



RUDISH HEALTH



Leadership Profile

Corporate Financial Planning and Analysis (FP&A) Leader



MedStar Health

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Corporate Financial Planning & Analysis Leader
MedStar Health
Columbia, Maryland
www.medstarhealth.org

Opportunity

MedStar Health, a premier \$10B integrated hospital and health care delivery system serving Maryland and the Washington DC region, is seeking a highly qualified professional as its next corporate Financial Planning and Analysis leader.

This individual provides systemwide leadership and expertise over long-range financial planning, annual budget, and monthly analytics for all entities within an integrated shared services finance model, stepping into an expanded role following an 18-month finance transformation that has created three new corporate finance centers of excellence: revenue analytics, data analytics and an enlarged central FP&A team in addition to existing centers of excellence in accounting, reimbursement and treasury.

Key priorities include (1) collaborating with operating entity CFOs to translate financial insights into strategically aligned business decisions, performance actions and financial outcomes; (2) people development to grow leaders from re-distributed roles assembled post transformation; and (3) continued optimization of center of excellence strategy including development of tools and methodologies that create efficiencies for the finance organization and participation in future road-mapping for emerging ERP modernization efforts.

This position offers high visibility with the opportunity to garner finance experience across several corporate functions as well as provide direct inputs supporting preparation for the Board's finance committee. It is a critical part of MedStar Health's succession planning program. Joining a high-performance corporate finance team, the successful candidate will demonstrate hands-on multi-entity healthcare provider experience and strong executive presence to partner credibly with hospital CFOs.

MedStar Health

MedStar Health combines the very best aspects of academic medicine, world-leading research, and cutting-edge innovation with a complete spectrum of clinical services. As the largest healthcare provider in Maryland and the Washington DC region, MedStar Health's hospitals are internationally recognized for uncompromising excellence.



MedStar Georgetown University Hospital
Washington, DC

A \$10 billion, not-for-profit, regional system headquartered in Columbia, Maryland, MedStar Health leads the way in serving mid-Atlantic patients with a patient-first philosophy that combines care, compassion, and clinical excellence with an emphasis on customer service. Their ~37,000 associates and nearly 4,000 employed and affiliated providers work in a variety of settings across the health system, including 10 hospitals and more than 300 ambulatory-based locations, the largest home health organization in the region, and highly respected institutes dedicated to research and innovation.

MedStar Health is dedicated to providing the highest quality care for people in the capital region, while advancing the practice of medicine through education, innovation, and research. As the medical education and clinical partner of Georgetown University for more than 20 years, MedStar is dedicated not only to teaching the next generation of physicians but also to the continuing education and professional development of the whole team.

Key Statistics ¹

Net Operating Revenue: \$10B
System Associates: 37,015
Employed Physicians: 2,734
Residents and fellows: 1,199

Locations: 10 hospitals and 300+ amb sites
System Beds: 3,600+
Total Inpatient Admissions: 119,642
Total Outpatient Visits: 6,349,085

1. Source: MedStar Health Finance and [Facts and Figures](#)

MedStar Health Locations

MedStar Corporate Offices: Columbia, MD

Hospitals

- MedStar Washington Hospital Center, Washington DC
- MedStar Georgetown University Hospital, Washington DC
- MedStar National Rehabilitation Hospital, Washington DC
- MedStar Union Memorial Hospital, Baltimore, MD
- MedStar Franklin Square Medical Center, Baltimore, MD
- MedStar Harbor Hospital, Baltimore, MD
- MedStar Good Samaritan Hospital, Baltimore, MD
- MedStar Montgomery Medical Center, Olney, MD
- MedStar Southern Maryland Hospital Center, Clinton, MD
- MedStar St Mary's Hospital, Leonardtown, MD

Physician Enterprise and Other Assets

- MedStar Medical Group
- Medstar Georgetown Physician Group
- MedStar Urgent Care: 33 locations
- Ambulatory Surgery Centers: 6
- Ambulatory Radiation Therapy Sites: 5
- Imaging Centers: 4
- MedStar Health Home Care
- MedStar Family Choice (Medicaid MCO)

Mission, Vision, and Values

Mission: To serve our patients, those who care for them, and our communities.

Vision: To be the trusted leader in caring for people and advancing health.

Values:

- **Service** — Strive to anticipate and meet the needs of their patients, physicians, and co-workers.
- **Patient first** — Strive to deliver the best to every patient every day. The patient is the first priority in everything they do.
- **Integrity** — Communicate openly and honestly, build trust, and conduct themselves according to the highest ethical standards.
- **Respect** — Treat each individual, those they serve and those with whom they work, with the highest professionalism and dignity.

- **Innovation** — Embrace change and work to improve all they do in a fiscally responsible manner.
- **Teamwork** — System effectiveness is built on the collective strength and cultural diversity of everyone, working with open communication and mutual respect.

Awards and Recognition

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



Maryland and the National Capital Region

Since our capital city's first days, the DMV region comprised of DC, Maryland, and Virginia have given people many reasons to come to explore the past and to chart new futures. Consistently ranked in the top places to live nationally, the area offers residents a unique mix of scenic outdoors, rich history, and a choice of urban or suburban neighborhoods alongside thriving private and public economic sectors.

MedStar's corporate location in Columbia is well-situated centrally for access. Maryland has a place to call home for just about every lifestyle ranging from vibrant city beats in the heart of Baltimore; waterfront communities in the Chesapeake Bay, Annapolis (sailing capital of the US), and the Eastern Shore; and family friendly suburbs such as Laurel and Ellicott City. Residents enjoy the state's esteemed natural beauty with well networked hiking trails and parks as well as beaches in Ocean City and mountains that supply outdoor recreation all year round.



Lake Kittamaquidi
Howard County, Maryland

A mere 20-25 miles between both Baltimore and the Nation's Capital, big city life is a quick ride away. Explore some of the region's artistic and culinary treasures by day before a night at one of Washington DC's live theatres and concert venues. History enthusiasts will delight in the city's steep political and monumental landmarks. The national capital region also welcomes a thriving international community, which makes it a great place to meet people from all over the world. Diplomats from each embassy organize cultural programming during Passport DC – the world's largest embassy open house. Additionally, nature enthusiasts love the running, boating, hiking, and biking trails that are well-preserved by the national park service as part of DC's mission to balance urban and natural living within the design of the city. The area has a temperate climate across four seasons, highlighted by stunning cherry blossoms that bloom along the Tidal Basin each spring. Extensive trails along the Potomac River connect the district with neighborhoods along the Virginia and Maryland banks. DC and Arlington consistently rank in the top 5 fittest cities in America annually.

The greater Washington area includes the suburbs of Virginia and Maryland which are home to commuters inside and outside the I-495 loop. Howard, Montgomery, Arlington, and Fairfax Counties are just four of the many jurisdictions that offer good schooling and spacious homes. Within a two-hour driving radius are beaches, mountains, and Virginia wine country. The I-95 corridor provides quick access to New York, Philadelphia, Richmond and other east coast cities, along with three major airports. It's not hard to imagine calling the region home sweet home.

Reporting Structure

This position reports to MedStar Health's Vice President of Operational Finance, Planning & Analysis.

Patricia Grubb Morehead, CPA

Vice President of Operational Finance, Planning & Analysis

Patricia (Tricia) Morehead is the Vice President, Financial Planning and Analysis at MedStar Health. In her role, Tricia provides enterprise financial leadership across the health system with responsibility for financial planning and analysis, long-range forecasting, capital planning, decision support, and financial strategy supporting major operational and strategic decisions. She provides executive leadership and oversight to entity CFOs across the Medical Group, Ambulatory Services, multiple hospitals and the corporate enterprise, ensuring alignment between entity performance, system financial objectives, and enterprise strategy. Beyond traditional finance responsibilities, she leads the technology team supporting the ERP systems and serves as a senior finance leader on key enterprise governance councils helping shape technology, data, and other major organizational investments and priorities.

Joining MedStar Health in 2010, Tricia previously worked as AVP of both Financial Services and Budget and Financial Forecasting before expanding to her current role.

Prior to MedStar, Tricia worked at MuniMae and Clifton Gunderson. She is a graduate of Western Maryland College, holds an MBA from Loyola College in Maryland, and is a CPA.

Supervisory Role

This leader oversees a team of four direct reports:

- one FP&A Director for Corporate and Integrated Services who manages four analysts/senior analysts
- two FP&A Managers over eight analysts/senior analysts
- one Senior Financial Planning Analyst

This individual will additionally partner closely with peers in accounting and financial reporting; revenue analytics; business intelligence, capital management, and financial transformation; as well as collaborate directly with entity CFOs and their leadership teams.

Position Summary

The FP&A leader provides system leadership and expertise over the systemwide financial planning cycle, monthly variance analytics and corporate companies and integrated services finance. This individual is responsible for execution of the systemwide financial forecast, budget and monthly analytics support for variance analysis. This includes working collaboratively with operating entity CFOs and finance business partner teams, system functional leaders and system executives.

Primary Duties and Responsibilities

- Directs the development of the \$10 billion annual long range financial plan and annual operating and capital budget for MedStar Health including establishing timelines and communication tools, development of major assumptions, development of baseline financial plans for local review, and ensuring consistency in analytics and planning methodologies
- Responsible for the preparation, collaboration and review of various materials for Board of Director and Board committees throughout the year on topics including budgeting, forecasting and financial performance compared to budget. Prepares and reviews detailed support for board materials. Advises Executive Management concerning the financial and budgetary affairs of the organization and assists Executive Management in the resolution of financial matters.
- Supports the budget variance analysis process at month-end including delivering baseline analytics to local hospital finance teams and collaboration to analyze and interpret performance trends. Oversees the development and execution of recurring periodic management reporting and analysis.
- Responsible for preparation of process and training documentation and for the routine training of key stakeholders to ensure knowledge transfer of MedStar finance processes and policies.
- Responsible for administration of the finance review and approval in alignment with the system contract administration process.
- Serves as system owner of budget and forecasting technology tools and reporting and is responsible for overseeing and collaborating with stakeholders to optimize the use of the system and evaluate emerging technologies with an eye toward continuous improvement.
- Assists and coordinates with other members of system-wide and local finance teams to ensure alignment on financial objectives and initiatives.
- Develops and contributes to the achievement of established department goals and objectives and adheres to department policies, procedures, quality standards and safety standards. Ensures compliance with hospital/facility

policies and procedures and governmental/accreditation regulations.

- Participates in multidisciplinary quality and service improvement teams as appropriate. Participates in meetings, serves on committees and represents the department and hospital/facility in community outreach efforts as appropriate.
- Manages direct reports, including training, orienting, and assignment of department staff. Develops standards of performance, evaluates performance, and conducts performance management and development planning. Initiates or makes recommendations for personnel actions. Maintains ongoing communication with subordinates to review programs, provide feedback, discuss new developments, and exchange information.

Candidate Qualifications

Education and Licensure

- BS in Accounting or Finance is required.
- CPA or MBA is preferred.

Experience, Knowledge, Skills and Abilities

- Seven years' leadership experience is required.
- Hands-on experience with multi-entity healthcare provider financial planning and analytics is required.
- Strong analysis skills.
- Excellent communication skills.
- Advanced computer skills (PowerPoint and Excel).
- A "can do" attitude.
- Other relevant experience includes financial reporting, financial feasibility studies, capital management, data and analytics and technology system ownership.

Compensation

An attractive compensation and benefits package including a hiring range of \$239,600 to \$324,200 (note: commensurate with experience) with an annual incentive award will be offered.

In addition to your salary, MedStar Health offers a comprehensive healthcare package (including medical, dental and vision subject to eligibility requirements) and other benefits. The salary offered for this specific position is based on a

number of legitimate, non-discriminatory factors set by MedStar Health. MedStar Health is fully committed to ensuring equal pay opportunities for equal work regardless of gender, race, or any other category protected by federal, state, and local pay equity laws.

The hiring range is the range MedStar Health, in good faith, believes is the range of possible compensation for this role at the time of this posting. This range may be modified in the future and actual compensation may vary from posting based on work experience, education and/or skill level, etc. Even within the range, the actual compensation will vary depending on the above factors as well as market/business considerations. No amount is considered to be wages or compensation until such amount is earned, vested, and determinable under the terms and conditions of the applicable policies and plans. The amount and availability of any bonus, benefits, or any other form of compensation and benefits that are allocable to a particular employee remains in MedStar Health's sole discretion unless and until paid and may be modified at MedStar Health's sole discretion, consistent with the law.

Contact

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