

**Department of Vermont Health Access
Director of Payment Reform and Reimbursement
Job Description**

The State of Vermont has established that health care is a public good and has enacted comprehensive reform to control the cost of health services, improve the quality of care, improve patient experience, and ensure health coverage to all Vermonters. Central to Vermont's reform efforts is the transformation of how health care services are paid for. Payment reform plays a key role in managing the cost of health care delivery, improving outcomes for Vermonters, and providing a positive health care experience for both patients and health professionals.

The Director of Payment Reform and Reimbursement will be responsible for overseeing the provider payments and reimbursement methodologies for Vermont's Medicaid program. The Director will work with Green Mountain Care Board, health care providers and other stakeholders to transition Vermont's Medicaid program to value based reimbursement consistent with the principles of Act 48.

The Director will also work with other Departments within the Vermont Agency of Human Services to ensure that Medicaid reimbursement and payment reform efforts are coordinated and consistent with other health care reform efforts such as the Vermont Blueprint for Health and the implementation of new payment methodologies to hospitals and other providers.

Duties/Responsibilities

The Director of Payment Reform and Reimbursement will:

- Oversee and maintain the Department's provider rates and reimbursement methodologies, including oversight of Vermont's provider assessment and DSH payments.
- Oversee the cost-settlement process for federally qualified health centers and rural health centers.
- Actively work with Medicaid providers and other stakeholders to transition Vermont's Medicaid program to a system of value based reimbursements.
- Ensure that Medicaid fee schedules and reimbursement methodologies are updated as needed and that public hearings and notices are conducted as appropriate.

- Ensure that payment policy is consistent with the State Plan and assist other Departments on payment policy issues.
- Participate in discussions with other health care payers to insure coordination of payment methodologies and principles to the degree possible
- Serve as the Department's liaison to the Green Mountain Care board and other AHS departments on payment reform issues.
- Coordinate efforts within Vermont's public managed care entity to reform reimbursement methodologies to ensure that efforts are consistent with other health care reform efforts such as the Blueprint for health and new payment methodologies to hospitals and other providers.
- Provide direction and supervision to the reimbursement unit staff in carrying out program goals and objectives and ongoing functions.
- Establish effective ongoing communication with stakeholders and the Executive and Legislative branches of state government with responsibilities related to Medicaid reimbursement and payment reform.
- Assure compliance with applicable state and federal legal and regulatory requirements, including public meeting laws and state personnel policies
- Oversee procurements and contractual agreements related to Medicaid payment and reimbursement.
- Perform other related duties as requested by the Commissioner of DVHA

Desirable Qualifications

- Comprehensive knowledge of Vermont's health system, including Vermont's Medicaid program and waivers.
- Familiarity with federal Medicaid regulations regarding provider payments.
- Comprehensive knowledge of payment methodologies and payment reform strategies such as bundled payments, global budgets, capitated rates, pay-for-performance, and population-based payments.

- Appreciation of the link between payment reforms, delivery system change, quality improvement, and patient satisfaction.
- Ability to effectively evaluate the impact of various provider payments and reimbursement methodologies on health care providers, health outcomes, and health system quality.
- Skills and experience in complex project management
- Effective oral and written communication skills
- Demonstrated ability to develop and maintain effective working relationships with stakeholders, including state and federal government officials, legislators, health care providers and payers, organizations serving low-income Vermonters, and members of the general public.

For more information, please contact Mark Larson, Commissioner, Department of Vermont Health Access

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