

## Chief Health Officer – Job Announcement (February 2023)

### ABOUT SNI

The [California Health Care Safety Net Institute](#) (SNI) strengthens the capacity of California’s 21 public health care systems to ensure access to comprehensive, high-quality, culturally sensitive health care services for all Californians. SNI partners with the [California Association of Public Hospitals and Health Systems](#) (CAPH) and, together, CAPH and SNI work to accomplish shared priorities. CAPH focuses on policy, advocacy and financing, while SNI focuses on delivery system transformation by accelerating learning and providing performance measurement expertise. Read more about SNI [here](#).

CAPH represents California’s [21 public health care systems](#), which include county-owned or affiliated systems and the five University of California academic medical centers. Together, these systems serve as the foundation of the safety net, delivering care to all who need it, regardless of insurance status, immigration status, ability to pay, or other circumstance. Public health care systems primarily serve individuals from historically marginalized communities, including persons of color, individuals experiencing financial hardship or homelessness, and individuals with complex social and medical needs.

Although SNI and CAPH are separate legal entities, they function day-to-day as a matrix organization, with SNI contributing heavily to CAPH’s policy and advocacy efforts, CAPH offering technical and other expertise to SNI’s programmatic offerings, the two organizations sharing several staff members, and working together to achieve shared goals for our member systems.

SNI/CAPH is [committed to advancing equity](#) and is an Equal Opportunity Employer with a strong commitment to racial, cultural, and ethnic diversity. Qualified applicants of all races, people with all abilities, and veterans are encouraged to apply.

### WORK ENVIRONMENT

SNI/CAPH operate in a hybrid work environment, with two required in-person days (Monday and Wednesday) at the office in Oakland, CA. The remaining three days are conducted remotely.

### POSITION SUMMARY and PRIMARY RESPONSIBILITIES

The Chief Health Officer (CHO) serves as the organization’s clinical expert and is responsible for:

- Informing policy and program development based on clinical and quality improvement expertise;
- Designing and implementing initiatives that improve care and drive change in our member systems; and
- Providing ongoing support to member systems on performance measurement and reporting for key statewide programs.

Acknowledging the matrix model described above, the CHO must understand both CAPH’s and SNI’s strategies, processes, and interconnection to effectively serve as the clinical expert across both organizations and lead cross-organizational project teams as needed. This position is classified as exempt.

The ideal candidate understands and embraces the CAPH/SNI Values— our dedication to ensuring access to high quality health care for all; the importance of collaboration with shared accountability; and consistent, excellent performance.

Reporting to the Executive Director for SNI, the CHO’s responsibilities include but are not limited to the following:

- Informing ongoing policy and program development at SNI/CAPH by contributing delivery system, clinical, and performance measurement expertise. This area of responsibility involves:
  - Leading and/or shaping SNI programming to support systems as they work to, for example, redesign ambulatory care, improve clinical quality, and enhance data exchange. SNI programming is often offered through in-person workshops, virtual webinars, curated resources, and/or peer learning opportunities. The CHO should be comfortable working with external consultants in the development and implementation of programming, as necessary.
  - Providing input and expertise to CAPH and internal joint CAPH/SNI teams as policy and advocacy positions are developed, contributing clinical and performance measurement expertise, as well as an understanding of member system operations and delivery system realities.
- Leading SNI’s work to help members collect and report accurate, reliable, and meaningful data to transform their systems and succeed in [statewide programs](#) (such as the Quality Incentive Pool, Global Payment Program, CalAIM, and FQHC Alternative Payment Methodology pilot). This area of responsibility involves:
  - Leading the development and ongoing refinement of reporting guidance and measure specifications in partnership with the State and our partner, the National Committee for Quality Assurance (NCQA)
  - Providing clinical and performance measurement technical assistance and input to member systems via recurring member meetings and on a 1:1 basis
  - Supervising and supporting the development of SNI’s Data Analyst
- Establishing positive and trusted working relationships and coordinating closely with state agencies/departments to effectively design and implement (the aforementioned and future) statewide programs that impact our member systems
- Representing SNI/CAPH on statewide advisory groups, as needed
- Leading efforts to obtain and synthesize member input on clinical, performance measurement, data informatics, and other issues through Board sub-committees, member advisory committees and other channels
- Monitoring the changing landscape, at the state and federal level, of the changing:
  - Governmental and commercial pay-for-performance programs and requirements;
  - Quality improvement metrics; and
  - Trends in data reporting collection and health information exchange

**KNOWLEDGE & EXPERIENCE**

- MD, DO, RN, NP, PA, or PharmD Degree required (MD/DO degree strongly preferred)
- 10+ years' work experience with at least 5 in a health care environment, such as hospitals, clinics, health care systems, managed care organizations, or quality improvement organizations
- 5+ years in management role(s), such as leading a team or division
- Superior oral and written communication skills with the ability to synthesize and communicate complex topics to a variety of audiences
- Excellent interpersonal skills, collaborative in nature and have a strong sense of leadership and accountability
- Demonstrated understanding of health care operations, clinical quality issues, performance improvement approaches, and change management
- Practical understanding of data informatics, performance measurement, and data collection, reporting, and health information exchange by health care systems
- Knowledge of hospital regulatory organizations and their requirements for quality measurement and reporting preferred
- Demonstrated quantitative and analytical skills with the ability to derive important implications from data
- Expertise using quantitative software packages (e.g., Excel) to manipulate, analyze, and communicate conclusions from data

The salary band for this position is \$209,000 - \$314,700 with a targeted starting salary range of \$209,000-\$260,000. SNI offers an extremely competitive [benefits package](#).

Interested applicants should send a resume and a cover letter via email to [jobs@caph.org](mailto:jobs@caph.org).