Since 2001, Regent Surgical Health has been a leader in developing and managing successful surgery center partnerships between hospitals and physicians. We continually improve and evolve the ASC model based on changing market conditions to stay ahead of emerging trends. From this vantage point, our team has developed proprietary ASC ownership models that give both physicians and hospitals what they need to ensure long-term clinical and financial success.

Regent offers a comprehensive and competitive benefits package as one way to recognize our employee's contribution to the success of the organization and our role in helping you and your family to be healthy, feel secure and maintain a work/life balance.

Pursuant to the ADA, Regent will provide reasonable accommodation(s) to all qualified employees with known disabilities, where their disability affects the performance of their essential job functions, except where doing so would be unduly disruptive or would result in undue hardship.

We do not discriminate in practices or employment opportunities on the basis of an individual's race, color, national or ethnic origin, religion, age, sex, gender, sexual orientation, marital status, veteran status, disability, or any other prohibited category set forth in federal or state regulations.

We are an equal opportunity employer.

**Director, Managed Care**

**POSITION SUMMARY:**

The Director of Managed Care is responsible for implementing the enterprise payer contracting initiatives and will assist the VP of MC and Payer Strategy in the development of the annual Managed Care strategy, operational tools and reporting needs to ensure that the Managed Care team supports the mission and vision of the Company and advances the overall Regent Strategy. This position will be accountable for executing on payer negotiation opportunities, including developing leading rate proposals and contract language, advancing payer relationships, and positioning the enterprise for sustainable success.  This individual will also develop and advance internal relationships through ongoing engagement and meaningful collaboration across teams, regions, and markets.

**DUTIES/RESPONSIBILITIES:**

*For centers where Regent is responsible for payer negotiations:*

Lead the development, communication and negotiation of payer contracting strategies including, but not limited, to aggregating national and regional payor negotiations where possible and identifying products and payers representing the center community of patients that require contracts. This may include plan administrators (ASO/TPA), across all insurance segments (Commercial, Medicare, Medicaid, and ACA). This position is also responsible for developing best-in-class ASC payment methodologies, including staying abreast of CMS payment rules and any necessary State level payment programs (Medicaid).

* Develop and maintain a comprehensive inventory of contracts by center that informs and prioritizes negotiation strategies as well as tracks negotiation performance to targets.
* Establish and execute a negotiation plan that 1) identifies a target Medicare Equivalent benchmark by center by market, 2) meets or exceeds budget targets and 3) ensures that centers achieve annual increases.

In collaboration with the VP of Managed Care and Payer Strategy, manage the formal process for approval of rate proposals at the start of negotiations and final approval before signature, as well as the decision and approval process for communicating termination notices. This position is also responsible for providing applicable payer negotiation updates to individual ASC Board of Directors.

In collaboration with the VP of Managed Care and Payer Strategy and Finance, continually improves the process for contract models, developing enterprise standards where needed that support timely and accurate rate modeling.

*For centers that are not the responsibility of Regent with payers:*

As needed, in collaboration with the VP of Managed Care and Payer Strategy, provide subject matter expertise to partner Managed Care teams, participate in standing operating calls that review payer activity and support development activities when requested.

* Perform other duties as assigned.

**KNOWLEDGE AND SKILLS:**

To perform this job successfully, an individual must be able to perform each essential responsibility satisfactorily. The requirements listed below are representative of the knowledge, skills and abilities required.

* **Effectively Manages Negotiations**
  + Establish appropriate timeline for negotiations that includes internal timelines as well as payer engagement.
  + Manage the contract modeling requests efficiently.
  + Ensure that the most current contract and applicable surgery grouper is maintained at all times.
* **Connects and Collaborates** 
  + Communicate effectively with internal and external stakeholders.
  + Recognize the critical importance of integration and collaboration in achieving high performance.
  + Lead effectively across cultures.
  + Is a committed steward of the Regent Surgical Health culture.
* **Supports Inclusive, High-performing Leadership Teams**
  + Understand the value of diversity in teams and gets the best out of all people.
  + Establish trust and create a culture of psychological safety to enable candid debate.
  + Build consensus; decides when necessary.
  + Deliver outstanding results through others.
* **Understands and Shapes the External Environment**
  + Is deeply knowledgeable of the Regent business model and the consumer, competitive, political, and social environments in which the organization operates.
  + Understand the importance of actively engaging with and shaping these environments.
  + Identify, assess, and build relationships with key stakeholders.
  + Escalate payer issues to applicable stakeholders with focused, timely communication.

**Education/Experience:**

* Minimum of seven (7) years of progressively responsible roles in managed care, payer negotiations or related responsibilities
* Dynamic and strategic leader with the ability to build strong rapport both internally and externally to imagine, develop and activate “win-win” partnerships.
* Analytically minded leader with meaningful experience in data analysis, insight development
* Specific experience and strong record of success in understanding the environment, identifying opportunities, and aligning action to drive performance.
* Through partnership with health plan and health system leaders, experience driving discipline, consistency, and execution of standardized initiatives and best practice.