



Chief Financial Officer (CFO) at Moab Regional Hospital

Moab Regional Hospital is looking to hire a dynamic, hard-working, and well-rounded CFO to join our team. The CFO plays an essential role in our operational successes through administrative and leadership support and by directing all financial activities: accounting, revenue cycle, financial systems and controls, compliance, financial analysis, budgeting, operational effectiveness, strategic positioning, and reporting. The CFO facilitates the realization of quality and economical health care services within established facility guidelines and philosophies.

Our ideal candidate is equally comfortable meeting with the Board of Directors as explaining a balance sheet to a new employee. The right applicant successfully manages both the big picture and day-to-day financial operations while working as part of a small team. We are looking for someone who is excited to work with a diverse group and build long-term relationships within the facility and throughout the region. Our ideal candidate is someone that will embody and enrich our culture of employee engagement, quality patient experiences, safety, and fiscal responsibility.

The CFO is a member of the executive leadership team at MRH and is expected to embody the mission, vision, and values of Moab Regional Hospital. This position is expected to maintain a high level of visibility and connectivity within the facility. The CFO also serves as one of the key thought partners to the CEO and is expected to provide honest counsel, both financially and strategically.

Summary of Duties

- Provide leadership to achieve financial and operational performance objectives including revenue growth, operational margin targets, effective expense management and overall efficiency measures. This includes the use of analytical processes to assure the success of initiatives and performance improvement opportunities in the areas of operational performance, clinical excellence, patient satisfaction and employee engagement.
- Provide leadership in strategic planning and evaluation/assessment of growth and operational initiatives as well as the evaluation, development and implementation of new programs and service lines, capital acquisition (including current campus expansion) and technological investments. This includes the evaluation and assessment of future facility operations to ensure strong financial and operating outcomes.
- Provide leadership, supervision, guidance and development for staff. Articulate and demonstrate continuous quality improvement through the support and display of MRH values and service standards. Identify and provide growth opportunities for high-potential staff, which may include functioning as a mentor.
- Develop strategy and drive process improvements focused on clinical services, outcomes, patient throughput, and patient safety. Promote a patient-centered healing environment. Promote the use and implementation of technology in the workplace in order to streamline operations, improve communications, and optimize work processes.
- Ensure the Ethics & Compliance Program operational and functioning in all areas that report to the CFO. Enforce MRH's compliance policies and procedures; assist or help coordinate compliance investigations, audits, and monitoring activities; coordinate and oversee compliance training.
- Help cultivate and nurture an effective team in order to coordinate activities, review work, exchange information, and resolve problems. Champion, model, and promote effective customer service skills at the facility to enhance patient and staff experiences.

Must have proven ability to:

- Develop efficient business processes with a particular focus on effective revenue cycle management.
- Effectively report and communicate outcomes to employees and community members, both with and without finance backgrounds.
- Ascertain value in terms of cost, efficiency, quality, patient satisfaction and population health trends and needs.
- Build and support a culture that is patient-focused and customer driven.
- Develop and motivate managers and staff to achieve strategic objectives and maintain accountability.
- Gain credibility and partner effectively with medical staff to achieve desired organizational outcomes.
- Lead profitable financial operations for a large, complex organization.
- Achieve cost savings in a decisive, collaborative, and professional manner.
- Thoroughly understand insurance and managed care contracting principles and practices.
- Possess in-depth knowledge of revenue cycle, accounting principles, budgeting, cost accounting, reimbursement, and strategic planning.
- Negotiate with insurance payers and vendors to achieve financial objectives while maintaining positive relationships.
- Strategically and proactively create and manage financial solutions resulting in organizational growth and success.
- Coach and develop direct reports, hold accountable when appropriate, and successfully navigate challenging conversations.
- Quickly assess and assimilate organizational and industry financial dynamics and make appropriate decisions related to new initiatives.
- Construct and implement new and innovative solutions to meet changing organizational needs and goals.
- Project management and construction of new facilities.
- Establish, pursue, and monitor appropriate process and outcome measures for key initiatives. Analyze a variety of complex financial and statistical data.
- Anticipate and meet the needs of internal and external customers.
- Build strong, trusting relationships at all levels within the organization through excellent interpersonal skills, including effective communication skills (written, oral, and listening).

Essential Soft Skills:

Strong work ethic, excellent self-management, flexible, emotionally stable, honest, kind, results-oriented, persuasive, self-aware, motivational, able to make rational decisions in difficult situations with many variables, confident, humble, systems-thinker, innovative, life-long learner, courageous, collaborative, an effective listener, and passionate about continuous improvement and providing high-quality care and service to patients, employees, and physicians.

Minimum Qualifications:

- Strong knowledge and understanding of healthcare business and finances as normally obtained through the completion of a Bachelor's Degree in Accounting, Finance, Economics, Business Administration or related discipline.
- Must possess a strong knowledge and understanding of healthcare financial operations with a minimum of five years of progressive financial leadership experience.
- Must possess three years of experience in a hospital or multi-physician practice environment at a management level.

Preferred Qualifications:

- Master's Degree in Accounting, Finance, Business Administration or related discipline.
- Prior experience working as a CFO or C-suite Officer in an integrated delivery system or medical center.
- Experience working in all financial disciplines, including but not limited to: financial analysis, revenue cycle, budgeting, and accounting.

To Apply:

Please email your resume and statement of interest in PDF file format to Katherine Sullivan, Human Resources Director (katherines@mrhmoab.org). Your statement of interest should be at least six (6) sentences and should articulate your interest in both the position as well as the community of Moab. Please avoid summarizing your resume. Applicants that fail to include a statement of interest or submit application materials in PDF files will not be considered, regardless of qualifications.

Applications will be accepted through December 18, 2020.

All positions subject to close without notice. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or other protected status.