



VICE PRESIDENT, MEDICAID STRATEGY & INITIATIVES (Full-Time, Remote)

About the position

HealthBegins is looking for a **Vice President** to join our leadership team! This is a full-time remote, salaried position, reporting directly to the CEO, with a matrix reporting relationship to the Managing Director.

As **Vice President for Medicaid Strategy & Initiatives**, you will join a fast-growing team that's inspiring and helping courageous leaders across the nation to make healthcare and society better by improving health equity and addressing the "upstream" social, economic, and structural conditions and practices that put people in harm's way, including historically marginalized communities. This role will draw from your extensive experience guiding Medicaid transformation and working with and across Medicaid managed care plans, state Medicaid agencies, healthcare systems, and social sector nonprofits to help clients not only achieve contractual and regulatory requirements and accreditation standards but also to achieve long-term impact related to health equity and the social and structural drivers of health equity (SDOH-E).

As Vice President for Medicaid Strategy & Initiatives, you will primarily be responsible for developing business opportunities, ensuring client success and impact, and leading and managing teams and client projects across two-related HealthBegins service lines - *Strategy Consulting* and *Initiatives and Programs*. In *Strategy Consulting*, we help Medicaid managed care plans, health systems, and large social sector clients to design and implement enterprise-level strategies to advance health equity and improve social and structural drivers of health equity (SDOH-E) for defined patient populations and communities. Through our *Initiatives and Programs*, we partner with clients and key stakeholders to design, launch and manage bold initiatives to improve SDOH-E in key focus areas, including but not limited to food security, housing justice, and maternal health equity. As an experienced consultant and leader with deep subject matter expertise and networks in Medicaid transformation, the Vice President's key role is to manage projects and cultivate relationships with prospective clients and partners, extending the reach and impact of HealthBegins' mission.

HealthBegins seeks to inspire and drive radical transformation in health equity by helping clients and partners to equitably and effectively integrate health and social care, address individual health-related social needs, improve community-wide social determinants of health, and dismantle deeper structural determinants of health inequity. You will join a dynamic and supportive work culture that uplifts team members with great [benefits](#) and values, supports the balance of work and family commitments, and promotes excellence and impact through team collaboration, continuous learning, diversity, equity, inclusion, and sense of belonging.

Who will love this job:

- **A mission-driven servant leader and manager** – You have interpersonal savvy, a deep commitment to advancing health equity and justice, and love leading and collaborating with diverse teams. You communicate a compelling and inspired vision and concrete mileposts to rally your team and your clients' support for the vision and the work.
- **A motivator, driving teams for results** - You cultivate a work environment where people want to do their best. You know how to unlock your colleagues' powers, inviting input from each person and sharing ownership and visibility..
- **An expert consultant with business acumen:** You are knowledgeable about current and possible future policies, practices, and trends in the Medicaid managed care environment and maintain awareness of innovators, funders, potential clients, collaborators, and competitors. You translate this knowledge into client impact through your consulting expertise and skills such as data-informed decision-making, executive communication skills, and indirect influence with clients.
- **A mentor and people builder who develops and leads direct reports:** You set the strategic direction for the team and manage performance levels as a team and for individuals. You provide challenging and stretching tasks and assignments to your direct reports and hold frequent development discussions to further each direct report's career goals.

What you'll do:

Client Services and Portfolio Management

- Oversee the development and management of HealthBegins' portfolio of Medicaid-related projects and clients, including Medicaid Managed Care Plans, state Medicaid agencies, and health systems, and directly oversee our *Strategic Consulting* and *Initiatives and Programs* service lines.

- Lead the client services and success approach for these service lines by establishing and using OKRs, KPIs, and client metrics to track the performance and quality of services.
- Ensure that the team and the entire portfolio of client projects remain focused on achieving goals, including impacts on health equity, client satisfaction and capacity, team culture, and financial performance.
- Work closely with the Executive Team to define strategic priorities, allocate resources, and pursue opportunities for business development and expansion with existing client relationships and new prospects.
- Monitor project timelines, budgets, and deliverables to ensure successful outcomes and client satisfaction.
- Analyze policy and market trends, partner and competitor activity, and client feedback to inform portfolio strategy and decision-making.

Team Leadership and Resource Management

- Lead, manage, and directly oversee and have complete Profit & Loss (P&L) responsibility for projects in our *Strategic Consulting* and our *Initiatives and Programs* service lines.
- Lead, recruit and inspire a diverse team of internal consultants, SMEs, and project management professionals, as well as external consultants, SMEs, and partners, fostering a culture of collaboration, innovation, and excellence.
- Provide strategic direction and guidance to team members, ensuring alignment with organizational goals and objectives.
- Mentor and coach team members to develop their skills, expertise, and leadership capabilities.
- Foster a supportive and inclusive work environment that promotes professional growth and employee satisfaction
- Lead the team to identify and standardize best practices for service lines, and support continuous process improvement efforts to optimize impact and utilization of resources.

Business Development and Thought Leadership

- Cultivate relationships with industry experts, academics, and influencers to stay abreast of Medicaid policy and market developments and enhance HealthBegins' reputation as a thought leader.
- Collaborate with the Communications team and other teammates to identify opportunities for thought leadership and marketing that showcase HealthBegins' expertise and differentiate it from competitors and others in the ecosystem.
- Drive the creation of high-quality, insightful content such as white papers, articles, and presentations on industry trends, best practices, and emerging technologies.
- Foster a culture of innovation by contributing to and collaborating with internal research & development efforts to gather feedback and insights about clients' problems, refine solutions and service offerings, and improve outcomes.
- Represent HealthBegins at industry conferences, seminars, coalitions, networks, and other spaces to share insights, build relationships, and further establish HealthBegins as a trusted advisor and leader in this space.

You should have

- Bachelor's or Master's preferred in Public Health, Public Administration, Public Policy, or in a similar field,
- At least 5 years of experience leading and supporting major healthcare initiatives and managing diverse teams, with at least two (2) of those years in a consulting role supporting or guiding Medicaid-managed care plans, healthcare systems, and/or community-based social service providers to navigate and implement Medicaid transformation
- Deep understanding of the Medicaid policy environment at the state and federal level, and how that policy impacts and can best be implemented by providers and partners on the ground.
- Experience planning and implementing health equity strategies (including strategies addressing social and structural drivers of health equity) is a plus
- Experience reviewing and interpreting financial reports, including Profit & Loss (P&L) reports, with preference for candidates who have had Profit & Loss (P&L) responsibility for a business unit, team, or practice area within a consulting firm.

Technical skills include

- Expert proficiency in Microsoft 365 and Google Suite software.
- Excellent experience with databases and CRM software.
- Proficiency using platforms like Zoom, Slack, MS Teams, and Webex
- Knowledge and experience working with industry-leading project management methods, tools, and resources.
- Adept at managing department, project, and staff budgets, resources, and capacity; interpreting and using financial reports (including P&L reports); and can understand and communicate core financial management concepts to team members.

Physical requirements

- Ability to regularly work and meet on Pacific Time
- Will provide reasonable accommodations to support candidates to work remotely and to support physical ability
- Ability and willingness to travel up to 20% of the time, inclusive of company retreats or team conferences

Don't meet every requirement?

Even if you don't meet all requirements, we still want to hear from you! Research shows that women, non-binary applicants, and people of color often hesitate to apply unless they check off every box. HealthBegins strives to maintain a diverse and inclusive workforce through recruitment, retention, and promotion policies. We strongly encourage applications from individuals with diverse backgrounds, experiences, and identities as well as those who have been directly impacted by the social needs and systemic barriers we seek to address.

HealthBegins believes that all persons are entitled to equal employment opportunities and does not discriminate against its employees or applicants because of race, color, religion, sex, pregnancy, national origin, ancestry, age, marital status, sexual orientation, disability, or medical condition.

Why work at HealthBegins

HealthBegins is a mission-driven consultancy firm that drives radical transformation in health by helping Medicaid-managed care plans, health systems, and social sector clients advance health equity and improve the social and structural drivers that put patients and communities in harm's way. Better health for all begins with equity. Learn more [here](#).

The compensation package for this position includes a salary range of \$165,000 - \$175,000 commensurate with experience plus an annual bonus awarded based on individual and team performance. We also provide great [benefits](#) that value and support you as you balance work and family commitments.

How to apply

In order to apply, you must be authorized to work in the United States. Submit your cover letter and resume to talent@healthbegins.org. We will not accept candidates without a cover letter and resume.

This is a primarily remote position with some requirements for in-person meetings and travel, and preference will be given to qualified candidates based in California.