



**COVERED
CALIFORNIA**



CHIEF MEDICAL OFFICER

Sacramento, CA



About Covered California

The mission of Covered California is to increase the number of insured Californians, improve health care quality, lower costs, and reduce health disparities through an innovative, competitive marketplace that empowers consumers to choose the health plan and providers that give them the best value. We work to improve the health of all Californians by assuring their access to affordable, high-quality care. Since opening our doors in 2014, we have helped over four million people obtain health care coverage.

Covered California is an independent public entity within state government, with a five-member board appointed by the Governor and the Legislature. With approximately 1,400 employees, Covered California has locations in Rancho Cordova, Fresno, Oakland and a headquarters located in Sacramento, California. Covered California's FY 2019-2020 operating budget of \$379.1 million is funded entirely from revenues generated from health plan premiums and is not state or federally funded.

Plan Management Division

The Plan Management Division (PMD) works to improve the cost, quality and accessibility of health care delivered to consumers through Covered California's contracted health plan issuers. It helps to achieve Covered California's goals through the effective management and coordination of activities between Covered California and its health plan issuers. The PMD is comprised of approximately 41 employees who specialize in oversight measures, certification and contract management, analytics and informatics, population care, carrier management, and health equity and social determinants of health.

Overview of Responsibilities

The Chief Medical Officer (CMO) is the executive leader responsible for clinical strategy, medical policy, medical management, and other clinical operations to continuously improve the health services provided by health plans contracted by Covered California and promote improvement in California's delivery system. The CMO directs and leads the implementation of medical programs and policies, while enhancing the relationships with health care providers, Qualified Health Plans (QHPs), state and federal regulatory agencies, and other stakeholders. The CMO is ultimately responsible for ensuring the clinical strategy, tactics, and resources are in place to successfully advance the mission of Covered California.

Key responsibilities of the CMO include:

- Leads Covered California's long-term clinical strategy, ensuring the quality and appropriateness of health care services delivered to the consumers enrolled by its contracted Qualified Health Plans (QHPs).
- Directs Covered California's clinical team, comprised of the Medical Director and the Pharmaceutical Consultant, in concert with other members of the Plan Management Division, to assess QHP performance and to provide QHPs with feedback, opportunities for improvement, and guidance to ensure Covered California contract compliance.
- Develops Covered California's statewide and national clinical outreach and engagement strategy, while ensuring its successful implementation, in an effort to increase the public presence and influence of Covered California.
- Champions health care delivery system reform by leading Covered California's strategic efforts to improve the health care services available to and delivered to the diverse populations within California.

The Ideal Candidate

The ideal candidate for the Chief Medical Officer (CMO) position will have demonstrated cultural sensitivity, respect, and the ability to collaborate and build relationships with diverse internal and external stakeholders. A successful candidate will have exceptional communication, interpersonal, and leadership skills to effectively improve the level of health services provided to consumers through Covered California.

Top candidates will be passionate leaders with strong business acumen who have experience using data driven metrics to improve health care quality and delivery. Strong leadership experience, strategic vision and a proven ability to execute on clinical initiatives are a “must have” in this position.

Additional qualities that the ideal candidate will possess include:

- California licensed physician with Board Certification in a specialty recognized by the American Board of Medical Specialties; internal medicine or primary care specialty is preferred.
- Minimum of 15 years of professional experience working for health plan or provider organizations, 5 years of which were in a direct clinical practice capacity beyond post-graduate training.
- Minimum of 5 years of leadership experience, with demonstrated ability to lead, manage, and mentor clinical staff and teams.
- An advanced degree including one of the following: MBA, MPH, MMM, MS- HQSM, MS- POPH, MS-SHCD, MS-ASHI or equivalent.
- Experience presenting to, influencing, and collaborating with executive management, board of directors, high-level stakeholders, and health plan issuers on medical policy and health plan contracting matters.
- Demonstrated knowledge of population health management, health care quality measurement and improvement strategies, accreditation processes and health plan and provider oversight processes.

Roadmap to Success

As a member of the executive leadership team, the Chief Medical Officer (CMO) will be expected to successfully execute in five major categories – Strategy, Leadership, Engagement, Quality, and Culture.

STRATEGY

- Leverages data to inform strategy development and policies aimed to improve health outcomes.
- Collaborates with executive leadership to create strategic partnership opportunities with state purchasers and service providers.

LEADERSHIP

- Provides leadership and guidance, while promoting innovation within the clinical team.
- Partners with the Plan Management Division (PMD) senior leadership to hone the division’s strategic plan.

ENGAGEMENT

- Leads stakeholder, state purchaser and provider engagement and outreach strategy.
- Serves on committees and boards to foster deeper relationships and partnerships with key stakeholders, increasing the public presence and influence of Covered California.

QUALITY

- Oversees the process to ensure the appropriateness and quality of medical care and medically related care delivered by Qualified Health Plans.
- Seeks out opportunities and creates innovative solutions to reduce health disparities for vulnerable populations.

CULTURE

- Fosters a culture of innovation, creativity, diversity, inclusivity, transparency, and accountability within the PMD.
- Promotes a “customer-first” mentality at all levels of the PMD.





The Compensation

SALARY: Compensation commensurate with experience.
State of California Classification: Exempt

Covered California offers a comprehensive benefit package including, but not limited to, the following:

Health Care Benefits

- Health, dental, and vision insurance
- Flex Elect reimbursement account
- Life and disability insurance

Retirement and Savings

- CalPERS retirement plan
- Savings bonds
- Savings Plus Program (401k and 457)

Work Life Services

- Employee Assistance Program (EAP)
- Employee wellness program
- Career development program
- Free covered parking
- Onsite fitness center

Leave Accruals

- 11 paid holidays per year
- 2 Professional development days per year
- 1 Personal holiday per year
- Vacation and sick leave

How to Apply

To learn more about this exciting opportunity please contact Kaley Cooper by phone at 916-228-8786 or by email at Kaley.Cooper@covered.ca.gov.

Click [here](#) to access the CalCareers job posting.

Application Deadline: Monday June 1, 2020 @ 11:59pm PDT
Confidential inquires welcome.

Anticipated Recruitment Timeline

Recruitment: May 11 – June 1, 2020

Application Deadline: June 1, 2020

Screening of Applicants: June 2 – 5, 2020

Interviews: June 8 – 19, 2020

Target Date of Offer: June 26, 2020