



## Manager/Senior Manager

Avalere Health LLC (Avalere) is a leading advisory firm focused on the intersection of business strategy and public policy. Located in Washington DC, Avalere works with a diverse range of health care clients to determine the implications of public policy on their business or funding strategies. Avalere is a recognized thought leader in the health care industry, with published articles in nationally respected and influential journals.

Avalere is seeking a senior professional with physician coding and payment expertise for its Reimbursement Practice. This Practice focuses on providing strategic reimbursement planning expertise to leading device, biotechnology, and pharmaceutical companies, key professional societies, and other health care industry stakeholders. In this capacity, Avalere advises clients on strategy and tactics through all aspects of reimbursement.

Members of the Reimbursement Practice have diverse public and private sector backgrounds, including experience in business, industry, government, and professional services. This diversity allows the Practice to provide both in-depth reimbursement knowledge and strategic policy consultation to clients in regard to reimbursement strategies. The Reimbursement Practice works closely with other Practices within Avalere, allowing the full scope of the firm's knowledge base to be leveraged on behalf of our clients.

### Manager/Senior Manager Job Description:

Responsibilities of the open position(s) in the Reimbursement Practice include:

- Conducting both qualitative and quantitative analysis of various aspects of physician reimbursement, including experience analyzing data from Medicare and/or commercial claims databases.
- Understanding the methodology behind Medicare payment for physicians, including construction of relative value units and the sustainable growth rate.
- Leading multi-disciplinary project teams in the creation of deliverables for a diverse set of clients.
- Managing provider-focused clients to ensure their needs are met through Avalere's knowledge and expertise.
- Solving complex client issues within a timely and appropriate manner with minimal management oversight.
- Creating both strategic and tactical recommendations to clients to ensure optimal physician reimbursement.
- Communicating complex thoughts or methodologies in a variety of formats.
- Independently managing client expectations and navigating requests for additional client work.
- Serving as a subject matter expert within the Reimbursement Practice as well as across the firm to inform various, cross-firm strategic projects.
- Supervising, training, and mentoring staff members within the Reimbursement Practice and across the firm.

### Manager/Senior Manager Key Skills:

The ideal candidate must have capabilities including, but not limited to:

- Direct health care industry experience, including experience working with physician coding, payment, and reimbursement.
- Experience conducting quantitative analysis of claims data.
- Significant and sustained project management experience.

- Ability to establish personal credibility as a strategic reimbursement expert with clients.
- Experience in working in a team environment with an ongoing emphasis on partnering and sharing work with colleagues.
- Proven situational leadership skills and the ability to motivate and generate enthusiasm with individuals across all levels of an organization.
- Superior problem solving and analytic skills with the capability of applying knowledge outside of one's immediate functional area.
- Ability to successfully initiate and develop extensive client deliverables.
- Exemplary interpersonal skills that translate into positive relationships with colleagues and clients.
- Solid communication skills including the ability to concisely explain complicated concepts to executives and leaders within and outside of the firm.
- Advanced Microsoft Office skills such as PowerPoint, Excel, and Word.

### **Career Experience:**

The appropriate candidate should possess a graduate degree in public policy, healthcare management, public health, business administration or a relevant discipline, or have equivalent relevant work experience.

A minimum of five to seven years of experience within the overall health care industry is required, with three to four years of these years preferably spent within physician-reimbursement.

Examples of organizations that may offer pertinent work experience include physician specialty societies, physician practices, pharmaceutical or device manufacturers, health plans, consulting firms, trade associations, and key government agencies (e.g. OMB, CMS, or CBO).

### **Compensation:**

Avalere's culture is one of close collaboration, candid and constructive feedback, and assignment of responsibilities on the basis of ability and availability, without undue emphasis on rank. We prize curiosity, resilience, a passion for excellence, and a willingness to embrace new challenges. Avalere offers competitive compensation and benefits commensurate with experience. Located on DC's famed and vibrant Dupont Circle, Avalere is centrally situated and readily accessible from all over the DC metro area. For more information, visit [www.avalerehealth.net](http://www.avalerehealth.net).

**Qualified applicants should submit electronic copies of the following to [recruiting@avalerehealth.net](mailto:recruiting@avalerehealth.net)**

- **Resume**
- **Cover Letter**

References and a brief writing or deliverable sample directly attributable to the applicant should be available upon request.

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