

# Director of CalAIM



- **FLSA Status:** Full-time, Exempt
- **Compensation:** \$85,000 - \$105,000 DOE + signing bonus opportunity; Opportunity for growth.

Under the direction of the Vice President of Clinical Programs, the Director of California Advancing and Innovating Medi-Cal (CalAIM) will oversee and ensure compliance of Sacramento Covered's CalAIM contracts with five managed care health plans along with other efforts to serve complex patients including those at risk of, or experiencing homelessness, people transitioning from incarceration and County Outreach grants. The Director of CalAIM is responsible for the development, management and evaluation of programs that improve quality outcomes, reduce health disparities, drive delivery system transformation and innovation through value-based initiatives and modernizing systems and payment reforms. Learn more about CalAIM at [www.dhcs.ca.gov/CalAIM](http://www.dhcs.ca.gov/CalAIM)

## About Sacramento Covered

Sacramento Covered is a nonprofit with a mission of improving the overall health and wellbeing of Sacramento area residents by connecting individuals and families to health coverage, primary and preventative care, behavioral health services, and other health-related resources. We value our team members for the essential work they do in our community year-round. Because of this, we prioritize offering competitive pay, robust benefits, and maintaining a diverse and inclusive work environment that is purpose-driven and outcomes-focused!

### Healthcare Benefits

**We provide:**

- 100% of our employees' medical, dental, and vision plans
- 100% of employee dependents' medical plans
- Employee life Insurance coverage equal to 100% of annual salary
- A pre-tax Flexible Spending Accounts (FSA) for healthcare and dependent care expenses



### Wellness Program & Paid Time Off

**Each year, we provide:**

- 80 hours of vacation and sick time (accrue up to 120 hours each)
- 40 hours of PTO for Exempt positions
- 2 paid Wellness Days
- 13 paid holidays
- Employee appreciation events, professional development training, and retreats
- Access to an Employee Assistance Program (EAP) to help employees navigate work-related and personal issues



### Financial & Retirement

**We offer:**

- A 403(b) Retirement plan with immediate employer match up to 4%
- An opportunity for yearly bonus
- An Employee Referral Program (\$250 when you refer each future team member)



### Other Benefits

**We also offer:**

- An Employee Perks Program with discounts on amusement parks, travel, concerts, and more
- Mileage and tech reimbursement for eligible positions
- Clinical supervision hours provided by Licensed Clinical Social Worker (LCSW) staff for eligible team members
- Sacramento Covered-branded swag (shirts, hat, jackets, and more)
- Modern collaborative work space\*  
\*most positions



## Job Duties

- Lead planning and implementation of CalAIM program initiatives, including Enhanced Care Management, Community Supports, including but not limited to the following types of services Housing Transition/Navigation Services, Housing Tenancy and Sustaining Services, and Housing Deposits.
- Lead external partnerships with up to five managed care plans serving Medi-Cal beneficiaries in the region (currently seven counties). Provide support with one managed care plan in seven counties.
- Monitors and evaluate effectiveness and efficiency of CalAIM service delivery system, organizational structure, staffing levels, and other internal operations including identifying and recommending alternative approaches or improvements; implementation of revisions, adjustments and changes
- Maintains an awareness of state-level changes to the CalAIM program that require local implementation changes
- Organize and lead internal departmental meetings, including weekly staff meetings, housing specialist meetings, and trainings.
- Support program reporting needs, including reviewing DHCS required quarterly reports, completing staffing capacity reports for health plans.
- Contribute to grant reporting and invoicing.
- Supervises, train, assign and evaluate the activities of CalAIM staff.
- Supervise, coach and mentor program staff, including supervision of clinical staff.
- Support departmental hiring, staffing, and budgets.
- Internally liaison with other departments, including finance, operations, data, and other program teams.
- Other duties as assigned.

## Requirements

- **Primary Relationships:** The position reports to the VP of Clinical Programs and works collaboratively as part of Sacramento Covered's senior management team. Within the organization, the position has primary working relationships with the Chief Executive Officer, VP's, Directors, project managers, Community Health Workers, Housing Specialists, Health Navigators, and service providers. Outside the agency, the position coordinates with project subcontractors, key stakeholders, government agencies and community partners.
- **Supervisory Responsibilities:** The position supervises five Project Managers and a team of 35 or more field-based Community Health Workers.
- **Educational Attainment:** R.N. L.C.S.W., M.P.H., M.S.W. or closely related degree; And
- **Employment Experience:** 5 years of experience in the development, management, and evaluation of community health or closely related programs. A combination of skills, experience (including lived experience) may be considered as substitute for education and/or experience.

Experience with and knowledge of CalAIM populations of focus is essential to be considered as a candidate for this position. Current and anticipated populations of focus include: people experiencing or at risk of homelessness, people at risk of frequent utilization of emergency services or hospital care, those with severe mental illness (SMI), and people involved with the criminal justice system.

- **All newly hired employees are required to be fully vaccinated against COVID-19 prior to the first day of employment.**
- A current CA driver's license and proof of auto insurance are required. Must have reliable transportation and be able to travel within Sacramento County and surrounding counties.
- Must complete a criminal background check.

**Preferred Skills/Qualifications:**

- Knowledge of the Sacramento health care delivery system, housing and social service resources.
- Exceptional writing and grammar skills
- Strong attention to detail
- Organized, flexible, and able to meet multiple deadlines at a time
- Analytical and research skills
- Experience working with grants, budgets and allocations.

**Physical Activities and Demands:**

- Remaining in a stationary position, often for standing or sitting for prolonged periods.
- Moving about to accomplish tasks or moving from one worksite to another.
- Adjusting or moving objects up to 15 pounds in all directions.
- Communicating with others to exchange information.
- Repeating motions that include the wrists, hands and/or fingers. (e.g. typing)
- Assessing the accuracy, neatness and thoroughness of work assigned.

**Environmental Conditions:**

Normal temperatures in an open office environment. Quiet office environment with occasional noises and interruptions. Open office layout with enclosed office spaces.

**Application Instructions:**

Please submit the following documents below through our website at [www.sacramentocovered.org/careers/](http://www.sacramentocovered.org/careers/) :

1. Cover Letter
2. Resume

Your application will not be considered if a resume or cover letter is not included.

No phone calls please.