Director of Revenue Cycle

Luminary Hospice
Job Location: Remote
Full Time/Days

JOB SUMMARY:

Luminary Hospice is seeking a Director of Revenue Cycle to own the entire revenue cycle for our growing, multi-state, multi-site hospice organization. That covers everything from eligibility verification through final account resolution. This leader is the single accountable executive for how we get paid: accurately, compliantly, and on time. The role manages our third-party RCM billing vendor, partners with local agencies to drive best practices, and builds a revenue cycle operation that scales as we add locations, states, and payers.

This is a hands-on role. The ideal candidate knows hospice reimbursement in detail, including NOEs, benefit periods, CTI and face-to-face requirements, levels of care, SIA, RTPs, ADRs, and room and board. They should be comfortable digging into individual accounts to find root causes.

MINIMUM REQUIREMENTS:

- 10+ years of healthcare revenue cycle experience, including 5+ years in leadership. Hospice revenue cycle experience is required.
- Experience leading the full revenue cycle for a multi-site hospice organization, preferably across multiple states
- Expert knowledge of the Medicare Hospice Benefit and hospice billing, from eligibility and NOE through payment, denials, and final resolution
- Experience managing a third-party RCM or billing vendor through SLAs, scorecards, and audits
- Experience working with agency or field leadership to reduce claim holds and improve documentation
- Proven ability to build or turn around revenue cycle operations, with strong analytical skills and a track record of leading teams through change and growth

EDUCATION/LICENSES/CERTIFICATIONS:

- Bachelor's degree in healthcare administration, business, finance, or a related field, or equivalent experience

PREFERRED QUALIFICATIONS:

- Master's degree in healthcare administration, business, or finance
- Experience with hospice acquisitions, de novo locations or system conversions
- Experience with multiple MACs, state Medicaid programs, Hospice Cap, and medical review
- Experience with hospice EMRs (HCHB, WellSky, Axxess, MatrixCare) and revenue cycle automation
- Certification such as CHFP, CRCR, CHPCA, or CHPC

FOR MORE INFORMATION/TO APPLY:

https://job-boards.greenhouse.io/luminaryhospice/jobs/5464151008