

Senior Health Care Finance Policy Analyst

ABOUT CAPH/SNI

The [California Association of Public Hospitals and Health Systems](#) (CAPH) represents the state's 17 public health care systems, forming the core of California's health care safety net. CAPH advances policies that strengthen its members' ability to provide high-quality, culturally responsive care for all Californians and to train the next generation of health care professionals.

The [California Health Care Safety Net Institute](#) (SNI), CAPH's 501(c)(3) affiliate, supports this mission through programs that improve care delivery and patient outcomes. Together, CAPH and SNI function as a matrix organization, working side by side to achieve shared goals for California's public health care systems and the communities they serve.

The ideal candidate understands and embraces CAPH/SNI values—dedication to the mission of ensuring equal access to high quality health care for all; collaboration with shared accountability; and excellence, as well a genuine interest in health care and desire to learn more to effectively support policy efforts. CAPH/SNI are [committed to advancing equity](#) and are deeply committed to racial, cultural, and ethnic diversity. Qualified applicants of all races, people with all abilities, and veterans are encouraged to apply.

WORK ENVIRONMENT

CAPH/SNI operates in a hybrid work environment, with two required in-person days (Monday and Wednesday) at the office in Oakland, CA for those living 40 miles or less from the office; one required in-person day (Monday) for the other group. The remaining days are conducted remotely.

SUMMARY

Directly reporting to the Vice President of Finance, General Counsel, this position is responsible for analyzing, supporting and developing financial, policy and operational initiatives that strengthen the ability of public hospital systems to meet their long and short-term goals. This position is responsible for participating on and/or leading project teams and certain policy areas under the direction of the Vice President of Finance, General Counsel; communicating the results and implications of financial data analyses to staff, stakeholders, and members; and building external relationships with member leadership, California state administration and other stakeholders. It is essential that this position seek to understand CAPH's strategies, goals, and interdependencies to effectively and efficiently develop policies and execute on legislative initiatives. This position is classified as exempt.

PRIMARY RESPONSIBILITIES

Under general supervision from the Vice President of Finance, General Counsel and working with the other members of the CAPH finance and policy teams, the Senior Finance Health Care Policy Analyst is responsible for developing, leading or supporting the analytical and financial work required in the support of policies and programs which further the interests of public hospital systems in California, particularly in the areas of health care financing for low-income individuals and the impact of health care reform on public hospitals. Key responsibilities include:

- Provides expertise and stewardship in relevant data sets, including hospital finance data and is comfortable conducting high level data analyses and working with large data sets
- Under direction from the Vice President of Finance as well as other members of the CAPH finance team, conducts analyses and recommends possible strategies and positions on initiatives, including identifying and troubleshooting financing and data limitations as well as operational and policy issues at the local, state and federal levels
- Develops proposals to preserve and enhance health care safety net funding
- Translates the results of financial data analyses into easy-to-understand charts, graphs, and other visuals, to explain the analysis and conclusions to the VP of Finance, other staff, stakeholders (including the State), member CFOs, and others
- Informs and advises colleagues on connections between this work and other ongoing CAPH priorities, and makes recommendations for action
- Collaborates with colleagues on other teams to provide clear and concise input, analysis, and expertise on issues as assigned, such as those related to waiver programs and Medi-Cal managed care financing structures
- Anticipates, identifies, and responds to CAPH member hospital needs related to finance and safety net funding issues
- Establishes and maintains effective relationships with State administration staff and stakeholders with interests/ties to relevant policies
- Collaborates with other team members to solicit their input in order to strengthen analytic products
- Provides recommendations on ways to enhance data capabilities and increase organization depth in data sets
- Identifies program/project linkages that will strengthen the organization's ability to effectively support the member public health care systems ultimately meeting their mission
- Represents CAPH at stakeholder forums, informational and legislative briefings, and other external forums
- Tracks, analyzes, and supports the advancement and revision of relevant legislation and regulations on a timely basis
- Acquires, maintains, and educates members in the proficiency of public health care system financing knowledge

KNOWLEDGE & EXPERIENCE

- 4+ years of health analytics, finance, policy within hospital, health plan, or other related health care settings
- Strong quantitative and analytic abilities, including financial modeling.
- An advanced degree in public policy, finance, health care administration, or closely related field is preferred but not required
- Advanced Excel skills required and experience with statistical software packages is a plus but not required
- Ability to conceptualize, structure, and conduct quantitative and policy analyses
- Ability to link and communicate technical data with policy issues
- Ability to effectively manage multiple priorities in a fast-paced, intense and often times unpredictable environment
- Demonstrated ability to build effective relationships and represent CAPH in a wide variety of policy and advocacy settings

- Ability to analyze legislation and health policy proposals at state and federal levels is not required but is a plus
- Ability to conduct analyses and propose strategies for consideration by the VP of Policy and Leadership in response to changes in health care policy
- Solid understanding of California health policy, particularly as it relates to underserved and low-income populations
- Strong written and verbal communication skills
- Excellent interpersonal skills and ability to work effectively in small, team-based environment.

The starting salary range for this position is \$115,000-\$135,000. CAPH offers an extremely competitive [benefits package](#).

Interested applicants must send a resume and a cover letter via email to jobs@caph.org to be considered.