

POSITION OVERVIEW

Job Title: Manager, Operations Strategy
Business Title: *Manager, Physician Compensation*
Job Code: Manager, Compensation
FLSA Status: Exempt
Department: Finance
Reports to: AVP, Physician Compensation
Location: Remote
Draft Date: 07/14/2026
Revision Date: XXXXX
Approved By: Melissa Ford
Role: People Leader

POSITION SUMMARY

The highly analytical and collaborative Manager, Physician Compensation will help build and scale a newly centralized physician compensation function. This leader will oversee complex compensation calculations, drive process improvements, and partner across operations, finance, and data teams to deliver accurate, transparent, and scalable compensation solutions. The role offers a unique opportunity to shape the future-state compensation processes in a rapidly growing national healthcare organization while leading a team focused on operational excellence and financial accuracy.

POSITION DUTIES AND RESPONSIBILITIES

- Serve as a foundational member of Radiology Partners' newly centralized physician compensation team, owning the accurate and timely calculation of physician compensation for national remote radiology practices, with a strong emphasis on precision, transparency, and auditability
- Act as a key bridge between operations, finance, and data by translating complex business questions and compensation models into clear, structured analyses that drive understanding and decision-making
- Proactively identify and resolve discrepancies in data, calculations, and processes by digging into root causes, partnering cross-functionally, and ensuring issues are fully resolved and prevented going forward
- Lead critical workflows supporting intercompany billing and settlement processes, ensuring financial accuracy and alignment across practices while building scalable, repeatable processes
- Play an integral role in building the future-state compensation function—developing tools, enhancing reporting, and helping shape processes and team structure as the organization scales under the AVP, Physician Compensation
- Promotes communication and cooperation among teammates to create a spirit of unity in the department.
- Works closely with leadership and teammates to improve work relationships, build morale, and increase productivity and retention.
- Provides day-to-day performance management guidance to direct reports (e.g., coaching, counseling, career development, disciplinary actions).
- Performs other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong analytical and technical skillset, including advanced SQL and Excel capabilities, with a passion for working with large, complex datasets to produce accurate, reliable, and scalable analyses
- Demonstrated ability to perform high-stakes, detail-oriented calculations with exceptional accuracy, along with a deep appreciation for data integrity, controls, and audit-ready outputs
- Ability to take ambiguous or complex business questions and translate them into structured analyses and clear insights, effectively communicating results to both technical and non-technical audiences
- Highly proactive problem solver with a strong sense of ownership—someone who is comfortable digging into issues, navigating across systems and teams, and seeing challenges through to resolution
- Strong collaborative and communication skills, with experience partnering across operations, finance, and/or billing teams; familiarity with Power BI, healthcare data, or physician compensation models is a plus

REQUIRED QUALIFICATIONS

- Bachelor Degree in Finance, Accounting or related field preferred
- 4-7 years of relevant experience in analytics, finance, operations, or healthcare services

PREFERRED PROFESSIONAL SKILLS AND EXPERIENCE

- Experience working with compensation and productivity metrics preferred
- 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 15 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

