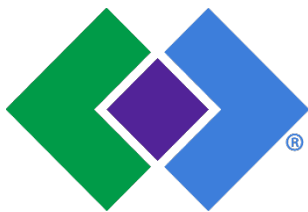




RUDISH HEALTH

Leadership Profile

Vice President of Revenue Cycle



HealthPartners®

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Position
Organization
Location
Website

Vice President, Revenue Cycle
HealthPartners
Bloomington, MN
www.healthpartners.com

Opportunity

HealthPartners, a premier \$10B integrated healthcare provider and health insurance organization headquartered in the Twin Cities, Minnesota is seeking its next overall system leader of revenue cycle.

Reporting directly to the enterprise Chief Financial Officer, this executive provides centralized oversight and expert management for all of HealthPartners' revenue cycle activities, representing close to \$5B in net patient services revenue. The function is consolidated and centralized under one Care Group system that integrates acute and professional billing. Key priorities include (1) optimizing and modernizing the revenue cycle to maximize financial performance, improve cash flow, reduce administrative burden, and deliver a seamless patient experience; (2) Epic Refuel: re-aligning functionality and workflows with the Epic Foundation System to unify configurations across provider types and locations, reduce aging customization, and support agile implementation of upgrades; and (3) evaluating opportunities to close the gap in inpatient, outpatient, and clinic diagnosis documentation for value-based care payments.

The successful candidate is a performance leader who is comfortable in a mission-driven culture while bringing a change agent mindset to challenge status quo and look ahead to digital innovation in revenue cycle management. A rare opportunity offering autonomy and visibility as the CFO's trusted adviser, the next Chief Revenue Cycle Officer will make a lasting impact at this acclaimed health system by helping drive its core mission to improve health and well-being for its patients and community.

HealthPartners

Founded in 1957, HealthPartners started as a cooperative to help people pay hospital bills that were hard to afford. Four Minnesotans – a credit union manager whose health was failing, a cowboy turned postal worker, an idealistic cooperative manager, and a socially-conscious lawyer – set out to form a prepaid health plan. Together, they established Group Health, one of the first consumer-governed, prepaid health plans in the United States. While radical at the time, it helped change American health care for the better.



HealthPartners
Bloomington, MN

Today, HealthPartners is an integrated healthcare organization providing healthcare services and health plan financing and administration. With eight hospitals in Minnesota and Wisconsin and health plan members across five states, HealthPartners touches 1.4 million patients and 1.4 million insured members every year. Through community engagement, improving health care, and countless hours of research and education, HealthPartners retains its founding belief in the power of good.

Read more about the history of [HealthPartners](#).

Mission and Vision

Mission: To improve health and well-being in partnership with our members, patients, and community.

Vision: Health as it could be, affordability as it must be, through relationships built on trust.

Key Statistics¹

2025 Total Operating Revenue: \$9.3B (Care Delivery and Premium Revenue)

2025 Net Patient Service Revenue: \$4.7B

- \$2.4B facility
- \$2.3B professional

Care Locations

- Hospitals: Eight (four acute, four critical access). The largest, Regions Hospital, is a Level I Trauma Center with a burn unit.

- 55 primary care clinics
- 22 urgent cares
- 18 dental clinics

Specialties: 50+ medical and surgical specialties

Providers: 2,100 physicians and 60 dentists

Patients: 1.4 million in MN and WI

Insured Members: 1.4 million across MN, WI, IA, ND, and SD

Employees: 28,000

Research Studies: 350+ annually

Medical Residents and Fellows: 700+ trained annually

1. Source: HealthPartners and [Quick Facts](#)

Awards and Recognition

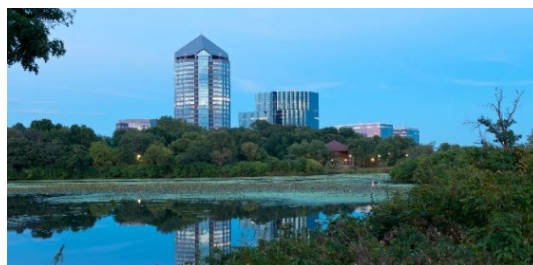
HealthPartners hospitals, plans and providers are a proud recipient of numerous quality awards and recognition, including the illustrative designations below.



Bloomington and The Twin Cities, Minnesota

Laying along the shores of the serene Minnesota River as it winds its way through the Twin Cities, the city of Bloomington has something to offer for just about everyone.

HealthPartners headquarters are a mere two miles from the Minneapolis-St. Paul International Airport, 10 miles from downtown Minneapolis, and 13 miles from St. Paul. Bloomington and other nearby communities balance big city access with a lifestyle that values community engagement, education, and recreation. This family-friendly community is celebrated for its livability score, with a low crime rate and over half of its 85,000 residents having children under 18 in highly regarded schools.



Bloomington, MN

Lovers of the arts will appreciate Bloomington's Center of the Arts, which draws audiences and participants from around the Twin Cities and beyond within theaters, galleries, art classrooms, and dance studios for the center's nine resident arts organizations. A short ride away is the renowned Guthrie Theatre, home to Broadway touring shows, world-class musicians, and neighboring art galleries and museums.

Further afield, the natural wonders of the North Star State reveal themselves to the avid adventurer. The "land of 10,000 lakes" lives up to its name year-round as the four distinct seasons are one feature many Minnesotans truly love about the state. Residents enjoy winter sports galore including skiing, skating, sledding, or watching the falling snow by a warm log cabin fire inside some of the finest craft breweries North America boasts. Spring is welcomed as a true breath of fresh air. In warmer months, hike to find unblemished ponds in spectacular scenery or paddle a canoe across the lake. Take a refreshing dip before watching the stars rise above the canopy of trees. And fall couldn't possibly be more beautiful, with brightly colored leaves, sunny days, and crisp evenings.

For those who'd rather stay closer to home, Bloomington guarantees to be a shopper's paradise. The Mall of America provides continuous entertainment around the corner from consumer stores to the Crayola Experience and Nickelodeon Universe – the nation's largest indoor theme park. With a growing, younger population of diverse residents, unspoiled nature, and world-class cities a short drive away, it's not hard to imagine calling Bloomington home sweet home.

Reporting Relationship

This position reports to the enterprise CFO for HealthPartners.

Blake Berquist

Executive Vice President, Chief Financial Officer

Blake Berquist serves as executive vice president and chief financial officer at HealthPartners, where he leads finance across the organization, including the care group and health plan, as well as treasury, accounting and payroll, revenue cycle, payer relations, real estate and supply chain. He partners closely with operational leaders to deliver the financial strength needed to advance HealthPartners' mission and vision.

Blake brings more than 17 years of health care finance and operations experience, including CFO roles across commercial, Medicare and Medicaid programs. Most recently, he served as CFO for UnitedHealthcare's national commercial health insurance business, supporting more than 30 million members and leading a team of over 1,000. He is a certified public accountant (CPA) and chartered financial analyst (CFA), with a strong background in financial stewardship, strategy and investment analysis. Blake has also served as a board member and treasurer for the Northside Economic Opportunity Network and volunteers as a tax preparer with Prepare + Prosper.

Blake holds a Master of Accounting from the University of North Carolina at Chapel Hill and a Bachelor's degree in Economics from the University of Wisconsin at Madison.

Supervisory Role

The system revenue cycle leader is responsible for the oversight of a function of 970 FTEs including four direct reports (one Senior Director of Patient Access and Financial Clearance, one Senior Director of HIM, one Senior Director of Patient Financial Services, and one Director of Revenue Cycle Operations).

Additionally, an offshore relationship with AGS covers some supplemental coding and back-office functions, with prior auth and document indexing testing underway.

Position Summary

The system Vice President of Revenue Cycle is responsible for the centralized management and strategic leadership of revenue cycle functions within HealthPartners' Care Group, including both professional and hospital revenue. The position directs, manages, and implements programs to ensure efficient operations of HealthPartners' revenue management program in order to align and improve patient access, financial performance and generate cash flow for the Care Group system. This leader is accountable for meeting system-wide Revenue Cycle goals aligned with the business and Triple Aim strategies, building on integrated revenue cycle functions to develop a best practices platform with standardized policies, processes, and procedures consistent with System Services work.

Key Responsibilities

Accountabilities

- Develops and directs the implementation of revenue cycle strategies to ensure appropriate collection of all service revenue that is due the Care Group.
- Provides leadership and direction for revenue cycle initiatives by initiating collaborative processes to implement comprehensive and compliant revenue cycle procedures that meet federal, state, local and payor-specific requirements.
- Defines, establishes and communicates revenue cycle performance expectations, including, but not limited to prior authorization, registration and admission, point of service collections, financial counseling/charity, charge master, charge capture, clinical documentation improvement, coding, claim processing, cash posting, denials management, collections, customer service, and all other aspects of revenue management.
- Monitors and analyzes financial operations and key performance indicators such as accounts receivable, cash collections, denials and controllable loss to ensure optimal performance.
- Directs denial management strategy and initiatives with a focus on prevention. Collaborates with revenue cycle, clinical and financial teams to evaluate and address root causes of payment delays and payor denials to optimize revenue recovery and reduce avoidable write-offs.
- Partners closely with Managed Care leadership to ensure alignment on payor strategy and financial/operational impacts. Interacts with HealthPartners health plan leadership to resolve any operational issues including denials. Works in conjunction with other clinical, finance and technology areas to ensure coordinated activities with respect to all HealthPartners Care Group revenue cycle needs.

- Identifies opportunities to leverage systems, processes, standardization or other vehicles to lower cost while maintaining or improving customer service.
- Recruits, develops, motivates, manages and retains a high performing revenue cycle infrastructure. Makes adequate training programs available to support staff performance – productivity and quality metrics and conducts performance appraisals in accordance with Human Resource policy and good business practice. Ensures compliance with organizational and departmental policies and procedures.
- Manages vendor and professional services relationships in the revenue cycle function.
- Analyzes the impact of regulatory changes on internal processes and policies, identifies system-wide impact of such changes, and modifies policies and procedures to adapt to them.
- Contributes to the institutional knowledge of the latest trends and best practices. In doing so, evaluates people, process and technology improvements to address revenue cycle performance, organizational initiatives, regulatory requirements and emerging industry trends.
- Leads the identification and implementation of revenue management technology innovations, including AI and other automation.

Decision Making

- This position reports to EVP & Chief Financial Officer and operates with broad authority to lead the revenue cycle function, while held accountable for key performance metrics.
- The individual is expected to lead the revenue cycle function while always maintaining the perspective of an organization-wide leader. S/he must be able to make decisions that are in the best interests of the integrated organization.

Candidate Qualifications

Education and Experience

- Bachelor's degree required (degree in Business, Finance, Accounting or Financial Systems preferred).
- Master's degree preferred.
- Ten years of experience in reimbursement and revenue cycle activities including at least five years in a leadership position.

- Strong operations experience leading a unified revenue cycle function for a large integrated healthcare system with both hospitals and physician group practices, or in a healthcare revenue cycle consulting practice. Solid understanding of the challenges and opportunities in revenue cycle in a health care system of similar complexity.
- Strong experience in change management. Transformational in approach while driving a focus on performance improvement.
- Epic experience required.

Knowledge, Skills and Abilities

- Broad knowledge of modern revenue cycle management, systems, practices and principles.
- Strong reporting, analytics and process improvement experience.
- Proven ability to influence business partners, lead change and work collaboratively with all levels in the organization to accomplish goals.
- Proven experience in directing and motivating a staff of professionals by setting challenging objectives with clear performance expectations to hold them accountable.
- Ability to analyze and think strategically enterprise-wide to react to changing business conditions in the face of conflicting priorities or limited resources.
- Excellent written, verbal presentation and public speaking skills.
- Ability to exercise a high degree of initiative, judgment and discretion.
- Proven success in navigating through complex matrix-based organizations with strong influencing skills to drive initiatives through to their successful conclusion.

Compensation

An attractive compensation, benefits, and relocation package will be offered commensurate with the candidate's experience, with a base salary range in the \$400s plus bonus.

Contact

Rudish Health

www.rudishhealth.com



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