

SVP, Payer Contracting

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.

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.

POSITION SUMMARY:

The SVP, Payer Contracting is responsible for developing and executing the enterprise payer contracting initiatives as well as associated annual business plan goals and targets that supports the mission and vision of the Company and advances the overall Regent Strategy. This leader will be accountable for identifying payer negotiation opportunities and needs, developing leading rate proposals and contract language, advancing payer relationships, and positioning the enterprise for sustainable success. As an active leader, mentor, and role model within the team and across the organization, 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 a comprehensive payer contracting strategy 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 leader 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) meet or exceed budget targets and 3) ensure that centers achieve annual increases.
- In collaboration with the Managed Care Strategy team and the Chief Operating Officer, establish formal process for approval of rate proposals at the start of negotiations and final approval before signature, as well as a decision and approval process for communicating termination notices. This leader is also responsible for providing applicable payer negotiation updates to the center Board of Directors.
- In collaboration with the VP, Managed Care Strategy and Finance, continually improve the process for completing 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:

- In collaboration with the VP, Managed Care Strategy, and the Chief Operating Officer, 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.
- 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.
- Understand and shape the External Environment

- 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 fifteen (15) 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 and 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