

Job Title: Medical Services-Commercial & Governance Specialist



Location: This is a hybrid role, our offices are in Little Island, Cork.

The Role:

- This role will have responsibility for the governance, measurement and reporting of Non-Hospital portfolio cost, LH&WC profit share, return on investment, partner financial performance along with the end-to-end financial governance of lease and facility management within our 5 LH&WC.
- The role will specifically focus on managing and enhancing the governance and financial relationship with strategic partners, ensuring the business captures its full share of profits, and aligning with overall business goals. This role requires an in-depth understanding of financial analysis, profit-sharing arrangements, third party procurement, contract management, and stakeholder engagement to optimise profitability through strategic partnerships.
- The ideal candidate will collaborate with cross-functional teams, strategic partners, operations, and leadership, to ensure sound governance and financial management, align clinic operations with business goals, and provide insights to support decision-making and future investments.

Major Responsibilities:

- Develop a Financial and Governance framework for designated key strategic partners which includes legal and compliance, risk management, finance, lease and facility, insurance, clinical operations, medical indemnity, data protection and regulatory requirements.
- Financial oversight of all medical services activities including the LH&WC, and the key strategic partners engaged at activities within our Clinic network.
- Analyse financial performance related to strategic partnerships, including revenue, expenses, and profit margins. This includes an in-depth financial analysis to monitor profitability, costs, revenue streams, accounts receivable and payable and key performance indicators (KPIs) for each clinic.
- Prepare monthly, quarterly, and annual financial reports detailing the company's share of profits from each partnership, including variance analysis.

- Ensure accurate budgeting, forecasting and financial reporting including any profit share and rebate agreements.
- Oversee LH&WC lease management activities including governance and financial reporting.
- Conduct financial modelling and scenario analysis to evaluate the impact of strategic partnerships on overall company profitability.
- Conduct regular financial reviews and audits with strategic partners to verify the accuracy of financial reporting, ensuring adherence to profit-sharing agreements.
- Measure, monitor and report medical services investments including LH&WC and demonstrate portfolio ROI.
- Lead financial due diligence for medical services as required, including assessing risks, financial projections, and strategic fit. Evaluate potential investments, expansions, and new business opportunities, providing financial models and ROI analyses to support decision-making.
- Develop dashboards and financial KPIs to monitor the performance of strategic partnerships and ensure KPI's are met.
- Identify opportunities to enhance profitability within existing partnerships and recommend adjustments to improve financial outcomes.
- Stay up to date with industry trends, best practices, and innovations in healthcare financial management, leveraging insights to enhance financial outcomes.
- Support the Executive Team in delivery of our Vision and our Strategy through advice and recommendations on medical services development and integration.
- Management of specified partner relationships in the continuous improvement and cost-effective negotiation and management of our service agreements with healthcare partners, in the best interests of our members, our values, our brand and our business.
- Maintain and develop relationships with Senior Leadership of key strategic partners under the stewardship of the Head of Strategic Partner Relationships.
- Ensure an effective communication process exists with medical service providers whereby our members are afforded best medical interventions in terms of the scope, rules and schedule of benefits of our products.
- Contribute to the control of annual healthcare expenditure to agreed targets.
- Drive cost containment through effective preparation and negotiation of contracts with specified Providers.
- Drive cost containment through the effective displacement of activity from the acute setting into an Out of Hospital Care setting including our LH&WC network.

- Guide the Medical Services analytics function and develop accurate reporting of membership and claims cost impact on the portfolio performance.
- Support the improvement of the quality and appropriateness of our claims and Partner service data so that the business is more informed regarding claims trends, predictive modelling and member Population Health data.
- Provide analytical and commercial support to our Pricing & Product Development, Claims Management and Senior Management making innovative suggestions for products and services that promotes our brand and our business.
- Support the development of efficient submission of claims from our Provider network.
- Support the Medical Services Director to ensure that the Medical Services Department operate to all required Regulatory standards.
- All other activities that are requested and within the capabilities of and appropriate to the role.
- Act as an ambassador for our brand and our values at all times.

Qualifications, Skills & Experience:

- Minimum of a Bachelors' Degree required in accounting, Finance, or a related field.
- Professional Certification is required - ACA, CIMA, ACCA, CPA or equivalent certification.
- 5-7 years of accounting/finance experience, ideally with at least 2 years in a healthcare or insurance-related industry experience.
- Strong understanding of healthcare regulations, insurance policies, and industry dynamics.
- High level of proficiency in financial and data analytics software (e.g., Excel, Snowsight, PowerBI, ERP systems)
- Excellent analytical and problem-solving skills, self-motivated and goal oriented.
- Excellent written and verbal communication skills, with the ability to build relationships and collaborate effectively with diverse stakeholders.
- Self-motivated and flexibility in role required.

To apply for this role, please email recruitment@layahealthcare.ie with a copy of your CV and a cover letter. Please quote the job title in the subject line of your email.