RUDISH HEALTH | LEADERSHIP PROFILE

Chief Financial Officer, Presbyterian Medical Group

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RUDISH HEALTH

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Position	Vice President and CFO, Presbyterian Medical Group
Organization	Presbyterian Healthcare Services
Location	Albuquerque, New Mexico or Remote with Travel
Website	www.phs.org

Opportunity

Presbyterian Healthcare Services, a premier integrated delivery system with the largest physician group in New Mexico, is seeking a highly qualified and strategic finance professional as its inaugural Chief Financial Officer of Presbyterian Medical Group.

As a senior executive of PHS's provider enterprise, comprising 1,300 employed physicians and advanced practice providers across 50 specialties in five counties, this executive will report directly to the overall system CFO in a new, highly visible role and be included in strategic decisions of the organization. Key priorities include overseeing financial operations for the medical group and ambulatory business units at 150 sites throughout New Mexico with a focus on ambulatory growth strategy, sustainable margin, budgeting and forecasting, and operating and executive reporting. As a corporate finance partner to the medical group, the PMG CFO will lead in transformational change management to de-fragment and optimize current physician services assets while formulating PHS's go-forward integrated finance enterprise operations strategy. This leader will have a clear focus on communication and collaboration with health plan leaders and physician leaders across the integrated system to advance PMG priorities in line with health system finance, network member cost of care, and shared services performance.

A great opportunity for a strong finance leader to showcase their skills, the successful candidate will demonstrate stalwart financial expertise while innovating strategic partnerships, capital projects, and new business development areas for the enterprise. With a runway for upward professional development, the next CFO of Presbyterian Medical Group will make a lasting impact at this health system with its extensive care network by helping drive its core purpose to ensure that the patients, members, and communities they serve can achieve their best health.

Presbyterian Healthcare Services

Presbyterian Healthcare Services, a $6B non-profit organization, has taken care of New Mexicans for more than 115 years. Today, they are a nine-hospital healthcare system with a multi-specialty medical group of 1,300 employed clinicians practicing across 150 clinics state-wide and a health plan offering commercial, Medicare, and Medicaid coverage. PHS serves one in three New Mexicans with healthcare delivery services or insurance coverage.

Presbyterian is focused on access to care for the people they serve. In addition to the core care delivery system, PHS continues to open new PRESNow locations providing around-the-clock urgent care and emergency care under one roof as well as expanding telehealth options in primary, urgent, and specialist care. Presbyterian Health Plan is one of the nation's largest provider-owned health plans with 29,000 network providers providing care to over 550,000 covered members, including serving more than half of all the state's Medicaid enrollees.

Purpose, Vision and Culture

Purpose: PHS exists to improve the health of patients, members and the communities they serve.

Key Statistics[1]

Total System Operating Revenue: $6.3B
Delivery System Net Pt Rev: $4.2B
Health Plan Premium Revenue: $2.1B

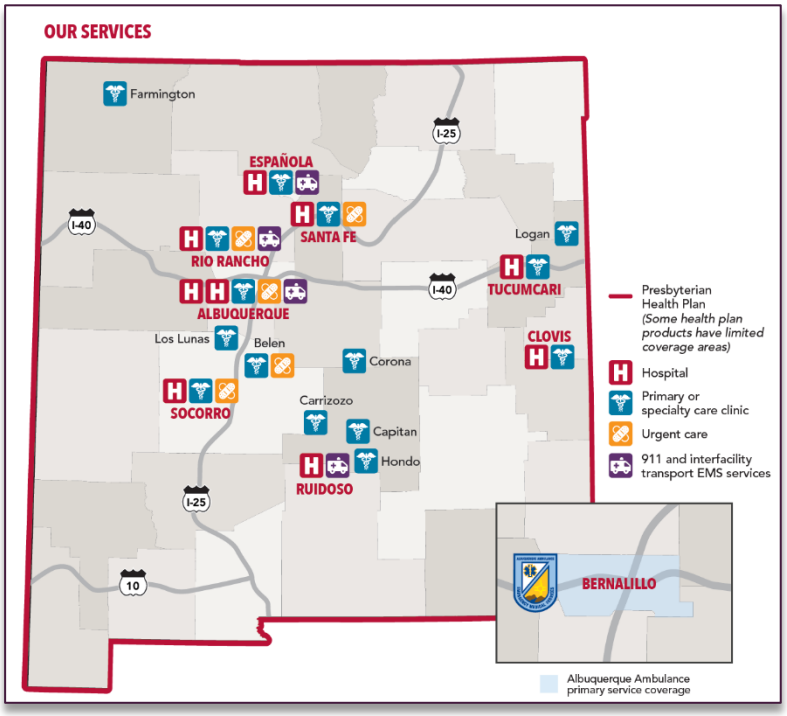
Health Plan Members: 555,570
Hospitals: 9
System Beds: 1,017
Inpatient Days: 293,890
System Employees: 14,069

PMG Employed Providers: 1,300
Surgeries: 9,064
ED Visits: 304,642
Outpatient Clinic Visits: 819,088
Health Plan Provider Network: 29,000

1. *Source: PHS Report to the Community 2024 Care by the Numbers*

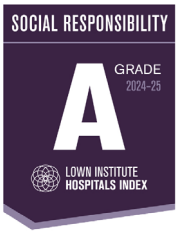
Locations

PMG providers staff all nine Presbyterian acute facilities including Presbyterian Hospital, Kaseman Hospital, Rust Medical Center, Española Hospital, Lincoln County Medical Center, Dr. Dan C. Trigg Memorial Hospital, Plains Regional Medical Center, Socorro General Hospital, and Presbyterian Santa Fe Medical Center, in addition to providing care at 150 clinics across five counties regionally.

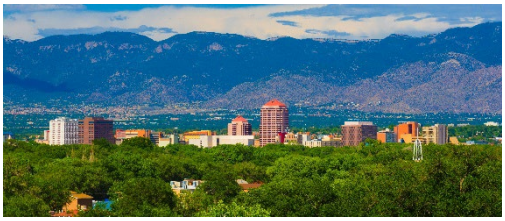


Awards and Recognitions

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



Albuquerque, New Mexico


Albuquerque, New Mexico

Nestled at the base of the Sandia Mountains and bisected by the Rio Grande, Albuquerque boasts striking natural beauty with more than 300 days of sunshine per year and an abundance of outdoor activities from hiking and mountain biking to year-round golfing. The mild and dry high-desert climate offers a comfortable four-season experience, ideal for those who value an active lifestyle alongside a serene environment.

As a modern day cultural and political center, Albuquerque is a city where tradition and innovation intersect. The city is one of the oldest in the country, home to premier cultural institutions such as the Indian Pueblo Cultural Center, the Albuquerque Museum, and the National Hispanic Cultural Center. Arts appreciators will find a thriving creative scene in the New Mexico Philharmonic and Opera Southwest as well as contemporary galleries in Nob Hill and Old Town. The world-famous Albuquerque International Balloon Fiesta, the Gathering of Nations Powwow, and Flamenco Festival Internacional de Alburquerque add to the city's distinct cultural fabric.

The Uptown district, to the north of Old Town, features shopping centers, hotels, and office and industrial parks. The Downtown area comprises government buildings, hospitals, and museums. To the east of Old Town is the home of the University of New Mexico as well as a number of attractive, tree-lined neighborhoods. Extending from Uptown to the foothills of the Sandia Mountains is Far Heights with suburban homes, retail giants, and restaurants. Beyond the city lie the North Valley and the South Valley, which comprise several old farming settlements. To the far northwest of Old Town lies Rio Rancho.

At the same time, Albuquerque is a growing hub for technology, research, and innovation with proximity to national labs, universities, and a thriving entrepreneurial ecosystem that attracts talent across industries. Housing options are diverse from historic adobe homes to modern residences with mountain views, while top-rated schools, a strong sense of community, and a low commute time make it an ideal environment for work-life balance.

Whether you're drawn by the natural landscapes, cultural richness, or strategic economic growth, Albuquerque 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 experience, it's no wonder why people call New Mexico home sweet home.

Reporting Structure

The CFO is a member of the PHS's finance leadership team and will report directly to the Presbyterian Healthcare System CFO.

Jim Staten

Chief Financial Officer, Presbyterian Healthcare Services

Jim Staten is the top financial officer at PHS with oversight over all delivery system and health plan financial operations including finance strategy, financial planning and analysis, payer strategy, analytics, real estate and facilities, treasury, internal audit, revenue cycle, purchasing, budgeting, and financial operations.

Jim comes to PHS from prior advisory roles at Emory Healthcare and permanent roles at the University of Southern California (SVP and CFO) where he oversaw budgeting and planning, treasury services, university comptroller, financial and business services, capital construction and facilities, and IT services; as well as Yale New Haven Health System (EVP and CFO), where he was a key member of the president and CEO's leadership team for more than 15 years. Under Staten's leadership, YNHHS and its hospitals and related businesses remained exceptionally strong, as he built a financial planning infrastructure, robust revenue cycle, and treasury functions that allowed the entire enterprise to flourish, while increasing access to health care for patients throughout the region.

Jim also served as Senior Vice President of Finance at New York-Presbyterian Hospital and Health System, where he was responsible for assuring the organization's financial viability. Earlier in his career, he directed Ernst & Young's NYS Revenue Cycle Consulting Services, and was a partner at Pannell Kerr Forster, which, at the time, ranked among the largest public accounting firms in the United States.

Staten received his bachelor's degree in business and economics from the State University College of New York and has served as a board member of The Country School in Madison, Connecticut, as well as on the finance committee for the Connecticut Hospital Association.

Supervisory Role

In line with the finance transformation underway, this leader will have the opportunity to shape their go-forward team and direct/indirect reports in collaboration with the PHS CFO, PMG CEO, and PMG COO.

Position Summary

As the chief finance officer for PMG, the CFO has direct responsibility for leading finance operations and interfacing with physician leaders, finance and administrative partners at PMG to drive budget management excellence and achieve performance results. This finance executive is highly visible serving as an integral arm of PHS's finance leadership team and the PMG leadership cabinet.

In this role, the CFO manages core finance operations of the PMG to align with fiscal and productivity guidelines. The CFO will develop PMG operating plans as well as apply financial acumen and an understanding of the business of healthcare in all decision-making regarding employed physician compensation, financial projections and long-term planning. The CFO will work closely with PMG's President and COO.

Collaboration is at the heart of the CFO's responsibilities as they work closely with PHS's integrated finance function. This includes partnership with central FP&A in the preparation of the annual budget and long-range projections, capital planning, financial reporting and analysis, and management of profit and loss (P&L) responsibilities for the finance department's allocations. This leader will also work closely with Presbyterian Health Plan's CFO and the Presbyterian Delivery System CFO as peers.

Additionally, the CFO actively assists the corporate controller in overseeing the reporting of operating results for PHS's physician group practice. This entails assisting with timely month-close processes including the preparation of monthly financial statements and an explanation of operating results. This leader provides support to the corporate controller for all audits and regulatory filings, maintains rigorous internal controls, and ensures compliance with all financially related policies, laws and regulations in accordance with US Generally Accepted Accounting Principles.

Primary Duties and Responsibilities

- Serves as the primary interface for physician group activities that are managed centrally overall including budgeting, financial planning and analysis, decision support, provider compensation plan administration, and information technologies supporting finance related functions.
  - Partners on the development of financial strategy, planning, projections, and budgets that focus on long-term fiscal sustainability.
  - Partners on the development of policies and procedures to govern financial decision-making, including forecasts, expense management, and capital spending to ensure the achievement of financial objectives.

  - Participates as a member of the physician compensation committee with PMG and HR.
- Participates in the PMG's strategic planning efforts with the executive leadership team. Leads in transformation and change management to optimize current PMG's assets and operations while innovating strategic partnerships, capital projects and new growth areas for the enterprise.
- Supports the PHS corporate controller to ensure accurate and timely development and issuance of monthly, quarterly and annual financial statements in accordance with applicable accounting principles and PHS's financial policies.
  - Assists the PHS corporate controller in overseeing the month-end and year-end financial close process; overseeing accounting and finance operations functions, including the accumulation and analysis of financial and statistical data to ensure proper maintenance of financial records and compliance with finance and accounting standards, regulatory guidelines and reporting requirements; and adhering to all internal control policies, procedures and compliance guidelines for applicable government regulations working closely with the PHS Office of Compliance.
- In partnership with central FP&A, prepares the annual operating budget and all financial projections for PMG and its departments, including labor, productivity and capital projects.
  - Provides monthly actual vs. budget reports to department heads and leadership.
  - Prepares explanations of variances and prepares monthly narrative of operating results.
  - Interacts closely with FP&A to direct the analysis and interpretation of financial information throughout the PMG.
  - Leads department operational reporting enhancements and modifications to administrative and financial databases to enhance overall business operations and effectiveness.
- Presents PMG financials and performance updates to relevant clinical and administrative parties across the medical group and health system.
  - Monitors PMG financial performance to identify trends and safeguard the assets of the organization.
  - Provides insightful analysis of financial results and projections that allow for informed decision-making and resource optimization.
  - Analyzes actual-to-budgeted variances and unusual trends.
- Continuously assesses administrative financial processes and procedures to maximize operational effectiveness and for streamlining and simplifying service-related processes. The CFO will partner with PHS leaders to appropriately identify the revenue enhancement and/or cost reduction strategies to achieve budgetary and financial goals for the PMG.
- Works closely with individual PMG administrators and PHS Revenue Cycle, Supply Chain, Managed Care, and Real Estate to achieve discipline in

optimizing financial and operational performance at the practice level.
  - Standardizes financial literacy skillsets across administrators to identify gaps and areas of opportunities before they become risks.
  - Collaborates closely with PHS revenue cycle, patient financial services and managed care leadership to monitor physician services billing, rates and revenue cycle activities, identifying trends and opportunities.
- Promotes a culture where physicians, administrators and staff understand their individual fiduciary roles and responsibilities.
- Stays informed of significant events that impact the business operations and performance of the organization.
- Works collaboratively with clinical and non-clinical leaders to support fact-based decision making to achieve greater levels of financially sound practice performance.
- Plays an important role in facilitating funds flow between PHS, PDS, PHP and Corporate Services.
- Serves as a major point of contact for problem resolution in financial matters.
- Ensures compliance with all financial regulations governing health care delivery and rules of accrediting bodies. Monitors regulatory changes impacting medical group reimbursements and financial operations including but not limited to Centers for Medicare and Medicaid Services (CMS) provider fee schedules, payment adjustments and sequestration and other statutory requirements.
- Maintains a current knowledge of Generally Accepted Accounting Principles.
- Serves as a key participant in risk bearing strategies related to value-based accountable care and PHP total cost of care.
- In partnership with other organizational leaders, builds and retains a high-caliber finance professional team for PMG operations and finance. Responsible for motivating and engagement management and staff, leading change, building rust and appropriately delegating and empowering staff to work within PMG directly or indirectly across centralized PHS departments. Conducts employment and performance reviews.

Candidate Qualifications

Education and Licensure

- Bachelor's degree in Finance, Accounting, Business Administration or a related field required.
- Masters' degree preferred.
- CPA designation preferred.

Experience

- A minimum of 10 years of progressively responsible experience in financial management and oversight of a physician group in an integrated delivery system setting.

- Most recent experience must be as a financial executive of a physician group with extensive experience with all finance and patient accounting functions.
- Possesses strong management skills and the ability to oversee and manage a complex budget process necessary to achieve high financial expectations.
- Understands both healthcare and physician practice industry trends and dynamics and will work closely with the PHS finance team and department managers to identify opportunities for expense reduction and revenue enhancements.
- Epic experience preferred.
- Provider based billing experience preferred.
- Experience with the economics of an integrated delivery system and risk-based/value-aligned physician models, while not required, is a plus.

Compensation

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

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