



RUDISH HEALTH | LEADERSHIP PROFILE

Director, Cost Accounting

EMORY
HEALTHCARE



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Position	Director, Cost Accounting
Organization	Emory Healthcare
Location	Atlanta, GA or Remote Eligible*
Website	www.emoryhealthcare.org

*AL, FL, GA, IL, LA, NH, NC, OH, SC, TN, TX, VA, WI

Opportunity

Emory Healthcare, a premier \$7B academic health system serving the Atlanta and Georgia region, is seeking a strategic and collaborative finance professional as its next Director of Cost Accounting.

Reporting directly to Vice President of Financial Planning and Analysis, this system Director will lead all aspects of cost accounting by which service lines, facilities, and physician groups allocate expenses to specific care delivery activities—driving strategic financial decisions and enhancing financial transparency around the cost of providing care. Key priorities include (1) progressively advancing activity-based cost accounting models and methodologies; (2) arming CFOs, service line leaders, and clinical leaders with granular decision support insights that convey administrative, labor, clinical, and overhead cost data to inform essential business decisions; and (3) modernizing EHC's Strata decision technology to precisely allocate costs.

The successful candidate is passionate about bringing an analytical and collaborative mindset to connect cost data with patient level data in Epic, partnering with FP&A peers and finance executives to transform 'telling the story' around costs associated with specific clinical services. The next Director of Cost Accounting will make a lasting impact at this ideally sized health system – with its extensive care network and commitment to innovation – by helping to drive its core mission to improve the health of individuals and communities at home and throughout the world.



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Emory Healthcare

Emory Healthcare (EHC) is an integrated academic health care system committed to providing the best care for patients, educating health professionals, and shaping leaders for the future. As the most comprehensive health system in Georgia, Emory offers patients and families the choice of more than 3,700 doctors and 525 locations including 11 hospital campuses as well as primary care, urgent care, and MinuteClinics across Atlanta and beyond.



Emory University Hospital
Atlanta, GA

EHC is the clinical enterprise of Emory University's Robert W. Woodruff Health Science Center which additionally comprises Emory University School of Medicine, Nell Hodgson Woodruff School of Nursing, the Rollins School of Public Health, the Yerkes National Primate Research Center, the Winship Cancer Institute of Emory University, and the Emory Global Health Institute. The Woodruff Health Sciences Center is part of Emory University, which comprises the Candler School of Theology, Emory College of Arts & Sciences, Emory School of Law, Goizueta Business School, Laney Graduate School, and Oxford College. Including the health sciences, Emory has a total of 15,889 students, 7,343 faculty, 34,710 employees, and \$11 billion in endowment.

Through community partnerships, patient-focused care, and innovative research, Emory Healthcare works to improve health care in Georgia and across the globe.

Mission, Vision, and Values

Emory Healthcare Mission: Improving the health of individuals and communities at home and throughout the world.

Emory Healthcare Vision: Be the leading academic health science center in transforming health and healing through education, discovery, prevention, and care.

Emory Healthcare Values:

- We exemplify excellence, innovation, and collaboration.
- We treat everyone with respect, care, and compassion.
- We embrace diversity, equity, and inclusion.
- We steward our resources responsibly to optimize value.
- We serve with integrity.



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Emory Healthcare Locations

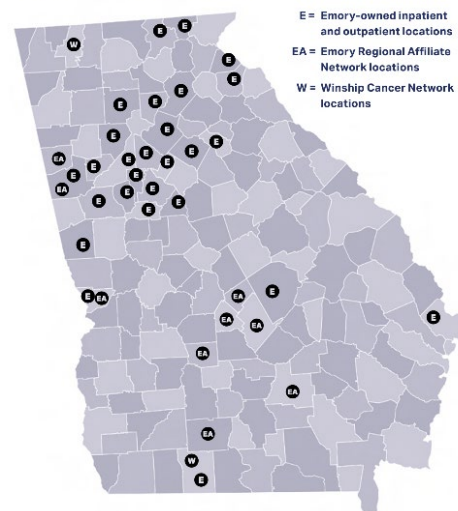
Inpatient Care

- Emory University Hospital
- Emory University Hospital Midtown
- Emory University Orthopedics & Spine Hospital
- Emory Hospital at Wesley Woods
- Emory Decatur Hospital
- Emory Hillandale Hospital
- Emory Johns Creek Hospital
- Emory Long-Term Care Acute Hospital
- Emory Rehabilitation Hospital
- Emory Saint Joseph's Hospital

Outpatient and Ambulatory Care

- Emory Clinic: Physician practice of Emory faculty physicians
- Emory Specialty Associates: Emory-owned outreach physician practice network with locations throughout the city and state

IN ATLANTA AND ACROSS THE STATE



Emory Clinic, Emory Specialty Associates, and the joint venture with Select Medical together have 127 practice locations and ambulatory service sites in 27 Georgia counties.

Clinical Networks

- Emory Regional Affiliate Network: Extending Emory's clinical expertise and knowledge to systems in nine counties across Georgia and the nearby Southeast, the six Network Associates and one Emory Healthcare joint venture hospital collaborate on initiatives aimed to keep care local by growing clinical services capacities and competencies.
- Winship Cancer Network: Winship physicians provide advanced cancer care, training, and research at eight Emory Healthcare locations (including the only NCI-designated comprehensive cancer center for the state of Georgia) and affiliated community-care organizations.
- Emory Healthcare Network: A clinically integrated network, encompassing many of the above entities, in which partners share common goals and are connected via the Emory data-sharing network to share data securely to make care safer and more efficient. The network has more than 525 provider locations in metro Atlanta and Georgia including MinuteClinics as well as urgent care partner Peachtree Immediate Care.



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Affiliates across the metro Atlanta area and state of Georgia

- Atlanta Veterans Affairs Medical Center, staffed in majority by 304 Emory physicians.
- Children’s Healthcare of Atlanta, staffed by over 400 Emory physicians.
- Grady Memorial Hospital, staffed in majority by 877 Emory physician faculty, 149 advance practice providers, and 413 Emory residents and fellows.
- Georgia Clinical & Translational Science Alliance
- Centers for Disease Control and Prevention
- Georgia Center for Oncology Research and Education
- Georgia Institute of Technology
- Georgia Research Alliance
- Morehouse School of Medicine
- University of Georgia

Emory Healthcare Key Statistics¹

FY2024 Total Net Revenue: \$7B
Hospitals: 11
System Licensed Beds: 2,811
Admissions: 101,444
Outpatient Service Visits: 6.32 million

Unique Patients Treated: 772,822
Care Delivery Locations: 525
Specialties: 70
Practicing Physicians: 3,730
Employees: 23,988

1. Source: Becker’s Healthcare and [Emory Woodruff Health Sciences Center – At a Glance 2024](#)

Awards and Recognitions

Emory University Hospital consistently ranks as US News and World Report’s number one hospital in metro Atlanta and Georgia, with Emory St. Joseph’s Hospital in ranked number two and Emory University Hospital Midtown in fourth place. Emory Healthcare ranks 1st in Monigle’s “Top 10 Most Trusted Healthcare Brand”. Emory Healthcare hospitals and providers are recipients of numerous quality awards and recognition, including the illustrative designations below.



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Reporting Structure

The Director of Cost Accounting will report to Laura Belsinger.

Laura Belsinger

Vice President of Financial Planning and Analysis, Emory Healthcare

Laura Belsinger serves as Vice President of Financial Planning and Analysis for Emory Healthcare. Laura began her healthcare career at Georgetown University Hospital, where she advanced to become Budget Director for Georgetown University Medical Center. She later held senior financial leadership roles at Adventist Healthcare, Mid-Atlantic Permanente Medical Group, and Kaiser Permanente, where she built and led the Operational Analytics function to support strategic planning, regulatory reporting, and data-driven decision-making.

Since stepping into her current role in 2023, Laura has led a major transformation of Emory's FP&A function. She has centralized budgeting and financial planning across the system, implemented the Strata platform and enterprise-wide activity-based costing, expanded and developed the FP&A team, and built a new financial data and reporting infrastructure. Under her leadership, FP&A is evolving into a strategic, business-focused partner, providing actionable insights to support operational excellence and long-term growth across Emory Healthcare.

Supervisory Role

The Director of Cost Accounting is responsible for the oversight of a team of three analysts (direct reports), with the opportunity to hire.

Additionally, the Director of Cost Accounting will collaborate closely with their FP&A department peers comprised of Corporate Directors, Directors, Senior Managers, and Managers across the following FP&A functions: planning and budgeting (hospital and physician group practices); revenue optimization and revenue analytics; decision support analytics, financial/operational intelligence, and workforce analytics; and business intelligence.



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Position Summary

Emory Healthcare is seeking an experienced and strategic Director of Cost Accounting to join the Financial Planning and Analysis team. This role is critical in driving financial insight and decision-making across the health system by ensuring accurate and meaningful cost accounting data.

The ideal candidate will have deep expertise in cost accounting principles and a comprehensive understanding of cost structures in a healthcare setting including service line analysis, resource utilization, and cost model design. They will lead efforts to refine, evolve, and maintain EHC's cost accounting methodology, ensuring alignment with organizational goals and consistent application across the health system.

Primary Duties and Responsibilities

- Direct the process of tracking and analyzing costs associated with providing healthcare services (i.e., activity-based costing).
- Lead the development, maintenance, and enhancement of EHC's cost accounting models and methodologies.
- Advance costing methodologies to systematically record expenses related to patient care as EHC evolves toward a service line model – including but not limited to accounting for overhead costs, labor, medical supplies, and facility expenses to develop a comprehensive understanding of financial operations and to enhance financial transparency and accountability.
- Understand where inaccuracies exist in cost data and map the actions needed to ensure EHC's cost accounting approach meets strategic needs.
- Partner with finance, operations, and clinical leaders to provide actionable cost insights that support strategic and operational decision-making. Partner with peer FP&A directors and managers to arm executives with decision support in order to evaluate margin performance of various services, assess the financial viability of new initiatives, explore pricing strategies, and allocate resources effectively to support organizational growth and service line goals.
- Demonstrate a strong application of financial data with patient level data to interpret business insights. Oversee a modern cost accounting framework that combines data from separate clinical, operational, and financial information systems to enable reporting of contribution margin by episode of care and service line, as well as provide support for budgeting and forecasting purposes.
- As needed, partner with managed care leaders to provide cost data needed for negotiating payer contracts and demonstrating the value of services provided.
- Optimize Strata decision technology (e.g., refining and improving cost methodologies/definitions) as Emory adds new clinical programs.
- Ensure data accuracy and consistency across financial systems and reports.



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- Drive continuous improvement in cost accounting processes, ensuring transparency and alignment with industry best practices. Benchmark cost accounting capabilities against peers.

Candidate Qualifications

Education

- Bachelor's degree in finance, healthcare administration, business, or related field required.

Experience, Knowledge, and Skills:

- Strata experience is strongly preferred (or alternatively, EPSi).
- Epic experience is a plus.
- Extensive experience in healthcare cost accounting, preferably within a large, complex health system.
- Proven ability to build and manage sophisticated cost models that support service line analysis, capacity planning, and resource allocation.
- Strong leadership skills, with the ability to collaborate across functions and influence decision-making.
- Deep understanding of financial and operational data flows within healthcare systems.
- In-depth knowledge of finance business processes.
- Advanced data manipulation skills to "tell the story" behind the cost data.

Compensation

An attractive compensation and benefits package will be offered commensurate with the candidate's experience. For candidates interested in moving to Atlanta, a relocation benefit will be provided.



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Contact

Rudish Health

www.rudishhealth.com



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