

**TITLE:** Senior Director, Healthcare Payment Analytics

**DATE:** May 2024

**CLASSIFICATION:** Exempt

**DEPARTMENT:** EVP/CFO

**SUMMARY:**

Responsible for analyzing healthcare reimbursement policies and data consistent with the Association's goals and objectives.

**ESSENTIAL FUNCTIONS:**

General Analytics:

1. Conduct and communicate analyses of healthcare data by designing, developing, and maintaining reports for use by GHA and member hospitals using individual or combinations of data sources. Sources of data include but are not limited to GHA's customer relationship management solution (CRM), hospital demographic data through health discharge data submitted by Georgia Discharge Data System (GDDS), hospital quality data such as the National Healthcare Safety Network (NHSN), financial data through the Healthcare Cost Report Information System (HCRIS), and data from Department of Community Health Surveys.
2. Create summaries of analytical results via charts, graphs, tables, and infographics in ways that are easily understood and presentable for both internal and external stakeholders.

Healthcare Payment Policies:

1. Prepare and/or facilitate financial models to evaluate the fiscal impact of:
  - a. Changes in insurer coverage and payment policies with an emphasis on government payers.
  - b. Provisions of hospital supplemental payments and provider assessment programs
  - c. Other Federal and State payment programs (e.g., Rural Hospital Tax Credit Program)
2. Maintain knowledge of laws, regulations, reimbursement principles, and payment methodologies of governmental payers, including federal and state reform efforts and alternative payment systems utilized in other states.
3. Communicate changes related to potential financial impact and/or recommended action plans to GHA members.
4. Establish and maintain relationships with appropriate staff of governmental entities responsible for health care financing and payment methodologies.

Federal and State Appropriations:

1. Serve as a resource to both internal and external stakeholders to provide fiscal and budgetary analyses related to the annual appropriations process and assess potential implications to GHA members.
2. Recommend changes to proposed payment methodologies and funding to support adequate payment rates.

**EDUCATION and EXPERIENCE:**

BA/BS degree in financial or healthcare management required.

MBA/MPA degree in financial or healthcare management preferred.

5 – 7 years of healthcare payment analytics experience or an equivalent combination of education, training and experience related to the duties of the position.

**KNOWLEDGE & SKILLS:**

- Working knowledge of government-financed insurance programs and federal and state appropriations processes.
- Strong analytical skills and ability to identify appropriate analytical approaches depending on the business need.
- Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Expert proficiency and advanced working knowledge of Microsoft Excel and/or Microsoft Access for complex analytic purposes.
- Strong attention to detail to ensure accuracy and provide validation of results.
- Excellent written and oral communication skills, especially in conveying technical/complex concepts to non-technical audiences both inside and outside the organization.
- Technical proficiency with MS Word, Power Point and FoxitPhantomPDF.
- Flexible and collaborative work style, with the ability to manage multiple projects.

Equal Opportunity Employer/Veteran/Disabled

**DISCLAIMER:**

This job description indicates the general nature and level of work expected of the incumbent. It is designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of the incumbent.

Incumbent may be asked to perform other duties as required.