

Director of Safety and Performance Improvement (Compliance Director)

Contra Costa Health

Job Location: Martinez, CA

Full Time/Days

JOB SUMMARY:

The Director of Safety and Performance Improvement (Compliance Director) will provide executive leadership over the organization's compliance framework, ensuring adherence to Medicare Advantage (42 CFR Parts 422 and 423), Medi-Cal Managed Care requirements, and CMS Compliance Program Guidelines. Responsibilities include maintaining the effectiveness of compliance operations across Medi-Cal, D-SNP, and Commercial lines of business, guiding executive leadership on risk mitigation, and leading key committees. The position also oversees HIPAA Privacy, Security, and Breach Notification programs, ensuring strong safeguards, timely investigations, and collaboration with IT, Legal, and Operations to maintain compliance with federal and California privacy laws.

In addition, the role directs the Fraud, Waste & Abuse (FWA) program, overseeing prevention, detection, investigations, reporting, and training for employees and delegated entities. It leads audit readiness and engagement with CMS, DHCS, OIG, and other regulators, managing corrective action plans and sustainable remediation efforts. The position further ensures oversight of delegated entities and FDRs, maintaining monitoring, auditing, and contractual compliance.

The leader is also responsible for managing compliance policies, training programs, monitoring activities, and developing a high-performing compliance team. Collaboration across departments such as Legal, IT, Finance, Operations, Quality, and Medical Management is essential to foster an ethical culture and ensure alignment of compliance activities throughout the organization.

MINIMUM REQUIREMENTS:

- Five (5) years of full-time (or its equivalent) experience performing duties related to continuous quality improvement and at least one (1) year must have been at a supervisory or lead level.
- Deep Regulatory Expertise - can interpret complex rules and translate them into operational practices.
- Strong Strategic & Enterprise Leadership - able to operate at a leadership level and balance regulatory requirements with business realities.
- Proven Audit & Risk Management Expertise – with experience in audit readiness, root cause analysis, and corrective action planning.
- Operational & Cross-Functional Collaboration Skills- translating compliance into workflows and ensuring accountability across stakeholders.
- Integrity & Culture-Building Leadership - demonstrates strong ethical judgment and fostering a culture of compliance, transparency, and accountability.
- Team Building Strength - leading, mentoring, and developing teams while promoting organization-wide awareness and accountability for compliance.
- Strong Oversight in FWA and HIPAA Oversight - overseeing investigations, reporting, and prevention programs with integrity and credibility.

EDUCATION/LICENSES/CERTIFICATIONS:

- Bachelor's degree in nursing, business administration or other healthcare related field.

FOR MORE INFORMATION/TO APPLY:

<https://www.governmentjobs.com/careers/contracosta/jobs/5290378/director-of-safety-and-performance-improvement-compliance-director>