



RUDISH HEALTH



Leadership Profile

**Director, Payor Contracting
McLaren Physician Partners**



HEALTH CARE

Position	Director, Payor Contracting
Organization	McLaren Physician Partners
Location	Auburn Hills, Michigan
Website	mclaren.org

Opportunity

McLaren Physician Partners (MPP), a subsidiary of \$7B McLaren Health Care, is searching for a visionary and results-oriented leader to serve as its next Director of Payor Contracting.

Overseeing third-party payor contracting across all market segments for MPP, McLaren Health Care, and its subsidiaries across Michigan, the Director will shape strategy, drive performance, and partner closely with the Vice President of Payor Contracting on contract outcomes and risk management.

This role offers a rare platform for an accomplished executive to apply deep expertise and genuine passion in service of McLaren's mission — leaving a meaningful and enduring mark on one of the region's most respected health systems.

McLaren Health Care

McLaren Health Care, headquartered in Grand Blanc, Michigan, is a \$7 billion, fully integrated health care delivery system committed to quality, evidence-based patient care and cost efficiency. The McLaren system includes 12 hospitals in Michigan, ambulatory surgery centers, imaging centers, an over-600-member employed primary and specialty care physician network, commercial and Medicaid HMOs, home health, infusion and hospice providers, pharmacy services, a clinical laboratory network and a wholly owned medical malpractice insurance company.

McLaren operates Michigan's largest network of cancer centers and providers, anchored by the Karmanos Cancer Institute, a National Cancer Institute-designated comprehensive cancer center.

McLaren's Fully Integrated Health Care Network



FY2025 Key Statistics

System Net Revenue: \$6.95B
 Licensed Beds: 3,100
 ER Visits: 398,705

Hospitals: 12
 Discharges: 85,925
 Amb & Home Care Visits: 3.7M

Sources: McLaren Healthcare 2025 Annual Report

Mission and Vision

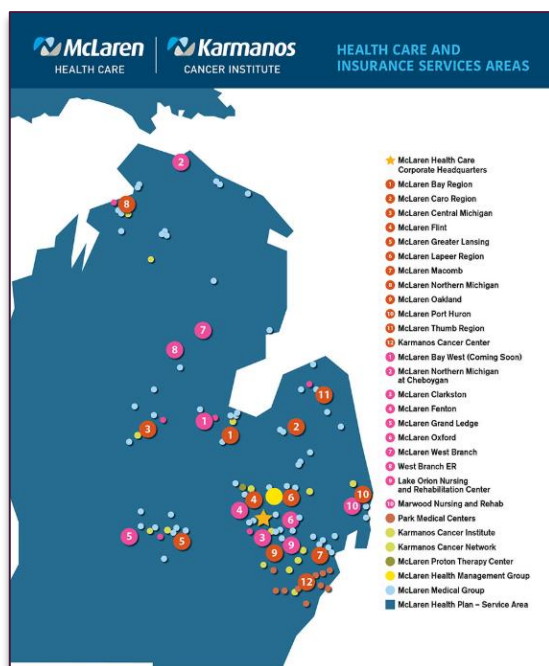
Mission: McLaren Health Care will be the best value in health care as defined by quality outcomes and cost.

Vision: McLaren will be the recognized leader and preferred provider of health care services to the communities we serve.

Guiding Principle: To provide health care as we expect for our own family.

Values:

Trust
Excellence
Accountability
Motivation
Welcome
Organization
Respect
Kindness



McLaren's Service Area

McLaren Physician Partners

McLaren Physician Partners is a population health organization dedicated to their members' success and the creation of a clinically integrated network to drive healthcare delivery. To that end, their focus is on providing resources to medical offices that provide value to assist with clinical integration, contracting, and quality. They are dedicated to engaging their clinicians to lead efforts in adopting best practices and clinical guidelines to reduce the variability of the care provided and commit to goals of top decile performance in Quality Metrics, Patient Safety, and Customer Service.

Mission

McLaren Physician Partners through its members will be the best value in health care as defined by quality outcomes and cost.

Vision

To create a partnership with our physicians and the McLaren Health Care System to improve our population's health, enhance the patient experience, and create value.

Purpose

To engage our members and providers in our markets, provide education, tools and resources and lead the change in health care delivery.

Physicians Coming Together

MPP was originally established as a partnership between McLaren Health Care and its medical staff. Over the past twenty years, they have morphed and grown to encompass over 2,200 providers, over 250,000 managed lives, supporting the health of Michigan.

MPP is dedicated to their members' success and the creation of a clinically integrated network to drive healthcare delivery within their communities. To that

end, their focus is on providing resources to medical offices that provide value to assist with clinical integration, contracting, and quality. They are dedicated to engaging their clinicians to lead their efforts in adopting clinical guidelines to reduce the variability of the care provided and commit to goals of top decile performance in Quality Metrics, Patient Safety, and Customer Service.

MPP is responsible for the negotiation, development, and administration of a variety of managed care contracts for their network of clinicians, ancillary facilities, and hospitals. They serve as both an internal and external liaison between the McLaren Healthcare System, health plans, employers, and clinicians.



*McLaren Physician Partners
service area map*

Awards and Recognition

McLaren Health Care and its physicians are proud recipients of numerous quality awards and recognition, including the illustrative designations below.



Reporting Structure

The Director, Payor Contracting will report to Rachel White, Vice President of Payor Contracting.

Rachel White

Vice President, Payor Contracting

Rachel is a highly effective, results-driven healthcare leader with over 30 years of experience in contracting and payment across top organizations, including Blue Cross Blue Shield, Beaumont Health and McLaren Health Care Corporation. Today, Rachel leads the Payor Contracting Division at McLaren, planning and executing all managed care contracts, expanding third party payor and contract relationships, and identifying strategic growth opportunities. As an accomplished healthcare leader with an Executive Master's in Healthcare Administration, Rachel specializes in healthcare reimbursement, contracting, auditing, project management and new system implementations.

Supervisory Responsibility

The Director of Payor Contracting will be responsible for shared leadership of a contracting team currently located in Michigan. In coordination with a peer, the Director will have the opportunity to recruit for and select candidates to continue building the team. The position will work closely with various levels of organizational and third-party constituents throughout the Michigan market.

Position Summary

The Director of Payor Contracting will be responsible for the direction and coordination of third-party payor contracting activities system-wide for McLaren Health Care (McLaren) and its subsidiaries. Entities include the health system's hospitals in Michigan, retail clinics, home care, hospice, the employed clinician enterprise (McLaren Medical Group), and independent clinicians who are members of McLaren Physician Partners (MPP) under a messenger model. Furthermore, this leader will have an insightful understanding of population health and value-based contracting, while regularly advising the Vice President of Payor Contracting of contract performance and risk.

The Director will professionally and effectively communicate the advantages of contracting with McLaren to plans, negotiate contracts, provide ongoing expertise throughout the contracting process, and administer payor agreements. They will also co-manage the contracting team and monitor performance. An important role in the organization, the Director will be a team resource for McLaren and its subsidiaries, providing ongoing expertise throughout the contracting and administration of the payor agreements.

Primary Duties and Responsibilities

- Responsible for managing contracting activities with third-party payors.
- Collaborates on strategic planning for contracting activities.
- Resource for all contracting activities of MPP, McLaren Health Care Corporation and its subsidiaries. This includes, but not limited to review, redline, and evaluation of language of the Managed Care contracts.
- Participates in and leads negotiations, identifies any issues and coordinates contract workflow/approval through to contract execution.
- Leads and coordinates maintenance, development and upkeep of contracting database along with reporting of dashboard metrics to Vice President.
- Develops and implements policies and processes to monitor contractual obligations and ensure MPP and McLaren's compliance with such (i.e., annual performance benchmarks, payment rate changes, etc.).
- Analyzes changes in legislation, payor policies, rules and regulations impacting both facility and physician payments. Communicates and educates those impacted, as necessary.
- Acts as liaison between contracted Health Plans and MPP, McLaren, McLaren High Performance Network, and other subsidiaries, including but not limited to, research operational issues and develop work plans needed to resolve issues.
- Identifies and communicates process improvements to the contracting process and data requirements.

- Professionally and effectively communicates the advantages of contracting with McLaren. Research and recommend best practices for MPP processes.
- Leads, coordinates, and communicates roll-out of any new contracts or changes to existing agreements to appropriate MPP staff, MPP membership, and relevant McLaren departments and subsidiaries.
- Establishes effective business relationships with third party payors and governmental personnel to advance the goals and strategic objectives of the organization.
- Conducts contract modeling and analysis to support negotiating strategies. Modeling analysis completed for both facility and physician contract rate proposals.
- Maintains professional growth and development through seminars, workshops, and professional affiliations.
- Motivates staff; defines priorities and communicates to staff organizational goals and works with them to achieve them; seeks commitment from staff, encourages innovation and team building/planning.
- Displays high ethical standards and strong critical thinking skills.

Candidate Qualifications

Education and Qualifications

Required

- Bachelor's degree in business, health care or related field.
- Minimum of five (5) years' total experience in complex provider contracting and servicing in a health system managed care organization, Health Plan, PHO, PO or similar organization.
- Three (3) years in a leadership role leading a professional staff of five or more members in all phases of effective supervision (i.e., recruitment, performance management, training).

Preferred:

- Experience with standard and innovative contract and reimbursement methodologies, including but not limited to fee for service, value-based payments, risk contracting, capitation and bundled payments.
- Master's degree in Health Care Management, Finance or related field.
- Ten (10) years' experience in provider contracting and servicing in a health system managed care organization, Health Plan, PHO, PO or similar organization.
- Established relationships with health plans and other industry professionals.

Experience, Knowledge, Skills, and Abilities

- Stakeholder Influence: influential and persuasive in interacting with medical providers, medical office staff, hospital/facility medical and administrative staff, payors/health plans.
- Analytical Thinking: proficient in problem-solving and quantitative analytical skills.
- Prioritization: Ability to organize and prioritize workload.
- Communications: demonstrated excellent writing, communication, and interpersonal skills. Interacts with all internal and external customers in a positive, consistent, enthusiastic, and open-mannered approach. Exhibits skill in communicating complex information at a level of understanding for the appropriate intended recipients.
- Decision Making: uses independent judgment to exercise authority on behalf of McLaren Health Plan by keeping the organization's mission, vision, and values at the forefront.
- Self-Directed: works independently in a self-directed, non-confrontational, collaborative manner.
- Continuous Improvement: constantly seeks opportunities to improve processes to support more efficient and effective work outcomes.
- Customer Focus: promotes positive internal and external relations by actively seeking and being responsive to customer feedback. Ability to support and participate in continuous quality improvement projects.
- Organization Alignment: translates the MPP Vision, Mission statement into daily interactions with internal and external clients. Consistently exhibits a high level of character that exemplifies the core leadership traits developed by MPP. Demonstrates drive, initiative and ownership in all endeavors undertaken for the benefit of MPP.
- Planning/Organization: shows organizational skills through effective planning and delegating. Constantly seeks opportunities to improve processes to support more efficient and effective work outcomes.
- Financial Management: manages assigned departments and budget within specified parameters. Consistently contributes to sound financial practices.
- Contract Management: Ability to redline and defend contracts effectively with all parties involved and communicate agreement to all organizational stakeholders. Being thorough and focusing on details. Solve any contract-related problems that may arise with other parties and internally with the company itself.
- Ethics: displays high ethical standards.

Compensation

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

Contact

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