



JOB DESCRIPTION: HEALTH CLINIC CONTROLLER

JOB TITLE: Health Clinic Controller
REPORTS TO: Chief Financial Officer
DEPARTMENT: Administration
LOCATION: Rolling Hills Clinic (RHC)
740 Solano Street, Corning, CA 96021
2540 Sister Mary Columba Drive, Red Bluff, CA 96080
STATUS: Full-time, 100% FTE, Non-Exempt

*Native Preference in hiring is given to qualified enrolled members of Paskenta Band of Nomlaki Indians and Native Americans in accordance with the **Indian Preference Act (Title 25, US Code, Section 472 and 473)**. Applicants claiming Indian Preference must submit verification of Indian certified by tribe of affiliation or other acceptable documentation of Indian heritage.*

POSITION SUMMARY

The Health Clinic Controller will be reporting to and partnering with the Chief Executive Officer. The Controller is responsible for managing day-to-day operations of the accounting and finance functions while effectively using the resources available to address financial issues on a micro and macro scale to secure the continued success of the organization. The successful candidate must have a strong background in internal controls and will develop and maintain systems and workflows to ensure the accuracy and timeliness of accounting records.

ESSENTIAL JOB FUNCTIONS

1. Evaluate current financial and operating systems, recommend improvements, insure compliance with appropriate federal, state, tribal and professional rules and regulations, and assure appropriate written policies and procedures.
2. Maintains general ledger accuracy, is responsible for monthly and year-end closing activities and ensures audit adjustments are minimized.
3. Oversees accurate medical/dental billings and collections, manages the timely collection of outstanding receivables
4. Maintains and utilizes specialized knowledge of accounting principles and practices.
5. Prepares annual budgets according to annually established calendar by establishing schedules; collecting, analyzing, and consolidating financial data; recommending plans.
6. Monitors and reports benchmarks against the performance measure of company operations, advising management on needed actions.
7. Oversee the activities of the accounting department for the accurate and timely dissemination of financial management reports including, but not limited to, internal and external monthly financial statements, annual audits, annual budgets and tax filings.
8. Supervise and coach the operations of the accounting department by ensuring adequate staffing with qualified personnel, perform timely evaluations and keep job description current.
9. Guides financial decisions by establishing, monitoring, and enforcing policies and procedures.
10. Monitors and confirms financial condition by conducting internal audits; providing information to external auditors.
11. Manages the coordination of annual financial audit of Clinic activities
12. Preparation of the annual Medicare Cost Report

13. Cooperate with tribe on preparation of Indirect Cost proposal
14. Protects operations by keeping financial information and plans confidential, insuring compliance with HIPAA regulations
15. Performs monthly draw-downs, tightly manage cash flow to maximize cash investments, manage banking relationships.
16. Responsible for the filing of quarterly and annual financial-related reports to I H S and other federal grants.
17. Develops and maintains the funding records to track the expenditures for all grant programs, to ensure compliance with the sponsored regulations.
18. Complies and assures Rolling Hills Clinic compliance with federal, state, and local government laws and regulations.
19. Performs miscellaneous job-related duties as assigned.
20. Participate and attend staff/department meetings and staff training.
21. Employee Safety: Safely performs all duties; follows required protective protocols to ensure personal safety as well the safety of others.
22. Must maintain compliance with ergonomic safety standards; be mindful of posture and regularly practice ergonomic stretches.
23. Safety: Responsible for ensuring that all duties, responsibilities and operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves.
24. Safety: Take appropriate corrective actions to address matters pertaining to employee health and safety that have been brought to their attention.
25. Other duties as assigned by Supervisor.

MINIMUM QUALIFIICATIONS

1. Must have a Bachelor's degree in finance, accounting, business or a related field.
2. Must have 8 to 10 years of progressive career experience in healthcare Finance/Accounting
3. Must have five (5) years in management experience
4. Must be familiar with governmental accounting in accordance with U.S. Generally Accepted Accounting Principles (GAAP) and Government Accounting Standards Board (GASB).
5. Must have in-depth knowledge of healthcare financial reporting, revenue cycle management, accounting, budgeting, accounts payable, accounts receivable, audit, tax, payroll, information technology and materials management.
6. Must have in-depth knowledge of the current trends and developments in healthcare reform and other federal programs.
7. Must be able to demonstrate and effectively communicate the financial condition of the organization to the CEO and other members of the leadership team.
8. A CPA or CGFM designation preferred.
9. A Tribal Clinic Controller experience preferred.
10. A graduate level degree is a plus.

LOAN REPAYMENT PROGRAM

NAHC is a National Health Service Corp (NHSC) approved site where primary care physicians who are eligible for loan repayment funding can fulfill their service obligation. NAHC is an Indian Health Program site for Indian Health Services (IHS) Loan Repayment Program.

NOTE TO APPLICANTS: Please be advised a post job offer, pre-employment Drug Testing, Physical and TB test are required as a condition of employment. Additionally, you may be asked to get a Department of Justice Fingerprinting clearance as a contingency for an offer of employment. Criminal clearances are obtained to protect the welfare and safety of clients receiving services at Rolling Hills Clinic.

CORE COMPETENCIES

1. Problem Solving – Identify and resolve problems in a timely manner; gather and analyze information skillfully; develop alternative solutions; work well in group problem solving situations; use reason when dealing with emotional topics.
2. Technical Skills – Assess own strengths and weaknesses; pursue training and development opportunities; strive to continuously build knowledge and skills; share expertise with others.
3. Customer Service – Manage difficult or emotional customer situations; respond promptly to customer needs; solicit customer feedback to improve service; respond to request for service and assistance; meets commitments.
4. Interpersonal Skills – Focus on solving conflict, not blaming; maintain confidentiality; listen to others without interrupting; keep emotions under control; remain open to others' ideas and try new things.
5. Oral Communication – Speak clearly and persuasively in positive or negative situations; listen and get clarification; respond well to questions; demonstrate group presentations skills; participate in meetings.
6. Written Communication – Write clearly and informatively; edit work for spelling and grammar; vary writing style to meet needs; present numerical data effectively; ability to read and interpret written information.
7. Teamwork – Balance team and individual responsibilities; exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; put success of team above own interests; ability to build morale and group commitments to goals and objectives; support everyone's efforts to succeed

LANGUAGE SKILLS

Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of the organization.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals. Ability to compute rate, ratio, percent and to draw and interpret bar graphs.

REASONING ABILITY

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables. Ability to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Ability to deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases. Ability to deal with a variety of abstract and concrete variables.

COMPUTER SKILLS

To perform this job successfully, an individual should have proficient knowledge of Microsoft Office software (Word, Excel, Outlook) and EHR systems.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to stand, walk, sit, use hands to finger, handle, or feel; and reach with hands and arms. The employee is occasionally required to stoop. The employee must occasionally lift and/or move up to 25 pounds. Position may require exertion up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently or constantly lift, carry, push, pull or otherwise move objects. Specific vision abilities required by this job include close vision, distance vision, color vision peripheral vision, depth perception and ability to adjust focus.

WORK ENVIRONMENT:

Work is performed in a health clinic setting. The noise level in the work environment is usually low to moderate. Will work with blood-borne pathogens and will require OSHA training. This job routinely uses standard office equipment such as computers, telephones, photocopiers, and fax machines. The work environment characteristics described here

are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employment with Rolling Hills Clinic is voluntarily entered into. All RHC personnel are employed on an at-will basis. At-will employment may be terminated with or without cause, and with or without notice at any time by the employee or by RHC. No manager, supervisor, or employee of the organization has any authority to enter into an agreement for employment for any specified period of time or to make an agreement for employment other than at-will terms. The job description does not constitute an employment agreement between Rolling Hills Clinic and employee and is subject to change by the Paskenta Band of Nomlaki Indians.