
Chief Medical Officer

6/6/2022

About Chapman Farrell Group

Chapman Farrell Group LLC is a certified, minority-owned executive recruitment firm with uncommon partnership, insight, and access within the healthcare and financial services sectors. We offer an uncommon guarantee of 18 months, ensuring our interests are aligned with our clients and our candidates. We don't view our placements as transactions as we truly strive to place our candidates in jobs that add value to both their careers and their new employers.

Even though we are not a "diversity" firm, we harness an uncommon passion for ensuring that under-represented groups are represented on all our candidate slates. For us, diversity isn't something we do, it is who we are. With over 25 years of experience in executive recruitment for leading companies, we know it takes uncommon partnership, insight, and access to find and attract great and diverse talent.

Chapman Farrell Group uses a proprietary executive search approach that has delivered successful leaders who still enjoy their placements today.

For information on the **Chief Medical Officer** opportunity shown below, please contact:

Raymond J. Arroyo
Managing Partner
860 558-1401
raymond@chapmanfarrell.com

Robert J. Crowder
Founder & Managing Partner
610 910-8633
robert@chapmanfarrell.com



Chapman Farrell Group, LLC

www.chapmanfarrell.com

Uncommon partnership, insight, and access

**NEIGHBORHOOD HEALTH PLAN OF RHODE ISLAND
POSITION DESCRIPTION**

POSITION TITLE: Chief Medical Officer

POSITION ID: 9159

REPORTS TO: CEO

LOCATION: Smithfield, RI

HOURS: Full Time

DEPARTMENT: Executive

FLSA CLASSIFICATION: Exempt

JOB LEVEL: Executive Team

EEOC CATEGORY: Executive/Senior Level
Officials and Managers

SALARY GRADE: Market

Position Overview:

As a member of Neighborhood's Executive Leadership Team, the CMO is responsible for the clinical vision of the company and, along with other senior leadership members leads corporate planning and capacity-building efforts to improve organizational performance. The Chief Medical Officer ensures that revenue enhancement, expense reduction, and quality and service improvement efforts of the company are effective and consistent with Neighborhood's clinical vision. They lead the development of Neighborhood's clinical programs – including quality, pharmacy, medical management, behavioral health, and Health@Home, assuring program effectiveness, coherency, and consistency with Neighborhood's mission, vision, and values. The CMO also ensures that Neighborhood's management practices and operations address the clinical and operational realities of its members and contracted clinicians.

Qualifications Required:

- Board certified physician, unrestricted license in any state within the US; no restrictions in any state; and a current license in Rhode Island
- Primary Care Training – Board certified in Family Practice, Internal Medicine, Pediatrics, or Obstetrics
- A proven leader in the healthcare field, recently as Medical Director, including budgetary, Quality Management, and supervisory experience
- 10+ years of managed care experience, including Medicare and Medicaid programs
- Ability to exercise influence and authority across the organization as both owner and advisor
- Experience integrating the clinical administration of behavioral health and pharmacy services into medical management in a managed care setting
- Experience with increasing access to and quality of community-based medical services for Medical-eligible populations. Includes familiarity with barriers to health care for low-income populations
- Organizational leadership skills – planning, priority setting, and interdepartmental program implementation
- Excellent oral, written, and analytical skills



- Experience working with plan governance; prior responsibility for medical budget development and monitoring; experience working in public and national settings
- Comfort with and commitment to public speaking and organizational representation

Preferred Qualifications

- Graduate degree in Public Health or Management preferred

Duties and Responsibilities:

- Participates as a member of the Executive Leadership team in organizational planning, goal setting, and project prioritization
- Leads strategic direction and operations of Neighborhood's primary care practice Health@Home; Functions as Physician champion for Nurse Practitioners; conducts weekly rounding meetings; manages budget; reviews medical records in EMR and selects members for tracking and program inclusion
- Assesses organizational capacity to meet corporate goals and institutes efforts to gain needed capacity
- Monitors corporate performance relative to goals
- Takes leadership roles in building and maintaining a corporate-wide culture that supports and strengthens Neighborhood's Mission, Vision, and Values
- Provides support and guidance to Neighborhood Board and its Committees to help them carry out their oversight responsibilities for these functions
- Develops, implements, and is accountable for oversight of internal quality assurance program and utilization management program activities, including Prior Authorization, concurrent reviews, and retrospective reviews
- Serves as Neighborhood's senior clinical officer and participates in the development of Alternative Payment Methodologies (APMs) and related quality metrics. Provides clinical executive leadership as Neighborhood analyzes the outcomes of quality metrics for any APMs, including APMs with Accountable Entities
- Participates in Medical Advisory Committee meetings with EOHHS Chief Medical Officer
- Serves as a liaison between Neighborhood and its Providers and communicates regularly with Providers, addressing areas of clinical relevance
- Serves as the Neighborhood representative on the EOHHS Medical care Advisory Committee
- Represents Neighborhood as appropriate to the local physician community, particularly Community Health Centers. Ensures internal program development is based in part on local clinical realities
- Represents Neighborhood in the local and national clinical, public health, and advocacy communities as appropriate. Exercises community leadership to develop support for Neighborhood, its clinical programs, and efforts to meet the health needs of its membership
- Ensures member access to best treatments by leading Neighborhood in the identification and assessment of new, successful treatments, interventions, and pharmaceuticals
- Responsible for professional development, management, and guidance of staff
- Responsible for oversight of the Case Management Program, Quality Management Program, and Medical Review/Utilization Management Program at Neighborhood. Leads efforts to understand the clinical needs of members and the design of effective programs to respond to those needs. Assures that programs and policy incorporate the best available clinical standards



- Assures Neighborhood compliance with contractual, licensing, and accreditation standards. Responsible for standards for provider credentialing
- Provides oversight and guidance for the Pharmacy Program, including development of the Neighborhood Formulary, thorough and timely evaluation of requests for non-Formulary products, assuring the clinical accuracy of all Part D coverage determinations and redeterminations involving medical necessity, and effective contracting and vendor relationships in support of delivery of the Pharmacy benefit to Neighborhood members
- Oversight and guidance for Medical Expense Management activities and initiative by setting utilization assumptions for medical budget and defining cost needs and expectations in contracting; signs off on the full budget. Responsible for programmatic interventions that allow Neighborhood to meet its budgetary targets for medical expenses. Analyzes provider performance in support of financial performance; builds a strategy for network development upon an understanding of provider performance and member needs
- Assures effective oversight and monitoring of the performance of all applicable First Tier, Downstream, and Related Entities (FDR) so that the services being provided are consistent with all contractual and legal requirements as well as the Mission and Values of Neighborhood.
- Works in collaboration with Compliance to ensure regulatory requirements are met and resolved appropriately
- The maintenance of a separate, regular part-time clinical practice by the Chief Medical Officer is encouraged but not required
- **Other duties as assigned**
- Corporate Compliance Responsibility - As an essential function, responsible for complying with Neighborhood's Corporate Compliance Program, Standards of Business Conduct, applicable contracts, laws, rules and regulations, policies, and procedures as it applies to individual job duties, the department and the Company. This position must exercise due diligence to prevent, detect, and report unlawful and/or unethical conduct by co-workers, professional affiliates, and/or agents.

Core Company-Wide Competencies:

- Communicate Effectively
- Respect Others & Value Diversity
- Analyze Issues & Solve Problems
- Drive for Customer Success
- Manage Performance, Productivity & Results
- Develop Flexibility & Achieve Change

Job Specific Competencies: (Select up to an additional 4)

- Build Relationships & Cultivate Networks
- Influence & Negotiate
- Implement Strategy & Achieve Business and Financial Success
- Exercise Sound Judgement & Decision Making

FDR Oversight:

- **Senior Leadership Level:**



Assures effective oversight and monitoring of the performance of all applicable First Tier, Downstream, and Related Entities (FDR) so that the services being provided are consistent with all contractual and legal requirements as well as company policies and procedures

Flexible Work Arrangement:

- Limited, at the discretion of the CEO

Telecommuting Arrangement:

- Limited, at the discretion of the CEO

Travel Expectations:

- Some travel locally is required to attend external meetings and events.

Neighborhood Health Plan of Rhode Island is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

