Position Purpose (Summary)

The vice president (a partner, managing director level position) will be a leader within the healthcare finance practice group and will generate new client engagements, lead project teams, effectively supervise other team members, facilitate internal/external industry functions, and utilize their time in a billed-hours practice environment. Vice President is responsible for performing complex to advanced activities without supervision, using a high degree of direct client interaction.

Essential Functions

- Generate $750,000-$1,000,000 in consulting revenues annually in new and repeat business.
- Work in partnership with the firm’s national practice leaders to successfully complete engagement work.
- Develop proposals for clients outlining project structure, approach, and work plan. Set the strategic direction of engagements and determine team composition and time commitments. Manage staff and all related projects.
- Actively recruit, mentor, and develop consultants within the practice according to their strengths and interests. Continuously work to improve the abilities of the team.
- Develop standards and procedures to ensure each project team meets or exceeds client expectations; ensures the timely distribution of accurate reports and other deliverables.
- Approve/prepare engagement work plan, outline, budget, etc.
- Prepare risk assessments for applicable engagements.
- Develop strategies/new concepts for new and existing services.
- Maintain final quality review for documents.
- Lead performance of engagement team.
- Speak at local/regional/national events
- Write articles related to healthcare finance.
- Identify new product lines based on need.
- Represent Camden at client functions and attends conferences/networking.
- Function as a national interdisciplinary team leader.
Industry Experience and Healthcare Knowledge

- Demonstrate the ability to determine key business issues and develop appropriate action plans from multidisciplinary perspectives.
- Ability to generate unique and valuable ideas, and use these ideas to develop new or improved approaches, systems, or processes.
- Healthcare finance expert with an in-depth knowledge of the healthcare industry.
- Proven business development experience, with the ability to generate a range of consulting engagements through strong client development and sales.
- A proven track record of highly successful professional interactions.
- Fundamental management skills of planning, organizing, and delegation
- Strong analytical ability
- Ability to mentor, coach, and counsel employees with the assistance of human resources.
- Demonstrated ability to conduct and interpret qualitative and quantitative analysis and problem-solving skills
- Excellent verbal and written presentation and communication skills
- Ability to work well with individuals in all levels of the organization
- Demonstrated ability to exercise initiative, independent judgment, and be a self-starter

Areas of Focus for the Healthcare Finance Practice

Camden’s healthcare finance practice is primarily focused on the healthcare provider segment including integrated health systems, academic medical centers, community hospitals, physician groups, accountable care organizations, clinics and ambulatory care. Professional competencies for this position should include:

Current or recent experience at the partner/managing director/vice president level in a healthcare professional services or consulting firm.

| Provider consolidation & transactions, mergers & acquisitions | Health system operations improvement |
| Post-transaction provider integration | financial forecasting |
| Managed care contracting | Transaction due diligence |
| Provider network development | Asset optimization/ restructuring |
COMPETENCIES, KNOWLEDGE, AND SKILLS

The Camden Group has adopted the use of the FYI A Guide for Development and Coaching book, written by Michael M. Lombardo and Robert W. Eichinger, experts in the field of management and leadership. The competencies required for a senior executive at The Camden Group are as follows:

**Behavioral**
- Building Effective Teams
- Negotiating
- Motivating Others
- Personal Disclosure
- Sizing Up People
- Political Savvy

**Position Location**

The position is to be based in Camden’s Chicago office. Routine travel to client locations and Camden’s offices is required.