



Job Code: 8101
Grade: 24
HCWR: N

Job Title
Chief Population Health Officer

Department
Administration

This position is exempt from Career Service under the CCH Personnel Rules.

Job Summary

The Chief Population Health Officer (CPHO) is a Physician Executive advising the Chief Executive Officer, CCH (CEO) and working throughout the organization to achieve an effective, highly integrated system that succeeds in a variety of value-based care contracts while improving outcomes and health status of defined patient populations. The CPHO reports to the CEO and is a central position in the leadership team. The CPHO develops and directs the ongoing set of strategies and key tactics required to continuously transform the system to be a market leader in the achievement of clinical, cost and service outcomes for challenging populations and communities, including the development of critical success factors and key metrics and targets to support that work. To achieve this, the CPHO will need to form and maintain a variety of external and internal relationships.

General Administrative Responsibilities

Collective Bargaining

- Review applicable Collective Bargaining Agreements and consult with Labor Relations to generate management proposals
- Participate in collective bargaining negotiations, caucus discussions and working meetings

Discipline

- Document, recommend and effectuate discipline at all levels
- Work closely with labor relations and/or labor counsel to effectuate and enforce applicable Collective Bargaining Agreements
- Initiate, authorize and complete disciplinary action pursuant to CCH system rules, policies, procedures and provision of applicable collective bargaining agreements

Supervision

- Direct and effectuate CCH management policies and practices
- Access and proficiently navigate CCH records system to obtain and review information necessary to execute provisions of applicable collective bargaining agreements



General Administrative Responsibilities

Management

- Contribute to the management of CCH staff and CCH' systemic development and success
- Discuss and develop CCH system policies and procedures
- Consistently use independent judgment to identify operational staffing issues and needs and perform the following functions as necessary; hire, transfer, suspend, layoff, recall, promote, discharge, assign, direct or discipline employees pursuant to applicable Collective Bargaining Agreements
- Work with Labor Relations to discern past practice when necessary

Typical Duties

- Continuously identifies and analyzes current gaps (i.e. access, intake, throughput, etc.) across the system to achieving optimal success in current and future value-based care contracts (i.e. Medicaid and Medicare Advantage) and opportunities (i.e. risk-based specialty services), including reaching and maintaining a market-leading position in the demonstrated ability to deliver quality clinical, cost and service outcomes for defined challenged populations and communities.
- Develops and continuously updates an overall transformation strategy and set of key tactics for remediating those gaps, including critical success factors, metrics and targets.
- Collaborates closely with Operational leadership, the Chief Medical Officer (CMO), and the Chief Financial officer (CFO) to ensure tight integration of strategies, plans and metrics across those executives' areas.
- Collaborates closely with the CEO, CountyCare/Managed care to ensure integration of strategy and key tactics, goals and metrics between County Care and the CCH Delivery System. This includes supporting the CountyCare Physician Leaders and Medical Services areas as an ongoing mentor and subject matter expert.
- Works to maximally align managed care and population health initiatives between the various entities within CCH (i.e. CountyCare, the hospitals, the specialty practice, ACHN, Public Health, etc.).
- Assesses opportunities to assume more risk in defined specialties as a strategy to enable more specialty and facility business.
- Collaborates with Chief Medical Information Officer (CMIO)/Chief Information Officer (CIO) in the creation of the information infrastructure that will support proper analysis of clinical and financial data to support managed care and population health. Makes recommendations for more efficient and cost-effective delivery of care based on report analysis.
- Develops and monitors annual budgets that ensure the assigned department(s) has the necessary resources to carry out their goals and objectives.
- Represents operational interests on assigned internal/external committees, task forces, commissions, agencies and promotional or public relations efforts for CCH primary care clinical affairs.
- Performs other related duties as deemed necessary by the CCH CEO.



Reporting Relationship

Reports to the Chief Executive Officer, CCH

Minimum Qualifications

- Doctor of Medicine (MD) or Doctor of Osteopathy (DO) from an accredited medical school
- Subspecialty certification by the American Board of Medical Specialties (ABMS)
- Licensed as a Physician in the State of Illinois or must obtain license within three (3) months of starting employment
- Seven (7) years of combined leadership experience working with providers and payers
- Five (5) years of clinical practice experience
- Three (3) years of experience with developing and improving systems of care for challenged populations, including Medicaid, and dual eligible (Medicaid/Medicare), as well as other (i.e. clinically, insurance status) defined populations
- Prior relevant experience in a comprehensive healthcare delivery system with inpatient, ambulatory and community clinics
- Knowledge of relevant regulatory and accreditation agencies and requirements for payers and providers

Preferred Qualifications

- Experience with Disease Management, Quality Management, and Pharmacy Management - Master's in Public Health, MBA or MA
- Prior work experience in a union environment
- Knowledge of applicable rules, regulations, policies, laws and guidelines impacting health system status, including quality, safety, graduate medical education, clinical investigation

Knowledge, Skills, Abilities and Other Characteristics

- Must possess excellent communications skills to interface with providers, staff, and management
- Short-term and long-term planning skills
- Leadership skills
- Knowledge of Microsoft Office products (Word, Excel, PowerPoint)
- Must be able to demonstrate patient centered/patient valued behaviors
- Must possess excellent verbal and written communication skills
- Must use a collaborative leadership style that develops and motivates team members but assures accountability
- Must be able to demonstrate exceptional interpersonal skills and understanding of the interdepartmental roles of the various health professions
- Must be familiar with personal computers, data compilation, and data analysis
- Must demonstrate ability to work with health system governing body, community organizations, the media, and various political entities



Physical and Environmental Demands

This position is functioning within a healthcare environment. The incumbent is responsible for adherence to all hospital and department specific safety requirements. This includes but is not limited to the following policies and procedures: complying with Personal Protective Equipment requirements, hand washing and sanitizing practices, complying with department specific engineering and work practice controls and any other work area safety precautions as specified by hospital wide policy and departmental procedures.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the personnel so classified.

For purposes of the American with Disabilities Act, “Typical Duties” are essential job functions.