



A Position Profile

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Senior Director of Finance, Medicare Advantage



Johns Hopkins HealthCare
Glen Burnie, Maryland

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Johns Hopkins HealthCare, LLC



Jointly owned by the Johns Hopkins Health System and the Johns Hopkins University School of Medicine, Johns Hopkins HealthCare (JHHC) develops and manages medical care contracts with organizations, government programs, and healthcare providers for more than 250,000 plan members. A dedicated advocate for its client employers, patient members, and physician providers, JHHC believes that collaboration between the three creates optimal results for patients and healthy financial outcomes for its providers and employers.

Johns Hopkins Health System

The Johns Hopkins Health System Corporation (JHHSC) is a legal entity which was created in 1986, 30 years ago. It was created as a private, non-profit corporation to formulate policy among and provide centralized management services for its affiliates. It was created on the recommendation of The Johns Hopkins Hospital (JHH) President, Dr. Robert M. Heysel, who believed the JHH Board needed to provide a parent company to oversee the formulation of a vertically integrated health system in anticipation of changing market conditions and changes in healthcare delivery. JHHSC functions as a parent holding company of its wholly owned affiliates, including:

- The Johns Hopkins Hospital, with 1,192 beds
- Johns Hopkins Bayview Medical Center, with 527 beds
- Howard County General Hospital, with 266 beds
- Suburban Hospital, with 236 beds
- Sibley Memorial Hospital, with 318 beds
- Johns Hopkins All Children's Hospital, with 259 beds
- Johns Hopkins Community Physicians, a multispecialty physician organization with over 430 providers
- Johns Hopkins Home Care Group
- Johns Hopkins Healthcare (Employer Health Programs)

JHHSC and its wholly owned subsidiaries are often referred to as the "Health System" in this Position Profile.

Johns Hopkins HealthCare serves four lines of business: Johns Hopkins Employer Health Programs (EHP); Priority Partners; Johns Hopkins US Family Health Plan; and Johns Hopkins Advantage MD.

Services and support JHHC provides its four health plans include:

- Eligibility database management

- Member and provider customer service
- Claims adjudication
- Member outreach programs (for Priority Partners members only)
- Provider/faculty network development
- Care management program and services
- Enrollment services
- Secure online portal for members and providers

Johns Hopkins Employer Health Programs (EHP)

Johns Hopkins Employer Health Programs (EHP), established in 1996, is a self-funded health plan that currently serves over 55,000 plan members in Maryland, Southern Pennsylvania, and Northern Virginia.

EHP provides excellent, peace-of-mind service and is dedicated to the health, life, and future of each member:

- Chat with a Nurse: Speak directly with a nurse about medical questions, 24 hours a day, seven days a week
- Specialty appointment line: Get help setting up initial appointments with Johns Hopkins specialists
- Free access to DinnerTime, a helpful meal planning solution
- Secure, online services
- Flexibility and choice at a reasonable cost
- Coverage wherever you travel across the United States
- Work one-on-one with a health coach to lose weight, quit smoking, or manage stress
- Access to nutritionists

Priority Partners

Priority Partners is one of eight Managed Care Organizations authorized by the State of Maryland to provide healthcare services for over 250,000 Medicaid, Maryland Children's Health Program (MCHP), and Medical Assistance for Families recipients.

Priority Partners is owned by Johns Hopkins HealthCare, LLC and the Maryland Community Health System.

Priority Partners is proud to provide outstanding healthcare services for its members. No-cost benefits that are offered include:

- Doctor's visits
- Immunizations
- Dental care for women who are pregnant and for children through the Maryland Healthy Smile Program
- Lab tests, screenings, and x-rays
- Low cost prescription drugs and over-the-counter medications

Priority Partners also offers additional no-cost programs to help keep its members and their families healthy. The Priority Partners Outreach Department is available to help members

make doctor's appointments and get transportation and interpreter assistance. Our Community Health Advocate program is designed to help low- to moderate-income residents and community groups learn more about staying healthy and how to provide a healthy environment for their families.

Johns Hopkins US Family Health Plan

The Uniformed Services Family Health Plan (USFHP) is a managed care program developed by the Department of Defense (DoD). As designated TRICARE Prime providers under a DoD contract, the plan offers comprehensive healthcare benefits to members of the seven uniformed services, including active-duty family members, retirees and their family members, and survivors.

Before TRICARE was developed, the DoD awarded US Family Health Plan contracts to the Uniformed Services Treatment Facilities located in Baltimore, MD, Portland, ME, Boston, MA, Staten Island, NY, Houston, TX, and, Seattle, WA. Now, TRICARE Prime benefits are provided to eligible military beneficiaries living in and around Maryland, Washington, DC, South Central Pennsylvania, Delaware, Northern Virginia, and West Virginia.

Primary care groups in Maryland include Johns Hopkins Community Physicians (JHCP), with more than 30 healthcare locations. All JHCP medical practices provide the full range of primary care services, including internal medicine and/or family practice. Some of the larger centers offer Ob/Gyn, pediatrics, ophthalmology, and optometry services, plus on-site Rite Aid pharmacies, labs, and radiology services.

All locations are staffed by Johns Hopkins-credentialed or employed providers, including board-certified/board-eligible physicians, certified nurse practitioners, registered nurses, and other healthcare professionals.

Johns Hopkins Advantage MD

Advantage MD began enrollment in January 2016 and was created to give residents in Anne Arundel, Baltimore, Baltimore City Covert, Carroll, Howard, Montgomery, Somerset, Washington, Wicomico, and Worcester counties the best healthcare at the best value. This includes a network tailored for Marylanders that gives access to thousands of doctors and hospitals, including Johns Hopkins providers — plus a wealth of preventive and added coverage aimed directly at health and well-being.

Given the aging of the population — about 10,000 Americans reach 65 every day — Johns Hopkins HealthCare saw this as an opportune time to enter the Medicare Advantage market. In addition to the growing market, Maryland has one of the lowest Medicare Advantage penetration rates in the country. Only 9 percent of the eligible population is enrolled in a Medicare Advantage plan, compared with the national average of 34 percent. Approximately 900,000 Marylanders are currently eligible for Medicare. The Johns Hopkins Advantage plans currently have more than 8,800 members enrolled and are on track to grow by 4,000 members annually.

Johns Hopkins Advantage MD is the only Medicare Advantage plan in Maryland that provides members with the complete suite of Johns Hopkins providers and hospitals, plus access to thousands more throughout the state. Members can talk to a nurse 24/7 and get help

setting up an initial appointment with Johns Hopkins specialists through a specialty appointment line.

Advantage MD, a preferred provider organization (PPO) plan, provides comprehensive benefits, including coverage for doctor and specialist visits, prescription drug coverage, preventive care, outpatient surgery, urgent and emergency care, diagnostic services, chiropractic care, and acupuncture. It also covers preventive dental, routine vision and hearing, and home healthcare. Also a PPO plan, Advantage MD Plus will offer the same coverage as Advantage MD, but members can also join the Silver & Fit fitness program — which offers free access to participating exercise centers — and will have access to hearing aid services and lower copays on many services.

Both plans allow Johns Hopkins HealthCare and providers to take a coordinated approach to care. The physicians talk to one another, which will reduce duplicative and unnecessary testing. There are care managers already positioned in a number of their practices, allowing them to take a collaborative approach to managing individuals as well as the population.

Johns Hopkins HealthCare Solutions

In addition to serving four lines of business, it also has Johns Hopkins HealthCare Solutions, the commercialization division.

Johns Hopkins HealthCare Solutions develops and markets evidence-based clinical and administrative programs, products, and protocols. It also has the overall responsibility for managing and growing a diverse portfolio of corporate collaborations.

Together, with faculty and industry, the organization works to help accelerate innovation and improve the health and well-being of populations, both in the community and around the world.

Mission

The mission of Johns Hopkins HealthCare is to improve the lives of our plan members by providing access to high quality, cost effective, member-centered healthcare in support of the Johns Hopkins Medicine mission of patient care, teaching, and research.

Vision

Johns Hopkins HealthCare will be a leader in innovative healthcare solutions that fulfill the Johns Hopkins promise of world-class healthcare and deliver peace of mind.

Core Values

Johns Hopkins HealthCare's core values are essential to upholding its Mission and Vision.

- *Excellence & Discovery*
Be the best. Commit to exceptional quality and service by encouraging curiosity, seeking information, and creating innovative solutions.
- *Leadership & Integrity*

Be a role model. Inspire others to achieve their best and have the courage to do the right thing.

- *Diversity & Inclusion*
Be open. Embrace and value different backgrounds, opinions, and experiences.
- *Respect & Collegiality*
Be kind. Listen to understand and embrace others' unique skills and knowledge.

It is the expectation that every member of the Johns Hopkins community embodies and demonstrates these values in their daily activities.

Strategic Priorities

- *People*
Attract, engage, develop, and retain the world's best people.
- *Biomedical Discovery*
Become the exemplary model for biomedical research by advancing and integrating discovery, innovation, translation, and dissemination.
- *Patient- and Family-Centered Care*
Be the national leader in the safety, science, teaching, and provision of patient- and family-centered care.
- *Education*
Lead the world in the education and training of physicians and biomedical scientists.
- *Integration*
Become the model for an academically-based integrated healthcare delivery and financing system.
- *Performance*
Create sustainable financial success and implement continuous performance improvement.

Executive Biographies

Patricia M.C. Brown, Esquire

Senior Vice President, Managed Care & Population Health (JHM)

President (JHHC)

Patricia M.C. Brown, Esquire, is Senior Vice President of Managed Care and Population Health for Johns Hopkins Medicine; President of Johns Hopkins HealthCare, LLC, a managed care and population health organization owned by the Johns Hopkins Health System and the Johns Hopkins University School of Medicine; and Senior Counsel for the Johns Hopkins Health System.

In these roles, Ms. Brown is responsible for directing Johns Hopkins Medicine's population health strategies, including care management, disease management, care coordination, community care and healthcare reform preparation; integrating and coordinating managed care contracting and payer and market strategy for all Johns Hopkins Medicine hospitals and provider groups; administering and growing all Johns Hopkins health plan products for approximately 400,000 individuals enrolled in self-funded employer, Medicaid, Medicare, and Department of Defense health plans; facilitating the development and dissemination of healthcare solutions to drive quality and cost-effective healthcare; and otherwise championing Johns Hopkins Medicine's aspiration to be the model for an academically-based integrated delivery and financing system. As Senior Counsel for the Johns Hopkins Health System, Ms. Brown provides legal advice in the areas of managed care, reimbursement, certificate of need, and healthcare reform.

Ms. Brown is a Phi Beta Kappa graduate of the University of Richmond and has a JD from the University of Baltimore. Prior to joining Johns Hopkins in 1994, Ms. Brown was an Assistant Attorney General with the Maryland Office of the Attorney General, Department of Health and Mental Hygiene, serving as counsel to the Maryland Medical Assistance Programs, the Maryland Health Resources Planning Commission, and the Maryland State Board of Dental Examiners. She was also an adjunct professor teaching healthcare law at the University of Baltimore from 1992 to 1995 and past chair of the Health Law Section of the Maryland State Bar Association.

Actively involved in community activities, Ms. Brown serves on the board of directors for United Way of Central Maryland and was its chair from 2013 to 2015. She is also on the board of directors for Notre Dame of Maryland University, Catholic Charities of Baltimore, Listening Hearts Ministries, the Community Foundation of Anne Arundel Community, and the Lab School of Washington. She is a past trustee of Maryvale Preparatory School, the Linstead Community Association, and the Glenwood Life Center. Additionally, Ms. Brown is the current chair of the board for the Chesapeake Regional Information System for Our Patients, a consortium of healthcare systems and others committed to developing a healthcare information exchange in the region.

In 2001, 2010, and 2016, Ms. Brown was named to the Top 100 Women and Circle of Excellence lists by The Daily Record. Ms. Brown also was a recipient of the Girl Scouts of Central Maryland Distinguished Women's Award in 2007; served as leader-in-residence for her alma mater, the University of Richmond in 2010; received a Brava Award from SmartCEO in 2012; and received the Outstanding Directors Award from the *Baltimore Business Journal* in 2015. In 2016, she and her husband were named Philanthropists of the Year by United Way of Central Maryland.

Karen Eskridge
Chief Operating Officer (JHHC)

Karen Eskridge is the Chief Operating Officer for Johns Hopkins HealthCare, LLC. Ms. Eskridge is responsible for the operations, information systems, network, and quality of the plans. A strategic planner, her skill in strengthening operations and improving overall performance enables JHHC to focus on aligning business operations and offerings to compete in this new era of healthcare reform.

Ms. Eskridge is an accomplished health insurance executive with experience managing large-scale business operations. Over the course of her career, she has successfully directed claims, customer service, enrollment, information technology, network operations, and provider and benefit configuration for commercial and Medicare plans. In her 25 years with Independence Blue Cross (Pennsylvania), she served in increasingly responsible positions, rising to Vice President of Claims Operations. Prior to joining JHHC, she served as Chief Operating Officer for Lovelace Health Plan in New Mexico.

Ms. Eskridge received a Bachelor of Science in Business Administration from Widener University and a Master of Jurisprudence in Health Law from Widener Law School.

Michael Larson, CPA
Senior Vice President and Chief Financial Officer (JHHS)
Vice President and Chief Financial Officer (JHHC)

Michael Larson is the Senior Vice President of Finance and Chief Financial Officer for the Johns Hopkins Health System. He also serves as Vice President of Finance and Chief Financial Officer for Johns Hopkins HealthCare, Johns Hopkins' managed care organization.

Mr. Larson oversees the finance activities of the health system, helping to ensure it achieves its budget each year by increasing revenues and improving operating efficiencies, and furthering Johns Hopkins Medicine's efforts in achieving its performance improvement goals.

With over 35 years in the healthcare field, Mr. Larson's leadership in financial operations at Johns Hopkins has been integral to the fiscal stability of the institution. The depth of his experience in financial planning, analysis, reporting, accounting, systems, and other financial proficiencies is widely respected among his colleagues and has been a proven asset to the health system.

In his 22-year career with Johns Hopkins, his accomplishments include the integration of accounting, tax, and the finance-related service centers across all health system entities; working with the senior management team at Johns Hopkins HealthCare to significantly improve the financial results of the organization; and ensuring the financial results of the organization are accurate, timely, and understandable. He also improved staff development and customer service delivery, and designed policies and procedures to streamline financial processes and enhance internal controls.

Mr. Larson earned his Bachelor's degree from Pennsylvania State University and his Master's degree in Business Administration with a focus on Financial Management from Drexel University. He is also a CPA.

Marja Wilson
Vice President, Advantage MD (JHHC)

Marja Wilson joined Johns Hopkins HealthCare in October 2015 as the Vice President, Advantage MD for Johns Hopkins HealthCare. Ms. Wilson is a strategic, business development leader who is accountable for the growth and expansion of Advantage MD. Since the launch of Advantage MD in 2015 the Medicare Advantage product has grown rapidly to more than 8,800 members enrolled and are on track to grow by 4,000 members annually.

Prior to joining Johns Hopkins HealthCare, Ms. Wilson served as the Vice President for Government Programs for Regence Blue Cross, Blue Shield of Oregon, Washington, Utah, and Idaho. She has more than 25 years of experience in the Medicare Advantage field.

Ms. Wilson received her Master's of Health Administration and Master's of Business Administration from the University of Pittsburgh.

Mary Cooke, DHA
Vice President, US Family Health Plan

Dr. Mary Cooke is Vice President of Strategic Military Alliances, and of the Johns Hopkins US Family Health Plan (USFHP), a military managed healthcare plan sponsored by the Department of Defense (DoD) and available to eligible military retirees and active duty family members. The US Family Health Plan is administered by Johns Hopkins HealthCare, LLC (JHHC), the managed care organization jointly owned by The Johns Hopkins Health System (JHHS) and the Johns Hopkins University School of Medicine (JHUSOM).

The US Family Health Plan provides the TRICARE Prime benefit to 45,000 military beneficiaries residing in Maryland, the District of Columbia, and parts of Delaware, Pennsylvania, Virginia, and West Virginia. Since 2011, the US Family Health Plan has earned the highest NCQA accreditation rating for health plans - Excellent - which is reserved for healthcare plans that meet or exceed rigorous requirements for consumer protection and quality. In 2011, Consumer Reports rated the Johns Hopkins US Family Health Plan as the No. 1 private health insurance plan in Maryland based on its superior scores in the areas of consumer satisfaction, prevention and treatment, and accreditation. It remains as one of the top two health plans in the state of Maryland since that time. Dr. Cooke is responsible for the leadership, strategic business planning, and administration of the US Family Health Plan. She is a principal on the Board of Directors for the US Family Health Plan Alliance, LLC, having served as the first elected Chairman of the Board.

Dr. Cooke has held progressive leadership positions in the healthcare industry during the past 25 years. She was instrumental in establishing the Johns Hopkins Military & Veterans Health Institute (MVHI) and serves as the Chairman of the MVHI Steering Committee. Dr. Cooke serves as the co-director of the Johns Hopkins Individualized Health Initiative.

Ms. Cooke received her MSA in Health Administration from Central Michigan University and is currently a doctoral candidate. She also has a Doctoral degree in Health Policy and Administration.

*Eric Mattleson, FSA, MAAA
Chief Actuary (JHHC)*

Eric Mattelson is the Chief Actuary for Johns Hopkins HealthCare, LLC. Mr. Mattelson is responsible for the financial analytics function within the organization. This includes both core actuarial capabilities such as pricing, reserving, budgeting, and forecasting as well as healthcare economics functions such as cost/utilization trend analysis, financial predictive modeling, and member risk stratification.

Mr. Mattelson also serves as a cross functional strategic partner for leadership throughout the organization; providing data and actuarial guidance to inform business decisions around network strategy, clinical programs, revenue management, cost containment initiatives, and others.

Mr. Mattelson has served in a variety of roles during his over ten years of healthcare experience. He has led actuarial teams for Medicare Advantage health plans. He has also worked in a consulting capacity; helping large hospital systems throughout the country strategically and thoughtfully manage the organizational transition from fee-for-service to value-based care.

Mr. Mattelson earned his Bachelor's degree in Economics and Music from Amherst College. He is also a Fellow of the Society of Actuaries (FSA), and a member of the American Academy of Actuaries (MAAA).

Position Description



The Senior Director of Finance, Medicare Advantage is responsible for creating and facilitating the development and implementation of JHHC programs and initiatives which are acutely designed to stabilize and increase the JHHC Medicare Advantage (Hopkins Health Advantage, or HHA) product that currently generates revenue of over \$100 million annually and is growing rapidly. This position manages a highly specialized group of financial professionals who will support the organization's goal of providing Johns Hopkins Medicine executive leadership with strategic direction and change-based, project-oriented analyses for the HHA product. Analyses performed will be on an as-needed basis to diagnose the reasons for changes and trends, as well as propose and evaluate the impact of alternative strategic approaches to business operations.

Reporting Relationship

The Senior Director of Finance, Medicare Advantage reports to the Chief Financial Officer of Johns Hopkins Healthcare with a dotted line to the Vice President of Medicare Advantage.

Principal Accountabilities

This position is responsible for developing and implementing the following activities in support of HHA decision-making:

- Collaborate with cross functional JHHC business units, JHHC executive leadership, Johns Hopkins Health System leadership, and leaders from HHA equity partners to provide financial acumen and strategic guidance for Advantage MD.
- Collaborate closely with Healthcare Economics and Actuarial team to provide focused, actionable insights, initiatives, and measurement around the key levers of financial performance related to HHA, including: risk score coding, STARS, medical expense management, pharmacy expense management, and administrative expense management.
- Along with leadership for Advantage MD accountable for preparing reports and communicating quarterly updates to the Board about implementation revenue enhance initiatives, core metrics, future financial viability and strategic direction for continued membership growth.
- Management and development of all professional staff that directly or indirectly report up through this position.

- Create the financial models for program and product development and analysis to produce financial feasibility and develop product forecasts.
- Create and vet the financial models for new venture/joint venture development and evaluation.
- Ensure the pricing structure strategies and change assessments are in alignment with the current marketplace.
- Responsible for the development and management of the premium rates and contract rates and revenue.
- Ensuring all required financial reporting, including annual Medicare bids and all other CMS requirements are met.
- Support and help lead the implementation of key revenue enhancement programs for HHA (e.g., risk score coding, STARs, etc.).
- Responsible for the financial analysis, including IBNR review, projections, and monthly financial statements.
- Oversee the creation and manage the programmatic budgets and forecasts, and monitor and report on a monthly basis.
- Develop the financial and key indicator reporting, establishment of benchmarks, and set the strategic plans to ensure current and future financial viability in relation to benchmarks and overall corporate strategy.
- Lead the development of materials and communication of HHA financial items to leadership committees, including but not limited to: JHHC executives, JHHC board, HHA board, HHA audit and finance committee, and the HHA health services committee.
- Lead JHHC finance support of audits and CMS reviews related to the HHA line of business.
- Oversee the creation of the HHA market financial reporting, budget, and 5/10-year plans for review and present to the JHHC President, JHHC CFO, Line of Business VPs/ Leaders, and JHHC Board of Directors.
- Provide financial and analytical reporting for the Johns Hopkins Medicare ACO (JMAP).
- Develop and approve budgets for the HHA line of business.
- Develop and recommend department policies to senior management. Work independently with limited supervision.
- Manage staff and responsible for hiring, firing, and performance management and results of the assigned areas. Train staff in project management and respective competencies.

- Resolve issues that block project process; identify appropriate communication channels; primary responsibility for service assigned to customers; must ensure responsiveness and quality of service. Utilize techniques of financial analysis to identify, plan, develop, implement, and monitor financial business plan opportunities.
- Interpret a variety of financial reports, including but not limited to: income statements, balance sheets, statements of cash flows; ratio interpretation, financial performance monitoring for JHHC and JHM, as well as prospective joint venture partners.

Leadership Competency Model

The following 12 competencies make up the Johns Hopkins Medicine and University. Leadership behavior at all levels will be assessed using these competencies. These competencies will be paramount to driving the content of Johns Hopkins' leadership development strategy and align with organizational strategic goals.

- **Establishing Relationships:** Builds effective networks, working relationships, and alliances with a broad range of stakeholders (both internal and external) in order to collaborate effectively within divisions and across boundaries. Can relate to all kinds of people regardless of background; finds topics and common interests that they can use to build rapport with others.
- **Developing Talent:** Provides guidance and feedback to help others strengthen knowledge/skills needed to accomplish tasks, solve problems, and perform effectively. Guides and supports the professional development of individuals so that they can fulfill future job/role responsibilities, define career goals, and establish development plans to achieve them; gives people constructive, developmental feedback and advice. Invests time and resources into building the capabilities of team members.
- **Inspiring and Motivating Others:** Fosters commitment and cohesiveness by motivating, guiding, and facilitating cooperation within the organization toward goal accomplishments. Can persuade others, build consensus, and ensure cooperation from others to gain genuine acceptance for ideas and accomplish "win-win" solutions. Emphasizes the importance of people's contributions; lets staff know why their work is important and how it will benefit themselves and others; ties work activities to people's personal career goals and life interests.
- **Demonstrating Emotional Intelligence:** Exercises self-leadership, self-awareness, and self-regulation; manages emotions so that they are expressed appropriately; leads others by showcasing adaptability, empathy, and social skills.
- **Acting with Integrity:** Interacts with others in a way that is seen as direct and truthful; ensures confidence in individual and organizational motives and representations. Acts in a way that is consistent with personal and organizational values by keeping confidences, promises, and commitments. Clearly states goals and beliefs; informs people of their true intentions; does what they say they will do; follows through on commitments.
- **Acting Strategically:** Makes long-range plans by formulating business objectives and setting priorities which support organizational change in light of internal and external trends. Aligns day-to-day activities around broader organizational goals and objectives; prioritizes resources based on the strategic objectives of the organization; recognizes

and rewards staff based on how their actions support the broader needs of the organization.

- **Managing Risk:** Stands alone and speaks out in defense of personal principles; weighs the risk required to accomplish substantially beneficial results while acknowledging the possibility of significant negative consequences. Effectively balances risks and opportunities; thinks through potential positive and negative outcomes; looks for ways to mitigate risks.
- **Navigating Organizations:** Understands the capacity, ability, and potential results of internal and external stakeholders as well as politics on organizational functioning and success. Understands the value and ability of internal and external stakeholders, as well as the effect of culture and politics on organizational function. Understands how work gets done in organizations; builds networks that allow them to efficiently drive projects through the organizational structure; maximizes productivity while staying within the constraints of formal organizational policies and rules.
- **Communicating Effectively:** Speaks and writes clearly; conveys information in a concise, organized, and logical manner. Is adept at tailoring the message to fit the interests and needs of the audience. Listens attentively and exercises tact, discretion, and diplomacy when interacting with members of the organization and stakeholders.
- **Promoting Diversity and Inclusion:** Treats all people with dignity and respect by being fair and consistent. Demonstrates an open-minded approach to understanding people regardless of their gender, age, race, national origin, religion, ethnicity, disability status, or other characteristics. Challenges bias and intolerance. Develops all-inclusive groups in the realms of social interaction and communication. Shows respect for the beliefs and traditions of others; encourages and promotes practices that support cultural diversity; discourages behaviors or practices that may be perceived as unfair, biased, or critical toward people with certain backgrounds.
- **Setting a Strategic Vision:** Acts as a catalyst for organizational change by building a shared vision with others which ensures alignment of the organization's vision, strategic plan, mission, and values; influences others to translate vision into action. Identifies and articulates the strategic goals and direction of the organization, division, or group; establishes connections between short-term goals and long-term objectives.
- **Holding Self and Others Accountable:** Sets clear performance expectations and objectives for self and others; evaluates work performance and provides feedback to others; recommends proper training and coaching when appropriate; ensures recognition for positive results and takes corrective actions to resolve performance problems as appropriate.

Experience and Qualifications

- A Bachelor's degree in Accounting, Finance, or related field is required.
- Seven to 10 years minimum experience in accounting, business, or finance-related fields with at least two years of experience in employee management.
- Significant subject matter expertise with Medicare Advantage plans is required.

- Extensive knowledge of business and financial planning as it relates to all aspects of the healthcare service industry; healthcare terminology.
- Proven track record developing financial strategies to drive revenue growth and maximize revenue enhancement programs for Medicare Advantage (e.g., risk score coding, STARS, etc.).
- Requires knowledge of financial analysis with physician and hospital claims and familiarity with professional fee reimbursement as well as CPT, DRG, HCPCS, and ICD code sets.
- Financial and legal due diligence process experience.
- Financial modeling, structure development, and feasibilities for MA insurance products, joint venture development, and other MA ventures.
- Experience with procuring and implementing reinsurance.
- Understanding of budget processes and procedures.
- Prior knowledge and experience working in an integrated delivery system and collaborating and educating providers is preferred but not required.
- Knowledge of the Maryland Waiver program is preferred but not required.

Personal and Professional Attributes

The successful candidate will possess a wide range of needed personality traits, work habits, and social skills necessary to perform effectively within Johns Hopkins HealthCare. This individual will possess both personal and professional integrity, strong communication skills, and a professional appearance and presentation.

Specifically, the following knowledge, skills, and abilities will be required to be successful in this position:

- Extensive database experience (Access experience required, SQL preferred) with an ability to access and manipulate significant amounts of complex data and produce meaningful and useful reports for senior management.
- A superior ability to verbally (in particular) and in writing communicate ideas clearly with senior management.
- Experience and an ability to independently prepare financial analysis and business plans that accurately present the financial impact of proposals as well as other advantages and disadvantages of the proposal (the group you are working with feels you are a true contributor to the process, not just a collector and supplier of data).
- Ability to produce a complex, assumption-driven financial model to project future results and provide meaningful insights to inform strategic business decisions.
- Has natural inclination and ability to provide outstanding customer service.

- Dedicated, hard-working employee who achieves maximum efficiency and productivity.
- An ability to suggest creative ideas that generate additional revenues and/or produce cost savings.
- A detailed-oriented, hands on approach to managing the staff and being involved in projects with senior management. Must possess superior knowledge in all skill sets noted above.
- Superior management skills that fully engage and motivate the staff.

Community Information



The Senior Director, Finance Medicare Advantage position will be in the organization's Glen Burnie, Maryland, location. As you will read, Anne Arundel County and the Baltimore metropolitan area offer activities that every family member is sure to enjoy.

Anne Arundel County



Anne Arundel County is known as the “land of pleasant living.” Over 500,000 residents call the area home. Its county seat is Annapolis, which is also the capital of the state. Superior quality of life on the Chesapeake Bay, the rich heritage, and proximity to Baltimore and Washington, DC, make the County a great place to live, work, and raise a family.

With more than 534 miles of coastline, the County is naturally known for boating and water sports, fishing, crabbing, water skiing, sailing, and swimming. For nature lovers, there are over 100 community and neighborhood parks, and several nature preserves. There are numerous greenways, including the 13-mile Baltimore and Annapolis Trail where walkers, runners, bicyclists, and equestrians pass sunny mornings and afternoons. Birdwatchers can spot everything from geese to swans to heron, egrets, and eagles. There is a wide variety of recreational programs for all ages, from dance to gymnastics to fine arts to fitness and fun camps, not to mention wilderness challenge camps for youth and teens. With Ravens football and Orioles baseball home games a short drive away, you can be part of the action when these championship teams compete.

Metro Baltimore, Maryland



Baltimore is the largest city in Maryland and the center of a metropolitan area of 1.5 million people. Located on the Chesapeake Bay, the city is a melting pot of cultures and neighborhoods, ranging from metal and glass skyscrapers to brick row houses to the famous Inner Harbor. Baltimore offers cultural opportunities, professional sports, outdoor activities, and much more. If you enjoy the surf and sand, Baltimore is within driving distance of beaches and ocean resorts. Or, if you'd prefer, head to the mountains. Washington, DC, Philadelphia, and New York City are also an easy drive or train ride away.

Attractions

Baltimore's Inner Harbor is an attraction in itself. But, surrounding this urban waterfront park, you'll discover a number of family-friendly places to visit. The National Aquarium features more than 16,000 animals, from sharks to a giant sea turtle, while the Maryland Science Center's highlights include two-story dinosaurs and interactive exhibits to keep the kids busy. The Port Discovery Children's Museum features more activities for the little ones and, a short ride away, the Maryland Zoo in Baltimore's Druid Hill Park engages the young and young at heart with the giraffe feeding station and much more. And, if it's the unexpected you seek, you'll be talking about the oddities in Ripley's Believe or Not! for weeks!

Arts and Culture

Bustling Baltimore greets visitors with its renowned Inner Harbor, its nautical heritage and popular sports facilities. But it's well worth the effort to venture forth to experience the city's cultural landscape, such as the acclaimed Baltimore Symphony under the baton of Marin Alsop, to an ever-growing theater scene and amazing art museums. From Mount Vernon, the city's cultural hub, to historic Fell's Point and the artsy Station North Arts and Entertainment District, you are sure to find something to delight, excite, thrill or entertain. And you'll find that not all art is indoors—striking architecture, monuments and statues, and murals enliven Baltimore at every turn.

Multicultural

Once the second-largest point of entry for United States immigrants, Baltimore's rich history spans many centuries and stories. You'll see cultures from around the world represented in its eclectic food, historical streets, world-class museums and ethnic enclaves, such as Little Italy and Greektown. The Baltimore Museum of Art and the Walters Art Museum contain fantastic collections from nearly every corner of the globe. African-American history is well-documented in several museums. Learn about Jewish influence at the Jewish Museum of Maryland or the Irish experience at the Irish Shrine and Railroad Workers Museum.

Sports

Peanut butter and jelly, apple pie and ice cream, and Baltimore and sports—some things just go together. Baltimoreans take their sports seriously. Today, sports fans flock to Oriole Park at Camden Yards, the first of the new breed of retro ballparks, to cheer on the O's, or the Birds, as they are known locally. The city's love affair certainly extends to the NFL's Baltimore Ravens—wait until you are in town for a “purple Friday.” You can also catch indoor soccer's Baltimore Blast; wildly popular collegiate lacrosse—you'll find the National Lacrosse Hall of Fame here; the Preakness Stakes, the middle jewel of racing's Triple Crown; collegiate football; and international soccer “friendlies.”

For additional information about Anne Arundel County and Baltimore, please visit the following websites:

www.aacounty.org

<http://www.baltimorecity.gov/>

<http://www.city-data.com/city/Baltimore-Maryland.html>

<http://baltimore.org/>

Furst Group



Furst Group is in its fourth decade of providing leadership solutions for the healthcare and insurance industries. Our experience in evaluating talent, structure, and culture helps companies align their organizations to execute their strategic initiatives.

Our talent and leadership solutions provide a comprehensive array of retained executive search and integrated talent management services, from individual leadership development to executive team performance to organizational/cultural assessment and succession planning.

Our clients include hospitals and health systems, managed care organizations, medical group practices, healthcare products and services companies, venture capital- or equity-backed firms, insurance companies, integrated delivery systems, and hospice and post-acute care businesses.

Furst Group recognizes partnerships are the cornerstone of our business. In today's competitive talent environment, having a defined process that provides clients and individuals with clarity and feedback throughout the entire job search is paramount to our business model.

We take extra steps to ensure candidates:

- Understand the nuances of a particular position or organization.
- Are prepared for interviews and conversations.
- Have access to interview and travel schedules.
- Are provided timely feedback.
- Remain in our database for future contact.
- Value diversity and the principles and ethics practiced by our client organizations.

We look forward to working with you as a potential candidate for the Senior Director, Finance Medicare Advantage position for Johns Hopkins HealthCare, LLC in Glen Burnie, Maryland.

For additional information on Furst Group, please visit our website at furstgroup.com. To learn more about this particular position, please call (800) 642-9940 or contact:

Deanna Banks dbanks@furstgroup.com

Kevin Morris kmorris@furstgroup.com

Lynn Strevell lstrevell@furstgroup.com

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