



Financial Analyst job opportunity located in Emeryville, CA

UCSF Benioff Children's Physicians (UBCP) is a multispecialty physician foundation and an associated clinically integrated network. Our primary goal is to foster physician collaboration to deliver the most advanced primary, maternal and pediatric care throughout the Bay Area and beyond. Jointly operated by UCSF Benioff Children's Hospital – Oakland and UCSF Health, UBCP provides physicians a participative vehicle from which to advance their clinical practice in a variety of ways, based on their individual practice preferences as well as the needs of the foundation.

Job Summary:

The effective incumbent must apply in-depth functional finance and accounting knowledge, detailed quality and internal controls, planning and organizing skills and excellent communication and documentation. The scope of this position is critical in nature and has an organization-wide impact. Erroneous decisions will have a very serious impact on the overall success of UCSF Benioff Children's Physicians financial operations.

Essential Functions:

- Play a key role in the financial planning, forecasting, and reporting processes
- Prepare monthly variance analysis and commentary for leadership review
- Partner with the C-level leadership team to develop goals and KPIs for the business
- Maintain and improve scalable monthly reporting for internal business partners
- Lead implementation of new financial systems and tools
- Determines how decision support systems will provide information required to make effective business decisions, translates requirements into applications that employ appropriate decision support and reporting tools.
- Develops or assists in developing complex financial proformas of physician compensation and benefits for new or established physician practices and ad hoc analyses.
- Uses broad experience and technical knowledge to propose solutions to complex business problems.
- Creates and/or develops new methods of analysis, database design and performance measurement or, in some cases, adaptation of existing solutions to new areas.
- Performs modeling of data sources and flows, works with data management staff to define an operational framework that will define, develop and implement policies and security frameworks to ensure precise and secure deliver of knowledge and information.
- Provides assistance with calculate physician compensation and periodic bonuses of Medical Group physicians based on each Group's agreements. Create and maintain accurate physician compensation financial calculations for each Medical Group using Excel spreadsheets or other tools.
- Provides assistance with gather data, calculate, analyze, and publish physician production data including Work Relative Value Units (wRVU), FTEs, and other metrics for physician productivity

reporting and analyses. Create and publish physician payroll summaries for use by accounting to record professional service agreement (PSA) expense.

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- Create and maintain accurate physician compensation financial calculations for each Medical Group using Excel spreadsheets or other tools.
- Gather data, calculate, analyze, and publish physician production data including Work Relative Value Units (wRVU), FTEs, and other metrics for physician productivity reporting and analyses.
- Create and publish physician payroll summaries for use by Accounting and HR to record professional service agreement (PSA) expense.
- Calculate compensation for periodic physician administrative responsibilities.

Additional Responsibilities:

- Ongoing support of Medical Group physicians for compensation and physician production reporting.
- Enhances own professional growth and development through participation in company-sponsored training, continuing education, current business and industry publications, in-service meetings, and workshops.
- Performs all other duties as assigned.

Abilities:

- Model excellent analytical, verbal and written communication skills particularly when working with detailed information;
- Interact professionally with diverse individuals including executives, managers, staff, vendors and subject matter experts;
- Set team priorities and ensure delivery of accurate, quality work products under time constraints; meet deadlines and schedules;
- Team player within Finance Department and throughout UBCP, BCH and UCSF organizations.

Education and Experience:

- Undergraduate Finance degree with equivalent certification or experience.
- 4-6 years of successful increasingly demanding hands-on experience in a mid-sized finance department(s) designing and delivering timely products and reports, 2 years of which is health care sector related.

Knowledge:

- Thorough understanding of financial modeling, database and advanced features of Microsoft Office applications
- Computer proficiency in multiple financial reporting, analytical and business intelligence tools. Fluency in Tableau and/or Essbase preferred.

The essential functions listed are typical examples of work performed by incumbents in this job classification. They are not designed to contain or be interpreted as a comprehensive inventory of all duties, tasks, and responsibilities. Employees may also perform other duties as assigned.

We offer a competitive benefits package including a very generous 401(k) and Paid Time Off (PTO) plans.

Equal Employment Opportunity and Affirmative Action

UCSF Benioff Children's Physicians (UBCP) is an equal opportunity employer. In accordance with applicable law, we prohibit discrimination against any applicant or employee based on any legally-recognized basis, including, but not limited to: veteran status, uniformed servicemember status, race, color, religion, sex, age (40 and over), pregnancy (including childbirth, lactation and related medical conditions), national origin or ancestry, physical or mental disability, genetic information (including testing and characteristics) or any other consideration protected by federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers.

UBCP will only employ those who are legally authorized to work in the United States. Any offer of employment is conditional upon the successful completion of a background investigation and pre-employment health screen.

This is intended to be consistent with the provisions of applicable state and federal laws and UBCP policies.