



RUDISH HEALTH | LEADERSHIP PROFILE

Vice President of Payer Relations



MethodistSM
Le Bonheur Healthcare



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Position	Vice President of Payer Relations
Organization	Methodist Le Bonheur Healthcare
Location	Memphis, TN
Website	methodisthealth.org

Opportunity

Methodist Le Bonheur Healthcare, a premier \$2B adult and pediatric health system that has provided quality care to Memphis residents since 1918, is seeking a strategic payer contracting professional as its inaugural Vice President of Payer Relations.

A key executive at MLH, the Vice President is the primary face of external payer relations who positions the network for financial performance through sophisticated payer strategies which translate the system's value into reimbursement success. This leader drives strategic alignment across departments and ensures the delivery of fair, mission-aligned agreements with government and commercial payers. Key priorities include enhancing payer relationships, securing optimal reimbursement terms to align the interests of MLH providers in attractive payer contract negotiations, improving rates and outcomes on fee-for-service contracts in the near-term, as well as building out risk-bearing payment models to create collaborative partnerships with high-value payers and providers in the long-term.

As an advisor to the CFO, COO and CEO on decisions shaping strategic managed care partnerships, payer performance, and managed care operations, the Vice President will play a highly visible role in advancing MLH's vision for next-generation reimbursement models across the enterprise and supporting network growth goals in close collaboration with the Chief Strategy Officer. This individual will have broad authority to direct both the greater strategy and core operations for the managed care function by shaping their future team.

A rare inaugural opportunity for a strong managed care executive to showcase their skills, the successful candidate will demonstrate mindful contracting expertise and influential leadership attributes with a clear focus on payer partnership collaboration. The Vice President of Payer Relations will make a lasting impact at this expanding health system, by helping drive its core mission to enhance health and well-being through high-quality, innovative and compassionate care to the people of Memphis, Tennessee.



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Methodist Le Bonheur Healthcare

Methodist Le Bonheur Healthcare (MLH) is an integrated healthcare delivery system based in Memphis, Tennessee. Founded in 1918 by The United Methodist Church to help meet the growing needs for quality healthcare in the Mid-South, Methodist has grown from one hospital into a comprehensive health system that includes six hospitals, a home health agency, ambulatory surgery centers, outpatient facilities, hospice residence and physician practices serving residents in the greater Memphis area.



Methodist University Hospital
Memphis, TN

With over 12,000 associates and 2,000 providers, Methodist Le Bonheur continues to grow and evolve yet remain dedicated to enhancing the health and well-being of their communities through high-quality, innovative, and compassionate care, regardless of socioeconomic factors. MLH is a leader in promoting enhanced innovation and improved patient outcomes. The system's flagship, the 583-bed Methodist University Hospital, is a principal adult teaching hospital in Shelby County for the University of Tennessee Health Science Center. Methodist University Hospital is home to the Comprehensive Sickle Cell Center, which provides preventative outpatient care, transitional care and conducts cutting-edge research in collaboration with St. Jude Children's Research Hospital.

In addition, for the 15th consecutive year, Le Bonheur Children's Hospital has been recognized as a 2025-2026 "Best Children's Hospital" by U.S. News and World Report. Le Bonheur Children's Hospital hosts the Biorepository and Integrative Genomics project – one of the country's only pediatric biorepositories solely focused on genetic causes for childhood disease. Le Bonheur Children's Hospital collaborates with St. Jude Children's Research Hospital on many clinical and educational programs, including a successful brain tumor program with some of the world's best-documented one-year survival rates. Le Bonheur Children's Hospital's recent \$95 million expansion highlights MLH's visionary investments and a shared commitment to community well-being.

Looking ahead, MLH is focused on six reimagined core strategic imperatives: workforce, integrated physician network, digitization, centers of excellence, community health and partnerships, and operational efficiency. Read more about MLH's vision and their impactful work in their annual report [here](#).



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Key Statistics¹

2024 Total Revenue: \$1.94B
Net Patient Service Revenue: \$1.77B
Providers: 2,529
Associates: 12,140
Total Inpatients: 56,124
ED Visits: 287,597
Surgeries: 27,458

Physician Office Visits: 1,789,331
Home Healthcare Visits: 21,701
Telehealth Visits: 26,552
Hospice Patients: 1,072
Babies Delivered: 5,118
Payer Mix: 45% commercial, 33% Medicare, 22% Medicaid and TennCare

1. Source: Annual Report and Consolidated Financial Statements

Mission

Our Mission: To enhance your health and well-being through high-quality, innovative and compassionate care.

Our Vision: Methodist Le Bonheur Healthcare will be nationally recognized for excellence in clinical quality, patient safety and compassionate care to improve every life we touch.

Our Values: Service • Quality • Integrity • Teamwork • Innovation

Awards and Recognition

MLH hospitals and providers are recipients of numerous quality awards and other types of recognition, including the illustrative awards and designations below.



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Memphis, Tennessee

Memphis, known as the birthplace of rock n' roll, is located on the Mississippi River in southwest Tennessee, 210 miles west of Nashville and 130 miles south of St. Louis. Memphis is a welcoming community celebrated for its music, food, sports teams, vibrant downtown, leafy suburban neighborhoods, and burgeoning academic and clinical health care community. The greater Memphis area's 1.4 million residents enjoy one of the lowest costs of living of any major U.S. city. Located in the middle of the Sun Belt, Memphis has more sunny days each year than Miami with an average temperature of 62 degrees.



Memphis, TN

Memphis's musical history is second to none. The city that raised Elvis and still reveres Graceland, his home, also has a long history with soul music and blues. The Stax Museum of American Soul Music, Beale Street, and Sun Studio are just a few shrines to the city's music heritage. Today, the Beale Street Entertainment District carries on the tradition where you can hear anything from blues to jazz to country music day or night. The Memphis Symphony Orchestra caters to classical music lovers and the Orpheum Theatre offers a variety of operatic and musical renditions all year round. The city is home to the National Civil Rights Museum where civil rights leader Martin Luther King, Jr. was assassinated. One of the nation's foremost heritage museums, it explores the history of the civil rights movement to the present day. Sports fans cheer on the NBA Grizzlies, the University of Memphis Tigers, the Memphis Redbirds baseball, the Memphis 901 FC, and the FedEx St. Jude Invitational golf tournament. Outdoor lovers will enjoy Overton Park in the center of the city with the Memphis Zoo; Shelby Farms, where the whole family can play; Big River Crossing, the longest active biking bridge in the country; and many sports fields and playgrounds for young and old alike.

Memphis is a city of growth. New build houses and condos are going up. Family friendly neighborhoods, with a mix of public, private and charter schools, abound. The vibrant Medical District boasts at least half a dozen hospitals, including a Level I Trauma Center and Le Bonheur Children's Hospital. The cost of housing and no state income taxes is 14% lower than the U.S. average.

Whether you're drawn by the cultural richness or economic growth, Memphis presents a compelling destination for both personal and professional reinvention. Offering the chance to lead in a distinctive market while enjoying a deeply rewarding lifestyle, it's no wonder why people call Tennessee home sweet home.



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Position Summary

The VP of Payer Relations is a strategic leadership role responsible for shaping and executing a payer strategy that advances the mission across Methodist Le Bonheur Healthcare (MLH). The VP of Payer Relations will lead all aspects of payer engagement including contracting, reimbursement strategy, and value-based care innovation to support clinical excellence, financial sustainability, and equitable access to care.

This role requires an experienced and visionary leader with a deep understanding of healthcare quality methodologies, regulatory requirements, and the complexities of a large, integrated health system. The VP of Payer Relations will be a trusted partner both internally and externally and lead high-impact negotiations, drive strategic alignment across departments and ensure the delivery of fair, mission-aligned agreements with government and commercial payers.

Primary Duties and Responsibilities

Strategic Leadership

- Lead the development of a system-wide payer strategy that supports Methodist Le Bonheur Healthcare's clinical, academic, and community health priorities.
- Serve as the senior executive liaison to health plans, CMS, Medicaid, and third-party administrators, promoting transparent, collaborative, and values-driven partnerships.
- Provide thought leadership on reimbursement trends and market dynamics to inform executive decision-making and long-term financial planning.
- Responsible for executive reporting to the CFO on payer performance.

Contracting & Reimbursement

- Oversee the negotiation of all payer agreements, including traditional fee-for-service and innovative value-based arrangements.
- Apply strategic contract modeling and negotiation principles, building a culture of proactive contract performance and accountability that aligns with system strategic goals.
- Lead multidisciplinary collaboration with Finance; Strategy; Decision Support; outsourced Revenue Cycle; Legal; Clinical teams; and HealthChoice Tennessee, a physician-hospital organization that is part of MLH's clinically integrated network; to evaluate terms, model contract impact, and support reimbursement optimization.
- Ensure contracts are compliant with regulatory standards and align with the system's quality and operational goals.
- Lead financial performance improvement for the managed care function.



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Value-Based Care & Population Health

- Identify opportunities to participate in risk-sharing models that incentivize improved outcomes, cost containment, and health equity.
- Partner closely with population health and care delivery leaders to align clinical operations with payer contract requirements and performance metrics.
- Leverage data and analytics to track performance, inform negotiations, and drive continuous improvement.

Payer Engagement & Advocacy

- Build and sustain strategic payer relationships that enable innovation in access, care coordination, and digital health transformation.
- Represent Methodist Le Bonheur Healthcare in regional and national payer forums, industry coalitions, and advocacy initiatives.
- Form and build local relationships with key payer partners.
- Serve as a spokesperson for the system's payer strategy internally and externally.

Team & Organizational Leadership

- Lead and mentor a high-performing team responsible for payer strategy, analytics, and issue resolution.
- Drive collaboration across departments to ensure payer contracts are operationalized effectively and support Methodist Le Bonheur's mission and strategic goals.



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Candidate Qualifications

Education and Experience

- Bachelor's degree in Business, Health Administration, Finance, or a related field required.
- Master's degree (MBA, MHA, MPH, or related field) strongly preferred.
- At least 10 years of progressive leadership experience in managed care, payer contracting, or healthcare strategy preferably within a health system or integrated delivery network.
- Recent leadership experience with a managed care organization preferred.

Knowledge, Skills, and Abilities

- Proven track record negotiating complex payer contracts, including shared savings, capitation, and other risk-based arrangements.
- Deep expertise in healthcare reimbursement models, payer-provider relationships, and value-based care frameworks.
- Translation of strategic vision into operational success and measurable outcomes.
- Managed care performance improvement.
- Renegotiation of legacy contracts in accordance with strategic plan along with contracting and financial administration.
- Experience serving as primary point of contact for payers.
- Experience with relationship building with payers and potential network partners, including local and regional presence.
- Roll-up-your-sleeves mindset with strong contract modeling and analytics skills.
- Initiation, implementation and adoption of payer strategies to support clinical program development and the overall strategic plan.
- Ability to leverage data and analytics across the organization to advance value-based care.
- Comfort and effectiveness in communicating and directly engaging with senior leadership, including the CEO, COO and CFO.
- Excellent communication, interpersonal, and negotiation skills, with the ability to influence and collaborate across all levels of the organization.

Compensation

An attractive compensation and benefits package will be offered commensurate with the candidate's experience.



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Contact

Rudish Health

www.rudishhealth.com



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