



## Sr Director of Clinical Programs

[Application Link](#)

Compensation: \$160,000 - \$190,000  
Benefits Offered: 401K, Dental, Life, Medical, Vision  
Employment Type: Full-Time/Exempt

### Overview

The individual in this role will effectively guide the Kidney Dialysis Avoidance Program (KDAP), which includes departmental objectives and people.

### Behavioral Expectations

- Identify and seek personal and professional growth opportunities and proactively contribute to the success of the team and company.
- Courageously adapt, celebrate the achievements of others, and take pride in doing quality work.
- Develop and leverage self-awareness and self-management to establish and maintain genuine relationships with colleagues, leadership, and external stakeholders.
- Proactively learn about and consciously leverage your unique and powerful Strengths in a manner that supports cohesion and company-wide success.

### Tactical Objectives

- Work collaboratively with all departments to promote clarity of purpose and foster strong collective knowledge and understanding of all product lines.
- Ensure company care management practices meets the highest standards and support NCQA activities while maintaining departmental budget.
- Review patient impact and proactively identify potential ways to improve delivery of services.
- Provide direct oversight and mentorship to clinical staff members in a manner that promotes cohesion, buy-in, and engagement.
- Work collaboratively and autonomously to refine our ability to collect, report, and utilize information within our in-house clinical systems.
- Oversee and managing all aspects of new client implementations within the KDAP.
- Understand, oversee, and manage studies that evaluate clinical outcomes data.
- Use this data and relevant statistics to guide future changes to KDAP.

### Required Skills, Abilities, Experience, Education/Certifications

- Active nursing license in good standing with the issuing state. Must be a Registered Nurse (BSN required, MSN Preferred).
- At least seven years' experience providing operational and personnel oversight in a healthcare and/or clinical role.
- At least three years' experience successfully leading a clinical team.
- At least one year of experience successfully managing a remote team.
- At least two years' experience successfully driving and executing short and long-term service delivery and operational efficiency initiatives.
- At least six months experience working for a growing business.
- Strong working knowledge of disease management research, reporting, and related industry standards.
- Strong working knowledge of chronic kidney disease, dialysis care, diabetes care, Medicare regulations, and coordination of benefits.
- Strong written and verbal communication skills which includes technical writing, business writing, and email writing as well as one-on-one, over the phone, and public speaking skills.
- Strong working knowledge of common office software such as MS Office, and CRM platforms; ability to learn new software quickly.

### Physical, Mental, Sensory, and Emotional Accommodations

- Be able to speak, write, and communicate fluently in English.
- Be able to learn, retain, and utilize data and information.
- Be able to learn and utilize new technologies to fulfill job functions.
- Be able to recognize, understand, and respond to written and spoken words, understand facts and figures, and adhere to established processes.
- Be able to effectively use a variety of peripherals, such as a printer, scanner, computer, phone, etc.
- Be able to pick up, lift, assemble, carry, and move objects, equipment, and luggage of up to 80 pounds.
- Be able to maintain sustained concentration on computer screens.
- Must be able to regularly travel, which includes prolonged overnight stays.

### We are proud to be an Equal Opportunity Employer.

*All individuals will be required, once hired, to successfully pass a background, reference, and education verification process and must demonstrate that they are legally authorized to work in the United States.*