

GRANITE HEALTHCARE — NETWORK —

Catholic Medical Center – Concord Hospital – LRGHealthcare
Southern NH Health System – Wentworth-Douglass Hospital

Chief Medical Officer

The Granite Healthcare Network (GHN) is a partnership of five independent New Hampshire charitable health systems leading the transformation of healthcare delivery in the communities they serve. Catholic Medical Center, Concord Hospital, LRGHealthcare, Southern New Hampshire Health System, and Wentworth-Douglass Hospital are committed to sharing resources to provide better, more seamless, and less expensive care for their patients.

GHN understands that it is a strategic and financial imperative to develop the core competencies required to effectively manage population health and thrive during this time of significant transformation. Our plan for creating the premier value-based delivery system in New Hampshire is based on building a comprehensive population health management program, gaining meaningful operational efficiencies, and developing a new sustainable business model where we leverage our scope and scale to successfully manage risk across populations.

Primary Role

Under general supervision of the executive director, the GHN Chief Medical Officer assumes a leadership role developing and implementing patient centered, cost effective programs that optimize the clinical and financial management of risk based populations across GHN.

In collaboration with an insurance management team, the GHN Chief Medical Officer will lead the local medical management functions for a provider centric insurance company. The GHN CMO is responsible for the delivery of quality, cost effective care to all members.

Duties and Responsibilities

The GHN Chief Medical Officer position assumes the following functions:

- Leads efforts with both internal and external constituents to identify populations in need of intervention, and understand meaningful variations in practice across the network. Makes recommendations on clinical practice guidelines and protocols to the GHN member CMOs using rigorous scientific methods and Level 1 evidence to support clinical practice changes. Establishes performance measurements under these protocols and monitors provider compliance. These best practice recommendations will optimize the clinical, financial, and quality management of patients across the network, including members in our insurance product.
- Provides medical and strategic leadership for insurance company operations, including utilization management, population health and wellness, physician engagement, safety and quality, and patient engagement. The GHN CMO monitors HEDIS metrics and other publicly reported outcomes data to maintain top scores and high member satisfaction rates, while maintaining an appropriate medical loss ratio.

- The GHN Chief Medical Officer is a key member of a team that evaluates, recommends, and monitors existing and future risk based contracts. He/she provides guidance on the ability of GHN to manage contact expectations, and may propose alternative positions more in line with our capabilities.
- Supports the GHN member CMOs in their efforts to communicate and implement GHN recommendations at the local level by supplying evidence and/or data illustrating opportunities and providing testimonials or examples of proven models. Provides ongoing support and facilitation to the GHN member CMO leadership group in reviewing the literature for new evidence, updated protocols, and proven implementation strategies. At the request of the GHN member CMOs, attends individual hospital medical staff meetings to support presentations regarding GHN and our approach to medical management.
- Facilitates discussion with the GHN member CMOs to generate innovative and pragmatic models for patient care and population health. Helps translate qualitative clinical hypotheses into quantitative data models, and helps develop programs and methods to track progress for clinical initiatives over time. Collaborates with GHN and other contacts to continually evaluate the application of data management tools and other analysis products as appropriate. Educates the GHN member CMOs on methods for evaluating evidence and best practices for leading change.
- Serves as the clinical spokesperson for GHN expressing the collective vision and principles endorsed by the GHN member CMOs.

Minimum qualifications

- MD or DO degree from an accredited medical school
- Board certified in a medical specialty
- A minimum of 10 years clinical experience with direct patient care
- Current NH medical license, or ability to obtain a NH medical license prior to employment
- Willingness to maintain limited clinical hours

Knowledge, Skills and Abilities

- Proven interest in new care models, population health and insurance.
- Excellent oral and written communication skills and ease with making presentations.
- Skills in group process and facilitation.
- Must be approachable and show respect for others.
- Ability to exhibit exceptional interpersonal skills to work effectively with various groups at various levels of the organization.
- Ability to synthesize both internal and external information into an informed vision for GHN medical management.
- Knowledge of medical informatics and analytics.
- Knowledge of the health insurance industry.
- Familiarity with medical search engines.
- Ability to be objective in data analysis and presentation of recommendations.
- Ability to analyze complex problems and develop pragmatic solutions.
- Eagerness to explore new ways to develop the GHN medical management program.
- Knowledge of improvement strategies, methods and related practices.

Other

Individuals must possess the knowledge, skills and abilities listed or be able to explain and demonstrate that the individual can perform the essential functions of the job, with or without reasonable accommodation, using some other combination of skills and abilities and to possess the necessary physical requirements with or without the aid of mechanical devices to safely perform the essential functions of the job.

1. Physical requirements include ability to extend hand(s) and arm(s) in any direction; pick, pinch, type or otherwise work primarily with fingers; raise objects from a lower to a higher position or move objects horizontally from position to position; sustain substantial movement of wrists, hands and/or fingers.
2. Ability to exert or exchange ideas by means of the spoken word. Essential functions include activities in which incumbent must convey detailed or important spoken instructions to others.
3. Ability to receive detailed information through oral communication and make fine discriminations in sound.
4. Ability to exert up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects.
5. Visual acuity sufficient for work which deals largely with preparing and analyzing data and figures, computer terminal operation, extensive reading, writing and telephone usage.
6. Requires the ability to plan and perform a wide variety of duties requiring general knowledge of policies and procedures. Requires considerable judgment to work independently toward general results, devising methods, modifying or adapting standard procedures to meet different conditions, also making decisions based on precedent and policy.
7. Ability to endure periods of heavy workload or stress.
8. Ability to work with frequent interruptions and respond appropriately to unexpected situations.
9. Ability to display a professional image reflected in behavior, maturity and demonstrated integrity.
10. Ability to transport self to and from off-site locations.

PHI access

The GHN Chief Medical Officer will have extensive access to PHI.

Work Schedule

- Generally Monday through Friday, days.
- Occasional requirements to cover special events, weekends, etc.