



<https://ancoreinc.com/job/business-analyst-3/>

Business Analyst 3

Description

- The Business Analyst will review, analyse, and evaluate business systems and user needs, translating them into clear technical and functional requirements.
- The role involves aligning system capabilities with broader business strategies, reengineering existing processes, and identifying opportunities to apply technology for improved efficiency.
- The BA will prepare solution options, assess risks, conduct cost/benefit and ROI analyses, and document detailed user needs, program functions, and development steps.
- This position supports a large-scale modernization effort to build a new Medicaid application.
- The selected candidate will work as part of the team overseeing Medicaid IT-Contracted Systems, integrated projects, and related initiatives.
- Responsibilities include guiding documentation, ensuring accurate delivery of application functionality, and establishing processes that promote consistency and alignment with the agency's integrated solution strategy.

Responsibilities

- Coordinating with external vendors to complete projects and service requests; defining, assigning, and evaluating vendor work.
- Developing or reviewing project artifacts such as test cases, requirements documentation, traceability matrices, design documents, and technical specifications.
- Consulting on system analysis, troubleshooting issues, and supporting solution implementation.
- Managing project scope, acceptance, deployment, and overseeing system integration and user acceptance testing.
- Identifying project risks and challenges and designing mitigation strategies.
- Analysing HHS policies, procedures, and standards to determine their impact on automated systems and functional areas.

Qualifications

- **8 years – Required**
- Coordinating with external vendors to complete projects and service requests; defining, assigning, and evaluating vendor work.
- Developing or reviewing project artifacts such as test cases, requirements documentation, traceability matrices, design documents, and technical specifications.
- Consulting on system analysis, troubleshooting issues, and supporting solution implementation.
- Managing project scope, acceptance, deployment, and overseeing system integration and user acceptance testing.
- Identifying project risks and challenges and designing mitigation strategies.
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Hiring organization

Ancore Inc

Employment Type

Full-time, Contractor

Job Location

Austin, TX, USA

Working Hours

9AM to 5PM

Date posted

August 27, 2026

Valid through

30.09.2026

impact on automated systems and functional areas.

Nice to Have Skills

- **3 years – Preferred**

- Using TFS/ADO to create, manage, and maintain requirements throughout the development lifecycle.
- Working in an Agile environment (SAFe preferred).
- Experience with Microsoft tools including MS Office, SharePoint, and Copilot.
- Understanding enterprise system components such as UI, data layers, infrastructure, integrations, business rules engines, workflow orchestration, and cloud-based solutions.
- Knowledge of Texas HHSC processes, Texas Medicaid, and CHIP systems.
- Experience updating portfolio project management tools and managing state-level major information resource project data.

Education

Bachelor's degree in business administration, Information Systems, Computer Science, Information Technology, or a related field.

Job Benefits

We offer more than just a job—we offer a community:

At Ancore, we provide exceptional benefits, including competitive Paid Time Off, comprehensive Medical, Dental, and Vision Insurance, and a robust 401(k) plan. But we don't stop there.

We invest in your potential:

Every member receives a dedicated stipend to pursue professional development—be it certifications, a master's degree, or even a doctorate. We encourage growth through flexible learning options, whether you're taking a course, earning a certification, or attending a conference. Curiosity is celebrated here, and continuous learning is a cornerstone of our culture.

We work hard—and make time for joy:

Ancore, fun isn't an afterthought. From virtual and in-person events like happy hours, holiday parties, and wellness challenges to annual celebrations and charity galas, we believe in fostering connection, creativity, and community spirit.

Diversity is our strength:

As an Affirmative Action/Equal Opportunity employer, Ancore makes all employment decisions based on merit, qualifications, and business needs—never on personal attributes or backgrounds. Everyone deserves a workplace where they feel valued and respected.

Access for all:

We are committed to inclusion and providing reasonable accommodation to ensure all qualified individuals with disabilities can thrive in their roles.