

# Financial Planning & Analysis Analyst IV, Medical Financial Operations

## - job post

[Kaiser Permanente](#)

4.0

out of 5

Union City, CA

\$115,700 - \$149,710 a year - Full-time

## Profile insights

Your [profile](#) might be **missing** qualifications mentioned in the job description

### Skills

Analysis skills

SAS

Financial planning

Do you have experience in **Analysis skills**?

[Yes](#)[No](#)[Skip](#)

## Job details

Here's how the job details align with your [profile](#).

### Pay

**\$115,700 - \$149,710 a year**

### Job type

**Full-time**

### Shift and schedule

**Day shift**

## Location

Union City, CA

## Full job description

## **Job Summary:**

In addition to the responsibilities listed below, this senior individual contributor position is also responsible for serving as an experienced finance leader and operational consultant for a portfolio of medical center administrative, ancillary, inpatient, primary and/or specialty care departments. This includes providing operational and financial reporting, analysis and consultation in support of organizational strategic goals; providing resource allocation support including business case development; and collaborating with clinical department leadership to frequently drive operational excellence through influence, analysis, interpretation and data validation.

This position is required to maintain and leverage an understanding of health care operations and KPs integrated health care model at the clinical level. This may include interpreting large volumes of complex data (e.g., medical records, financials, etc.); providing detailed operational data to evaluate performance improvement initiatives; programming and conducting statistical analyses (e.g., SAS, SQL, etc.) to drive data-driven decision-making; conducting research and/or preparing detailed business cases in partnership with department leaders.

Finally, this position is also responsible for leveraging a breadth of operational knowledge to assess and evaluate department operations and workflows. This includes identifying opportunities to optimize efficiencies in regard to appointment supply and demand; applying data modeling concepts to financial and non-financial scenarios; and developing and maintaining complex staffing models used for department and medical center operations.

## **Essential Responsibilities:**

- Promotes learning in others by proactively providing and/or developing information, resources, advice, and expertise with coworkers and members; builds relationships with cross-functional/external stakeholders and customers. Listens to, seeks, and addresses performance feedback; proactively provides actionable feedback to others and to managers. Pursues self-development; creates and executes plans to capitalize on strengths and develop weaknesses; leads by influencing others through technical explanations and examples and provides options and recommendations. Adopts new responsibilities; adapts to and learns from change, challenges, and feedback; demonstrates flexibility in approaches to work; champions change and helps others adapt to new tasks and processes. Facilitates team collaboration to support a business outcome.
- Completes work assignments autonomously and supports business-specific projects by applying expertise in subject area and business knowledge to generate creative solutions; encourages team members to adapt to and follow all procedures and policies. Collaborates cross-functionally and/or externally to achieve effective business decisions; provides recommendations and solves complex problems; escalates high-priority issues or risks, as appropriate; monitors progress and results. Supports the development of work plans to meet business priorities and deadlines; identifies resources to accomplish priorities and deadlines. Identifies, speaks up, and capitalizes on improvement opportunities across teams; uses influence to guide others and engages stakeholders to achieve appropriate solutions.
- Evaluates complex business environment by conducting financial assessments (e.g., Situational, Strengths/Weaknesses/Opportunities/Threats, Opportunity-Based Strategic

Planning, system value chain analysis); and interpreting reports summarizing business, financial, or economic data.

- Leads internal audit process, reviews audit results, and may engage with auditors to resolve material weaknesses, implement changes to internal controls and proactively assess high risk areas.
- Creates budgets and/or forecasts in accordance with business strategic initiatives by analyzing and interpreting budgeting trends; reviewing results of budget and forecasting; coordinating with others to develop department/regional budgets; and making recommendations.
- Advises region/business unit leaders on strategic fiscal matters by reviewing regular and special reports for both financial and statistical matters in order to facilitate financial management throughout the organization; participating in regular meetings with leadership to review financial results for their areas; and acting as an internal consultant to Kaiser Management team on reading and interpreting financial results, analyzing variances, and improving performance.
- Conducts financial modeling by developing best-practice and complex models; analyzing and optimizing risk alternatives; and developing, reviewing, and recommending what-if scenarios and forecasts using in-house models or software.
- Assesses the business vision, objectives, and strategic initiatives by conducting and/or reviewing research provided by others to assess financial impact of strategies and initiatives.
- Completes costing activities by identifying and suggesting cost avoidance and cost recovery opportunities.
- Evaluates performance/operations/financial state by using and implementing templates (e.g., cash flow, RFA process, weekly unit case report) and computer applications; reviewing and conducting complex financial analyses (e.g., operating cash flow analyses, pro forma P&L, line item walk forwards, volume building blocks, NPV, IRR, Discounted Cash Flow, statistical analyses, economic analyses); and reviewing and completing complex variance analysis (e.g., volume, P&L line item, cost of goods, rate).
- Reports region/business unit financial information by evaluating and communicating financial trends, findings in data analysis reports, and forecasts of income and expense; reviewing and communicating assets, liabilities, revenues, and expenses; and using data/inputs from region/business unit systems to support analyses (e.g., membership and utilization reports, volume reporting, day sales inventory, analysis spreadsheets, investment schedules).
- Supports field operations by analyzing and interpreting their operational/financial performance; and determining areas of improvement.
- Conducts Financial Statement Analysis of business partners (e.g., suppliers, customers, co-packers, acquisition targets) by reviewing information reported from software systems (Internet, Bloomberg, and D&B), annual reports, and/or interviews; making recommendations regarding the financial status (viability) of business partners; and assessing risk implications.
- Improves financial performance by analyzing financial trends; and in partnership with the business leaders, uses results of analysis and understanding of operations to identify actions that address operational performance issues.
- Informs strategic financial planning by performing and evaluating complex financial, utilization, and benchmark analytics.
- Assists with strategic financial planning by preparing recommendations for financial plans, acquisition activity, financial requirements, and operating forecasts; and developing and interpreting financial concepts for financial planning and control.

#### **Minimum Qualifications:**

- Minimum two (2) years finance experience managing a portfolio of departments, business lines, and/or functional/service areas.
- Bachelors degree in finance, business, or related field and Minimum six (6) years Financial Planning & Analysis experience, or directly related business experience. Additional equivalent work experience in a directly related field may be substituted for the degree requirement.

**Additional Requirements:**

PrimaryLocation : California,Union City,Union City Landing Administration

HoursPerWeek : 40

Shift : Day

Workdays : Mon, Tue, Wed, Thu, Fri

WorkingHoursStart : 08:00 AM

WorkingHoursEnd : 05:00 PM

Job Schedule : Full-time

Job Type : Standard

Employee Status : Regular

Employee Group/Union Affiliation : NUE-NCAL-09|NUE|Non Union Employee

Job Level : Individual Contributor

Job Category : Accounting, Finance & Actuarial Services

Department : Oakland Reg - 1950 Franklin - Medical Office Admin Services - 0206

Travel : Yes, 25 % of the Time

Kaiser Permanente is an equal opportunity employer committed to a diverse and inclusive workforce. Applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy), age, sexual orientation, national origin, marital status, parental status, ancestry, disability, gender identity, veteran status, genetic information, other distinguishing characteristics of diversity and inclusion, or any other protected status.