

POSITION OVERVIEW

Job Title: AVP, Finance
Business Title: AVP, Physician Compensation
Job Code: AVPFIN
FLSA Status: Salary
Department: Finance, Corporate Finance
Reports to: VP, Strategic Finance and Operational Systems
Location: Remote, USA
Draft Date: 02/03/2026
Revision Date: 02/03/2026
Approved By: Sarah Mahlstedt
Role: People Leader

POSITION SUMMARY

The role oversees physician incentive compensation strategy, productivity reporting, and analytical insights to align physician performance with enterprise objectives. It leads the development and governance of complex compensation and productivity models using compensation data, clinical volumes, and performance metrics to ensure accurate, consistent, and transparent incentive calculations. The position prepares and communicates monthly compensation and productivity results to physicians, operational leaders, accounting partners, and senior leadership, translating complex data into clear, actionable insights. This role establishes and leads a centralized physician compensation team responsible for calculating monthly variable incentive payments and shaping future compensation strategy. In close partnership with the VP of Strategic Finance and Operational Systems, the position drives cross-functional initiatives to improve systems, workflows, and analytical tools that support operational efficiency, practice growth, and long-term sustainability.

KNOWLEDGE, SKILLS AND ABILITIES

- **7–8+ years of progressive experience** in healthcare services, physician practice management, or professional services, with deep exposure to physician compensation, productivity modeling, financial analysis, and enterprise-level strategy.
- **Advanced analytical and financial acumen**, including the ability to design, validate, and interpret complex compensation and productivity models using large data sets (e.g., volumes, RVUs, incentive structures, and performance metrics) while ensuring accuracy, transparency, and auditability.
- **Proven leadership and people-management capability**, with experience building and scaling high-performing teams, setting clear expectations, developing talent, and driving accountability in a highly matrixed environment.
- **Strong program and change-management skills**, with a demonstrated ability to lead complex, cross-functional initiatives from concept through execution, influence senior stakeholders without direct authority, and deliver sustainable process, system, and workflow improvements.
- **Exceptional executive communication and storytelling skills**, with the ability to translate complex financial and operational analyses into clear narratives, decision points, and actionable recommendations for physicians, operational leaders, and senior executives.

DESIRED QUALIFICATIONS

- Bachelor Degree in Finance, Accounting or related field preferred
- Minimum 7-10 years of relevant business experience
- Experience with physician and other clinical compensation

- Strong communication skills (both written and verbal)
- Strong attention to detail, time management and follow through
- Ability to summarize large sets of data analysis, and draw conclusions
- Ability to work with different levels of the organization on sensitive and complex issues as necessary

Physical Activities

Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like.

Never Occasionally Constantly

Moving self in different positions to accomplish tasks in various environments including tight and confined spaces.

Never Occasionally Constantly

Remaining in a stationary position, often standing or sitting for prolonged periods.

Never Occasionally Constantly

Moving about to accomplish tasks or moving from one worksite to another.

Never Occasionally Constantly

Adjusting or moving objects up to __ pounds in all directions.

Never Occasionally Constantly

Communicating with others to exchange information.

Never Occasionally Constantly

Repeating motions that may include the wrists, hands and/or fingers.

Never Occasionally Constantly

Operating machinery and/or power tools.

Never Occasionally Constantly

Operating motor vehicles or heavy equipment.

Never Occasionally Constantly

Assessing the accuracy, neatness and thoroughness of the work assigned.

Never Occasionally Constantly

Environmental Conditions

Low temperatures.

Never Occasionally Constantly

High temperatures.

Never Occasionally Constantly

Outdoor elements such as precipitation and wind.

Never Occasionally Constantly

Noisy environments.

Never Occasionally Constantly

Hazardous conditions.

Never Occasionally Constantly

Poor ventilation.

Never Occasionally Constantly

Small and/or enclosed spaces.

Never Occasionally Constantly

No adverse environmental conditions expected.

Never Occasionally Constantly

Physical Demands

Sedentary work that primarily involves sitting/standing.

Never Occasionally Constantly



Light work that includes moving objects up to 20 pounds.

Never Occasionally Constantly

Medium work that includes moving objects up to 50 pounds.

Never Occasionally Constantly

Heavy work that includes moving objects up to 100 pounds or more.

Never Occasionally Constantly

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my manager or a member of the Human Resources team.

I acknowledge that the job has been explained to me both verbally and in written format.

Support Teammate's Signature

Date