

COUNTY of VENTURA

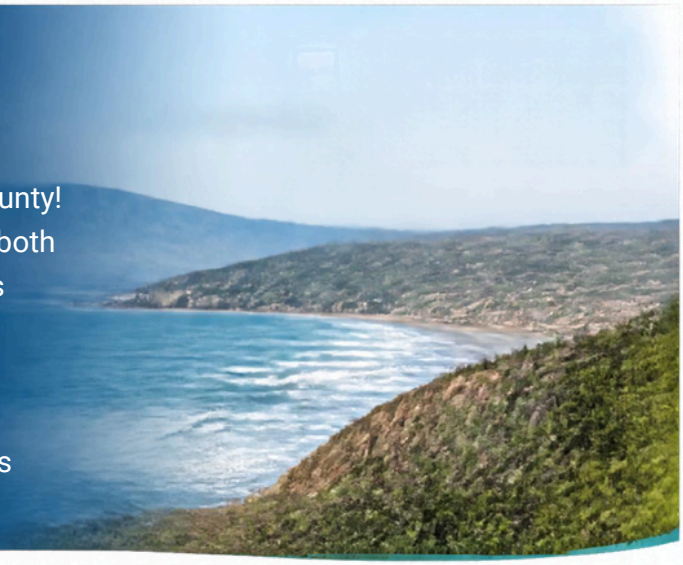
THE COUNTY OF VENTURA INVITES APPLICATIONS FOR

HEALTH CARE AGENCY DEPUTY DIRECTOR PAYOR CONTRACTING AND MANAGED CARE OPERATIONS

Annual base salary from $197,129.77 – $276,008.74
plus incentives

THE COUNTY OF VENTURA

Experience the best of Southern California living in Ventura County! Perfectly positioned on the "Gold Coast," it is a short trip from both Los Angeles (35 miles northwest) and Santa Barbara (20 miles southeast). Residents enjoy rolling hills and sweeping ocean views in a sunny and mild climate with an average annual temperature of 74.2 degrees. The scenic beauty, weather, and wonderful quality of life are among the many reasons residents call Ventura County "home."



HEALTH CARE AGENCY

The Health Care Agency is the largest department in the County of Ventura, employing approximately 3,700 people, with 1,100 of those in direct patient-care positions. The Health Care Agency is a comprehensive healthcare system that encompasses the Ventura County Medical Center (VCMC), Santa Paula Hospital, an Ambulatory Care Department with 24 primary care clinics and 11 specialty care clinics, the Ventura County Health Care Plan, the Public Health Department, and the Behavioral Health Department. VCMC is also home to a top-rated (by Doximty and U.S. News & World Report) Family Medicine Residency Program and has achieved the All-Cases Meritorious award for surgical care year over year. It is also the West County Level II Trauma Center and is the only hospital in the county with an inpatient pediatrics unit.

MISSION AND VISION

Mission

Our mission is to provide comprehensive and compassionate health care for our diverse community, especially those facing barriers, through an exceptional workforce, education, and forward-thinking leadership.

Vision

Setting the standard in health care excellence. Healthy people in healthy communities throughout Ventura County.

ABOUT THE POSITION

Ventura County's Health Care Agency is looking for an executive to lead its managed care strategy and payer relationships, with a major focus on Medi-Cal Managed Care, California's public health insurance program for low-income residents. You'll shape how the Agency contracts with health plans, make sure negotiated terms translate into real financial and operational results, and connect payers, providers, and County leadership.

IDEAL CANDIDATE

You're an accomplished health care leader with deep managed care experience across contract management, hospital and physician practice operations, budgeting, project management, and system improvement, ideally within an integrated delivery system or managed care enterprise. You communicate clearly, build trust with diverse stakeholders, and thrive in a fast-paced environment.

TYPICAL DUTIES

- Responsible for conducting market research, performing analytical assessments and negotiating managed care agreements with health plans and other payers;
- Develops and maintains strong relationships between the payers and the providers within our system and affiliated with the Health Care Agency;
- Works closely with various health plans, physician groups, regional healthcare systems, and internal/external management structures to achieve the financial goals and strategic annual priorities identified by the System;
- Partners with executive leadership at the Director's Office level, senior leadership at the Ventura County Medical System level, and with leaders in the Contracting Department to identify, develop, and advance strategic contracting priorities;
- Works closely with Operational Units of the Delivery System, including Finance, Revenue Cycle and Reimbursement, Informatics and Medical Management to translate contract terms into clear actions that will allow the System to perform effectively from a financial, clinical, and operational standpoint;
- Responsible for developing and negotiating payer-specific rate structures for PPO, HMO and FFS products, including but not limited to, traditional fee-for-service arrangements, capitated models, attributed-risk arrangements, quality-based bonus structures, and risk-sharing arrangements;
- Oversees proposed rate structure modeling and directs the comprehensive evaluation of payer rate proposals, working with the HCA analytics team to validate payment assumptions and ensure negotiated rates support targeted revenue objectives;
- Serves as the primary point of contact for Finance and Revenue Cycle concerning pricing of hospital services (Chargemaster), contract rates and managed care contract performance;
- Coordinates information gathering and feedback with industry experts regarding the managed care market environment and the System's relative market position;
- Conducts contract language review to optimize reimbursement for the System and promote operational efficiencies across impacted departments;
- Collaborates closely with County Counsel to ensure negotiated contract language adheres to the risk tolerance levels established by the County and complies with administrative requirements;
- Manages the lifecycle of managed care contracts, including the systematic tracking and management of contract renewals, annual rate increases, escalator provisions, and termination deadlines;
- Leads System-wide communication to ensure the timely, accurate, and effective dissemination of contracted payer information, including payer-specific terms and conditions. Provides consultative support to internal departments on managed care operations, facilitating resolution of member access concerns, provider enrollment problems, and systemic claims payment challenges.

VENTURA COUNTY
HEALTH CARE AGENCY

EXPERIENCE & QUALIFICATIONS

Any combination of education and experience that provides the required knowledge, skills, and abilities. Examples:

- Bachelor's degree (preferably in healthcare administration, finance, business, nursing, or a related field) and 5 years of executive-level managed care experience on the payer or provider side, or

OR

- Master's degree (MBA, MHA or equivalent experience, JD, MD, or DO) and 3 years of executive-level managed care experience on the payer or provider side

Other Requirements

- Completion of and passing a thorough background investigation, which may include a CA DOJ and FBI Live Scan.





Desired Qualifications

- Experience leading high-profile contract negotiations and strategic initiatives, ideally in an integrated delivery system or managed care enterprise
- MBA, MHA, related master's degree, or JD
- Knowledge of California DHCS and DMHC regulations
- Familiarity with Medi-Cal/Medicaid, Medicare Advantage, and commercial HMO/PPO plans
- Familiarity with California's Delegated Model, CalAIM, and FQHC payment models
- Working knowledge of hospital and professional billing structures
- Leadership experience in a safety-net or integrated health care setting

Supplemental Information:

- Work is primarily performed in an office environment, but the incumbent will be required to meet with various departments/agencies, business and community groups, the public, and outside vendors. Some travel, primarily within the state, is also required.

- This is an at-will position, exempt from the provisions of the Civil Service Ordinance.

WHAT WE OFFER

The County of Ventura offers attractive compensation and a complete benefits package. Aside from our base salary of $197,129.77 - $276,008.74 annual depending on qualifications, an employee in this position will also be eligible for the following:

General Salary Increase: A general salary increase of 3.5%, effective December 20, 2026, and 3.5% effective December 19, 2027.

Retirement/Social Security: Defined retirement benefits vest after 5 years of service. The County and you also each contribute to Social Security. For more information, visit: https://www.vcera.gov/. If you are eligible, you may establish reciprocity with other public retirement systems, such as PERS.

Educational Incentive: May be eligible for 2.5%, 3.5%, or 5%, based on completion of an associate, bachelor's, or graduate degree from an accredited institution not required for the position.

Deferred Compensation: Participation in 401(k) Shared Savings Plan and/or the Section 457 Plan with up to a 3% match on your 401(k) contributions. Annually in the third pay period of each year, employees eligible under Sec.1907 of the Management Resolution will receive two percent (2%) of their annualized compensation as a contribution towards their 401(k) account.

Health Plans: Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to $1,024.11 biweekly, depending on enrollment plan tier.

Flexible Spending Accounts: Boost your spending power by reimbursing yourself with pre-tax dollars for IRS-approved dependent care and health care expenses.

Executive Annual Leave: 248 hours earned per year, increasing to 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service.

Annual Leave Redemtion: Redeem up to 100 hours of Annual Leave per year accrued in the same year after using 80 hours within the prior 12 months.

Holidays: 13 paid days per year, including 1 floating holiday to use at your discretion.

Other Benefits: County-paid membership in professional organizations related to the position, Disability Plans, Employee Assistance Program, County-paid Life Insurance, Tuition Reimbursement, Benefit Reimbursement Program, a Wellness Program, and a WorkLife Program that includes childcare and elder care referrals.

HOW TO APPLY

To be considered for this exceptional career opportunity, please send a resume and a cover letter that illustrates examples of your experience with all the following:

- Your years of executive-level managed care experience and whether it was on the payer or provider's side;
- A payer contract negotiation you led, including your role and the outcome;
- Your experience with Medi-Cal Managed Care and California health care regulations; and
- Your experience leading and managing staff, including the titles, sizes, and functions of staff you have supervised.

Submit your materials (email with attachments) to:
Jessica Ruiz, Deputy Executive Officer – Human Resources, at Jessica ruiz@venturacounty.gov or submit an online application and attachments (CV/resume and cover letter) at www.ventura.org/jobs.
For information or questions about this recruitment, please contact Jessica Ruiz at (805) 677-5176 or Jessica.Ruiz@venturacounty.gov

INTERVIEW PROCESS

The first review of candidate application materials is anticipated on or around December 4, 2026. Interested candidates are encouraged to apply by this date. Candidates applying after the first review date will be reviewed weekly thereafter.

After evaluating candidates' CVs or resumes and a compelling cover letter, the most qualified candidates will be invited to a panel interview. The panel interview will take place soon after the first review date. Invited candidates should plan accordingly. The top candidates, as determined by the panel, will then be invited to subsequent interviews with HCA Executive Management. The interviews may be consolidated into one process or expanded into multiple interviews, contingent upon the size and quality of the candidate pool.

BACKGROUND INVESTIGATION

The selected candidate may be subject to a thorough background investigation, which may include inquiries into past employment, education, criminal history, and driving record. In addition, the successful candidate will undergo DOJ/FBI Live Scan fingerprinting.

EQUAL EMPLOYMENT OPPORTUNITY

The County of Ventura is an equal opportunity employer. We welcome applicants regardless of age, ancestry, color, disability, family or medical leave status, gender identity or expression, genetic information, marital or medical condition, military or veteran status, national origin, political affiliation, race, religion, sex (including pregnancy-related conditions), or sexual orientation.

Be Part of Something Amazing