



JOB DESCRIPTION

Population Health Director

REPORTS TO: Chief Clinical Officer (CCO)

EDUCATION & EXPERIENCE: Master's degree (MHA, MBA, MPH preferred) or bachelor's degree with commensurate experience in these fields

SKILLS

- Strong understanding of and demonstrated skill in leadership, strategic management, change management, communications, team building, continuous quality improvement, problem-solving, decision-making, innovation, financial management of operations, and stewardship of resources
- Ability to balance mission effectiveness and financial sustainability
- Ability to analyze patient and population health data
- Understanding of care management and primary care delivery systems
- General knowledge of chronic health care conditions and needs
- Ability to communicate effectively across disciplines
- Excellent written & verbal communications
- Excellent Microsoft Excel skills

MAJOR RESPONSIBILITIES

CLINICAL INTEGRATION AND COLLABORATION

- Develop, implement, and maintain value-based care relationships (VBC contracts, ACO, and CIN)
- Develop and maintain internal and external relationships with physician leaders, system staff, and peers to achieve WFM's strategic vision for population health
- Coordinate clinical, care management, informatics, and quality personnel to meet organizational goals
- Oversee Care Management through direct or delegated leadership
- Analyze population health data to guide interventions
- Understand and optimize the roles of each member of the clinical care team

STRATEGIC PLANNING

- Work with CCO to develop and implement population health strategic plan
- Collaborate with Clinical Leadership Team to meet organizational clinical goals

QUALITY MANAGMENT

- Collaborate with WFM quality improvement initiatives
- Promote transparency and public reporting of clinical data and new reimbursement initiatives

FINANCIAL MANAGEMENT

- Monitor and optimize financial performance of population health initiatives
- Provide input into the annual departmental budget process
- Coordinate financial incentive programs

LEGAL AND GOVERNANCE

- Collaborate and develop policies and procedures necessary for compliance with healthcare legal and regulatory requirements
- Work with ACO, CINs, and other payers to ensure Executive Leadership and Boards are informed and compliant with related regulatory requirements

OTHER DUTIES:

- Other duties as assigned by supervisor

PHYSICAL AND MENTAL REQUIREMENTS:

- Visual and auditory accuracy
- Shift length - 8 hours
- Indoor setting
- Frequent use of computer
- Long periods of sitting
- Frequent use of telephone
- Continuous repetitive grasping and manipulation of both hands
- Continuous conversational communication
- Occasional reaching, walking, squatting, bending, kneeling, twisting and climbing
- Occasionally carrying, lifting, pushing and pulling of up to 25 lbs.
- Occasionally working in confined, noisy, dusty areas
- Periodic use of personal transportation
- Understand/carry out simple/detailed, oral/written instructions with retention
- Read and interpret detailed specifications

TO APPLY: Please visit our website at www.wacofamilymedicine.org and fill out an online application located under Careers.

REVIEWED WITH EMPLOYEE:

Employee

Supervisor

Date

4/6/2023