



# Genevive

## Job Description: Director of Population Health

**Job Title:** Director of Population Health

**Department:** Population Health

### Position Summary:

The Director of Population Health will lead and advance efforts to improve health outcomes for frail older adults within a value-based care model. The Director will be responsible for the development and execution of population health strategies that integrate data analytics, community partnerships, and evidence-based care practices. This role will be pivotal in driving healthcare quality improvements and managing costs while ensuring personalized, high-quality care for our patient population. This position will promote a culture of Diversity, Equity, and Inclusion (DEI), ensuring that all populations—especially vulnerable or underserved communities—receive equitable and compassionate care.

**Supervision Received:** Chief Medical and Population Health Officer

**Supervision Exercised:** Population Health Manager

**Hours per Pay Period:** 80hrs

**Classification:**

Full-Time

Exempt

Part-Time

Non-Exempt

### Education/Qualifications:

- Bachelor's degree required, Master's degree in public health, Healthcare Administration, Nursing, or a related field preferred.
- Proven experience in population health management, particularly in a value-based care or managed care setting, with a demonstrated understanding of health equity and DEI principles.
- In-depth knowledge of healthcare regulations, quality improvement methodologies, and data analytics, with a focus on ensuring equity in healthcare delivery.
- Strong analytical, strategic thinking, and problem-solving abilities, with an ability to identify and address health disparities in diverse populations.
- Excellent communication and interpersonal skills, with a track record of engaging diverse stakeholders and promoting inclusive practices within teams and programs.
- Experience leading cross-functional teams, driving complex initiatives, and managing projects to completion.

### Preferred Qualifications:

- Certification in Population Health, Healthcare Quality (e.g., CPHQ, CPH), or a related credential is a plus.



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- Familiarity with electronic health records (EHR) systems and population health management tools.
- Knowledge of social determinants of health and their impact on frail older populations, with a commitment to addressing these factors in program design and implementation

## **Essential Functions:**

### **Strategic Leadership**

- Lead the development and execution of the company's population health strategy, with a specific focus on improving outcomes for frail older adults, ensuring strategies are culturally sensitive and inclusive of all patient backgrounds.
- Collaborate with clinical, administrative, and operational teams to define and prioritize health improvement initiatives for this vulnerable demographic, ensuring that initiatives address the unique needs of diverse populations.
- Align population health goals with organizational objectives to improve patient care, reduce healthcare costs, and enhance patient satisfaction while promoting DEI principles in all aspects of care delivery.

### **Data Analytics & Performance Management**

- Utilize data analytics to assess the health needs of frail older patients, identifying trends, risk factors, and opportunities for intervention. Pay special attention to social determinants of health (SDOH) and other disparities that impact diverse populations.
- Oversee the collection, analysis, and reporting of key population health metrics, ensuring data-driven decisions to improve patient outcomes, with a focus on equity and access for all groups.
- Work closely with the Director of IT to develop and implement technology solutions that enhance population health performance and reporting capabilities, ensuring that the tools and platforms support diverse patient needs and are accessible to all.

### **Program Development & Implementation**

- Design, implement, and manage targeted population health programs, including chronic disease management, preventive care, and health education, ensuring these programs are tailored to the needs of frail older adults and culturally competent to meet the needs of diverse populations.
- Build and nurture partnerships with community organizations, healthcare providers, and stakeholders to ensure comprehensive support for patients and their families.
- Oversee program effectiveness, using data to continuously refine and enhance care delivery, ensuring that all patients have equitable access to high-quality care.

### **Payor Contracting & Relations**

- Collaborate with the finance and contracting teams to develop and negotiate payor contracts that align with the company's value-based care objectives, ensuring that the terms support the provision of equitable and high-quality care for frail older adults.



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- Work closely with payors to ensure the integration of population health strategies into care models, ensuring that contracts support long-term value-based outcomes while fostering inclusivity and equitable care practices.
- Monitor performance against payor agreements, adjusting strategies as needed to optimize outcomes and ensure alignment with the company's goals for reducing healthcare costs and improving care for diverse populations.

## **Quality Improvement & Compliance**

- Collaborate with quality improvement and compliance teams to ensure that population health programs meet regulatory standards and contribute to continuous improvement initiatives, with a focus on reducing disparities in healthcare outcomes across different patient groups.
- Monitor and evaluate the impact of population health programs on clinical outcomes, patient satisfaction, and healthcare utilization, with particular attention to ensuring that care is delivered equitably across all demographic groups.

## **Team Leadership & Collaboration**

- Lead, mentor, and develop a team of population health professionals, fostering a culture of collaboration, inclusion, and innovation. Encourage diverse perspectives to enrich problem-solving and program design.
- Provide training, guidance, and support to clinical teams to ensure the successful implementation of population health strategies and initiatives, ensuring that staff are equipped to provide culturally competent care.

## **Stakeholder Engagement & Communication**

- Engage with payers, community partners, and other external stakeholders to align population health efforts and improve care coordination for frail older adults, ensuring that engagement efforts are inclusive and consider the diverse needs of all stakeholders.
- Communicate effectively with both internal and external stakeholders, ensuring transparency around initiatives, results, and best practices, with an emphasis on inclusivity and equitable access to care.
- All other duties as assigned

## **Physical/Mental Demands and Work Environment:**

- Requires driving a vehicle
- Requires sitting and standing associated with a normal office environment
- Performs highly complex and varied tasks requiring independent knowledge and its application to a variety of situations as well as exercise independent judgment.
- Requires hand dexterity for office equipment and repeated movements
- Stooping and bending and sitting for extended periods of time.
- Able to handle stress in dealing with tense, angry, or upset clients and staff.
- Requires the use of office equipment such as copiers, scanners, computers, telephones, and fax machines.



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- May view computer screens for long periods of time.
- Work requires hand dexterity for office machine operation, stooping, bending, for filing and supply movement. Mobility to complete errands and sitting for an extended period.
- Must be able to prioritize activities when faced with competing demands.
- Able to manage multiple demands and prioritize activities to meet deadlines.
- Willing to work at home in a HIPAA compliant space as needed
- Some exposure to unknown environments in the field with possible exposure to hazards and communicable diseases.
- This position will have remote work capabilities and must have the skill set to work independently, exercising sound judgement, and maintaining high productivity levels.
- Remote work also requires high levels of electronic and telephonic communication.

*The demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.*