

Job Description

Title **Senior Consultant, Risk Adjustment Solutions**

Department(s) **Consulting Services**

Reports to **Senior Vice President, Risk Adjustment Solutions**

Job Summary

The Senior Consultant, Risk Adjustment Solutions is responsible for the execution and oversight of risk adjustment consulting services for both managed care and provider practice clients. With demonstrated and proven success within Medicare Advantage and Commercial Exchange risk adjustment program operations, the Senior Consultant, Risk Adjustment Solutions will provide Gorman Health Group (GHG) clients with a broad range of consulting services related to:

- End-to-end risk adjustment operations, program, and data mapping/integration.
- Risk adjustment vendor selection, implementation, and quality oversight.
- Retrospective and prospective program design, implementation, and oversight.
- Design and oversight of Hierarchical Condition Category (HCC)/clinical documentation operations, quality oversight, education, and analytics.
- Financial management, forecasting, and integration across the managed care enterprise.
- Comprehensive program integration to align with corporate initiatives to drive quality improvement and medical trend management.
- Comprehensive provider education and engagement strategies.
- Risk Adjustment Data Validation (RADV) and overpayment recovery mitigation and preparedness strategies.
- Federal and regulatory policies and procedures related to risk adjustment.

Summary of Experience and Responsibilities Related to Risk Adjustment Operations

The Senior Consultant, Risk Adjustment Solutions will have demonstrated experience in leading and integrating cross-functional teams to ensure superior performance outcomes related to risk adjustment operations. The following are essential in order for GHG to continue to deliver comprehensive risk adjustment solutions to its current and prospective clients:

- Complex analysis, assessment, and proposed solutions of comprehensive risk adjustment programs for the following purposes:
 - **Financial Reporting and Projections** - Projected impact of the Centers for Medicare & Medicaid Services (CMS) rates and risk scores for budgets, forecasts, benefit design, and bid development. Trending and seasonality studies of risk adjusted revenues.

- **Healthcare Economics** - Population and provider segmentation for additional support and integration for health management teams, leveraging analytics to improve quality outcomes and manage medical expense trends.
- **General Risk Adjustment Program Audit, Design, and Implementation** - Identifying opportunities for provider and member interventions to improve early detection and accurate reporting of chronic disease (including assessment of vendor management and performance models).
- **Policy and Regulatory Compliance** - Advise clients and senior leadership of economic impact of various policy considerations by government agencies related to risk adjusted models.
- Design, launch, manage, and oversee operational assessments coupled with recommended opportunities for improvement within the following categories for risk adjustment:
 - Optimizing Revenue Strategies
 - Maximizing Analytics
 - Reducing Audit and Financial Risk
 - Closing Data Gaps
 - Responding to Regulatory Changes
 - Driving Performance Outcomes

Summary of Essential Duties and Responsibilities Related to GHG Consulting

- Responsible for project planning and execution of client projects for projects directly managed.
- Develop recommendations for the client in context of the overall project.
- Provide guidance and information, when requested, as an internal resource.
- Use subject matter expertise to expand upon or create additional project tools to enhance the client satisfaction and deliverables while increasing profitability.
- Interact with the client's decision-makers, working cooperatively to achieve the project goals.
- Assess status of overall project initiatives and report key results to Project Manager and senior management.
- Provide industry guidance to staff within the Risk Adjustment Business and to other project-related GHG staff, as needed.
- Demonstrate ability to produce high-quality results in personal work product by continuously upgrading one's own skills and expertise.
- Help to promote an effective and positive work environment by establishing and maintaining cooperative working relationships with GHG staff and management.
- **Prepare routine and ad hoc reports by obtaining, compiling, analyzing, and summarizing data from various sources.**
- Contribute to the achievement of GHG goals and objectives by performing other duties as assigned.
- Participate in GHG meetings as appropriate.

Minimum Requirements and Abilities

- Bachelor's degree in Business, Healthcare, or related field.
- 7-10+ years' experience in the risk adjustment and Medicare managed care environment, including technical requirements as well as challenges health plan and provider clients may have in meeting reporting requirements.

- Understanding of applicable CMS Medicare Part C & D reporting requirements including manuals, review guides, and Code of Federal Regulations.
- Ability to interact with internal and external customers at all management levels.
- Project management and/or consulting experience a plus.
- Strong problem-solving ability and a customer-centric focus.
- Be team focused with an attitude of group achievement as the primary goal.
- Highly organized with a strong attention to detail.
- Demonstrated leadership and management skills.
- Ability to travel 50% of the time.
- Ability to work in a virtual office and virtual teaming experience.
- Effective collaboration skills and experience.
- Adept in working across a heavily-matrixed organization.
- Microsoft Office proficiency.
- Strong oral and written communication skills, including presentation skills.

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.