



March 2025

RE: President/CEO of Rocky Mountain Health Network, Inc

Rocky Mountain Health Network, Inc. (RMHN) is recruiting for a President/CEO to lead the organization. RMHN is a Physician Hospital Organization (PHO) headquartered in Billings, Montana. RMHN is a messenger model PHO with over 1,600 members in Montana and Wyoming. RMHN manages 26 payer agreements and 26 delegation agreements on behalf of its members. RMHN has a full service revenue cycle department with 25 active clients. Over the past 5 years, RMHN has become actively engaged in managing the value based care programs available to its members. RMHN is focused on the success and growth of value based care as the future of the organization and the future of healthcare, in general. The new CEO will be instrumental in the development of a value-based integrated delivery network that can demonstrably and continuously improve the health of the populations it serves.

The CEO is the principal strategic and operational leader of RMHN and is responsible for all aspects of the organization. The position reports to a Board of Directors and has a dotted line relationship to Intermountain Montana/Wyoming's Market President.

### **Job Essentials**

- Provides strategic direction to the organization in alignment with its members.
- Ensures ongoing financial stability and financial improvement as reflected in both the balance sheet and the organization's operational performance.
- Fosters the growth and development of RMHN in alignment with its members.
- Works with the Board of Directors to ensure continuing representation across all members and all regions. Leads the Board's strategic planning efforts and ensures priorities are incorporated into annual work plans with measurable outcomes. Reports progress to the Board on a consistent basis and supports the Board's evaluation of the CEO.
- Acts as the primary liaison between provider members, the administrative team, health plans, third part administrators and insurance brokers.
- Oversees all aspects of RMHN's operations. Looks toward the future for opportunities to keep the organization on the cutting edge of healthcare delivery.
- Recommends a yearly budget for Board approval and successfully manages the budget throughout the year.
- Inspires and nurtures a culture that is rooted in the commitment to improve the health of the communities served. Fosters and develops a high-performing team that consistently improves RMHN.
- Assures the organization is presented in a strong, positive image in the communities it serves.



### **Key Relationships**

- RMHN Board of Directors, RMHN Members and RMHN Practice Leadership
- RMHN revenue cycle clients
- RMHN vendors and professional consultants
- Local, regional and national payer networks, their network development management, staff and liaisons
- Payer credentialing delegation management and staff
- Big Sky Credentialing and its owners
- Value based care program management, both internal and external
- Intermountain Health Leadership and Intermountain Peaks Region Leadership
- Intermountain Health Peaks Region payer contracting team
- Montana/Wyoming Market Leadership
- Health insurance brokers and benefit consultants
- Self-funded employer groups
- Health and Wellness vendors

### **Qualifications**

- Masters Degree in Business Administration, Healthcare Administration or an applicable field of study
- Minimum of 10 years experience in healthcare management with increasing responsibilities
- Excellent financial and operational track record and understanding of the key levers for successfully managing a complex organization in times of uncertainty
- Ability to quickly build internal and external relationships, with a demonstrated track record of working with physicians, diverse and matrixed management teams, community organizations, local and state officials and other major constituencies
- Thorough understanding of reimbursement trends and the implications on the total cost of care
- Demonstrated understanding of PHO's, managed care contracting, payer credentialing and MSO service delivery
- Demonstrated understanding of value based programs, clinically integrated networks and physician engagement
- Demonstrated success applying data, analytics and trends to influence decision making and drive business outcomes
- Exceptional oral and written communications skills, including the ability to interact with senior executives, physicians and board members



### **Physical Requirements**

- Interact with others verbally. Hear and understand spoken information.
- Operate computers, telephones, office equipment and manipulate paper requiring the ability to move fingers and hands
- See and read computer monitors and documents
- Remain sitting or standing for long periods of time to perform work on a computer, telephone or other equipment