboratory modules, including:
 - Test catalogs and compendiums
 - Orderable and resulted tests
 - Reference ranges and result rules
 - Specimen collection requirements
 - Labels and worksheets
- Help guide user roles, security classes, and access profile setup.
- Promote standardization of build across all member hospitals while accommodating approved local variations.
- Collaborate with other clinical, business and technical teams to ensure efficient workflows are achieved across Expanse

Integration & Interface Development

- Collaborate with interface teams to design and implement interfaces between LIS and:
 - Hospital Information Systems
 - Instrument middleware
 - Diagnostic devices and analyzers
 - Referral lab systems
 - Support HL7 message validation and interface testing.

Data Migration & Validation

- Provide legacy data mapping and migration activities.
- Validate test dictionaries, historical results, and patient data loads.
- Perform reconciliation and data quality checks.

Testing & Quality Assurance

- Develop test scripts and scenarios.
- Execute unit, integrated, and user acceptance testing (UAT).
- Coordinate defect tracking, remediation, and retesting.
- Support performance and downtime testing.

Implementation & Go-Live Support

- Participate in implementation planning and cutover activities.
- Provide onsite/remote go-live support.
- Assist with command centre operations

Training & Documentation

- Develop training materials and workflow guides.
- Deliver end-user training sessions.
- Document build specifications and configuration decisions.



Education, Certifications and Licensing

- Bachelor's degree in health informatics, Medical Laboratory Science, Health Information Management, Computer Science or related field.
- Project Management Professional (PMP) certification strongly preferred.

Experience

- 3–5 years' experience supporting Laboratory Information Systems (LIS) or clinical systems in hospital laboratories, preference for MEDITECH Expanse.
- Experience with system implementations or hospital onboarding projects.
- Experience in multi-site or shared services environments preferred.

Knowledge, Skills and Ability

Knowledge

- Clinical laboratory workflows across disciplines
- Laboratory Information Systems functionality, architecture, and test catalog design.
- Health system integrations including HL7 messaging, interface engines, and instrument middleware.
- System implementation methodologies, including SDLC, requirements gathering, and build governance.
- Data migration, conversion, and validation practices within clinical systems.
- Regulatory, accreditation, privacy, and security requirements impacting laboratory systems (e.g., PHIPA, ISO, Accreditation Canada).

Skills

- Laboratory system configuration, module build, and workflow design.
- Requirements elicitation, workflow mapping, and gap analysis.
- Interface and integration coordination, including message validation and testing.
- Test planning, script development, and execution (unit, integrated, UAT).
- Coordination, documentation, and deliverable tracking.
- Stakeholder facilitation, training delivery, and communication across clinical and technical teams.

Abilities

- Ability to translate clinical laboratory needs into technical system design.
- Ability to manage concurrent implementation workstreams and timelines.
- Ability to support multi-site hospital onboarding and standardization initiatives.
- Ability to analyze complex data, workflows, and system dependencies.
- Ability to collaborate effectively with cross-functional project teams and vendors.
- Ability to work flexible hours and travel as required for go-lives and implementations.

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Working Conditions

- Work from home office environment
- 37.5 hours per week
- Occasional on call, evening and/or weekend work as required
- Occasional travel may be required

Accountability Statement

ONE HITS is committed to fostering a culture of accountability, safety, and professionalism. All employees are responsible for adhering to ONE HITS policies and procedures and for performing their duties in alignment with the organization's mission, vision, and values. Team members are expected to uphold high standards of conduct, integrity, and performance in all aspects of their work.

ONE HITS is also dedicated to maintaining a safe and healthy work environment. Employees are expected to maintain workspaces that support safe ergonomics, reduce hazards, and promote overall well-being. All staff must follow applicable health and safety guidelines, promptly report any work-related injuries or concerns, and participate in required safety training. The organization will provide reasonable support, resources, and guidance to help ensure a safe working environment in accordance with relevant policies and legislation, including for remote work settings.

Employees are further responsible for strictly adhering to all privacy and security policies and practices. This includes safeguarding confidential information, upholding data protection standards, and following all protocols designed to ensure the security and integrity of organizational systems and member and patient information.

As part of shared organizational responsibility, all staff at ONE HITS contribute to the effective onboarding, support, and training of new personnel as needed. This collective commitment ensures continuity, teamwork, and the consistent delivery of high-quality services across the organization.