



**Steward Health Care System**  
**Director of Finance**  
**Steward Health Care Network**  
Dedham, MA

**The Organization**

**Steward Health Care System, LLC (“Steward”)**

Steward Health Care System is a Massachusetts-based company whose healthcare delivery service area – as well as administrative operations and management functions – spans eastern Massachusetts. Steward is the second largest private employer in the Commonwealth, with more than 14,000 employees. A physician-led organization, Steward is New England’s largest, community-based, provider network encompassing more than 1,800 physicians and eight community hospitals (and growing); as well as nurses, home health, behavioral health and hospice providers. Steward’s mission is straightforward: to provide world-class, quality healthcare in the community where our patients live. Steward believes in ensuring that patients have access to affordable, high-quality care, as well as life-saving medical technology in their communities. See [www.steward.org](http://www.steward.org).

**Steward Health Care Network, Inc (“SHCN”)**

Central to Steward’s integrated provider network is the Steward Health Care Network, Inc. A subsidiary of Steward, the Network is the leadership team and formal legal structure with a governing board that unifies the Network of approximately 1,800 physicians in 11 locally-based provider organizations. Each of these provider organizations has its own governance structure that is accountable for the quality and performance of its providers. The integration of both local governance and central governance gives Steward the ability to manage large populations across many communities. The Network leadership team is charged with leading and supporting the Network’s provider organizations to meet performance goals.

**The Position**

Reporting to the Chief Operating Officer, the Director of Finance leads all financial and budget functions for Steward Health Care Network (SHCN). This person will collaborate with the SHCN COO and Corporate Finance in the development and monitoring of the SHCN budget and financial analysis. The Director is responsible for the monitoring of the managed care operations and performance, as well as for the self insured EPO/DPO products Steward offers its employees and affiliates. The Director will be a resource and guide to the department for appropriate and effective decision making. He/she will work with SHCN and Corporate leadership in the development and presentation of the SHCN budget. This position, with

a small team of analysts, will conduct financial modeling and analysis in order to communicate goals, project performance and budget variances. Some of the specific functions include the following:

- Responsible for presenting confidential financial and budgetary information to the SHCN Finance Committee
- Coordinate all routine accounting, billing, invoicing with Accounting and A/P
- Perform financial modeling and analysis for SHCN leadership in support of major strategic initiatives
- Develop scenarios based on management's objectives
- Analyze and present strengths and weaknesses of multiple scenario options
- Direct the financial modeling for quality and financial performance on managed care contracts

The Director will also be responsible for Managed Care financial operations and performance. He/she will monitor and analyze all financial performance aspects of managed contracts, including membership, medical expenses, and quality performance. The Director will develop ongoing audits processes to assure the integrity of the data. In addition, this position will lead the effort to:

- Develop actuarially sound, risk-adjusted budgets at the network and PO level
- Create comprehensive, timely, valid reports and presentations on SHCN managed care performance
- The production and dissemination of performance information
- Develop systems to track and account for SHCN infrastructure payments received from the health plans and paid to IPAs
- Design and lead the reinsurance reporting and analysis function
- Initiate systems to monitor and analyze Steward's performance on its EPO/DPO products

## **The Opportunity**

This is an exciting time to be leading the core function of a dynamic and growing system network. The Director of Finance will have high visibility and an important seat at the table within the macro and micro organization. The talented person will have the advantage of working with high performing and dynamic leadership at the system and network level. Steward is the third largest private equity healthcare system in the country. SHCN has an opportunity to be a model for the Steward System nationally.

## **The Candidate**

The successful candidate will have a Bachelor's degree in accounting or finance. A Master's degree in business administration, public health administration, hospital administration, health care management, economics, or health planning is strongly preferred. He/she will have at least five to seven years of professional experience in accounting, finance, economics, statistics, management, research or consulting with a hospital, health planning. The incumbent will have at least three years of experience in a management position and a track record of success. In addition, the right person for this position will:

- Possess a strong managed care background with experience working with the payors and for the providers
- Know the principles of managed care finance, including financial/risk, utilization/medical management and quality performance
- Have the knowledge of actuarial principles and the ability to apply them in data analysis and interpretation

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- Be very strong in their analytic and technical skills, including knowledge of health plan data
- Have the ability to use data and information to effectively influence behavior
- Be able to translate complicated data into useable information
- Demonstrate strong organizational and project management skills
- Be a proven leader, able to work with senior leadership as well as mentor and lead a staff team
- Have excellent verbal and written communication skills and outstanding interpersonal skills
- Demonstrate entrepreneurial instincts, be creative and flexible
- Be a self-motivated professional with sound judgment
- Enjoy building relationships, systems and organizations

### **Success Factors**

Within the first year, the successful Director of Finance will have achieved the following:

- The Leadership Team will be comfortable with the financial position of SHCN and be able to make sound decisions based on financial analysis
- The Director will have built excellent relationships throughout the organization and has successfully partnered with the COO and CFO of the SHCN
- There is an infrastructure in place that will accommodate growth
- Leadership has confidence in the information provided to them
- The Director is a credible member of the team and a resource for the organization

### **The Boston Area**

Incorporated in 1630, Boston is one of America's oldest cities, with a rich economic and social history. As the economic and cultural hub of New England, the city is home to nearly 590,000 residents. The Greater Boston region is a unique mix of historic culture and modern change. A vibrant and diverse business sector, prestigious colleges and universities, unrivaled hospitals, world-renowned museums, professional sports organizations, rich history, and close proximity to the beaches of Cape Cod and the White and Green Mountains are just some of the characteristics that define Greater Boston. Tourism has developed into a leading industry with more than 12 million visitors to the region each year. For further information on Boston, visit [www.cityofboston.gov](http://www.cityofboston.gov).

### **Compensation**

Compensation package will be constructed commensurate with the selected candidate's background and accomplishments. Most significant is the opportunity to assume a key leadership role in an organization poised for growth.

### **For More Information**

We appreciate and value all referrals. Interested parties send resume and cover letter to [StewardDirectorFinance2007@ZurickDavis.com](mailto:StewardDirectorFinance2007@ZurickDavis.com). For additional questions please contact **Beth Ross** or **Myrnanne Janoff** at 781.938.1975. All contact with our office will remain confidential.