

Healthcare Compliance Officer

The hospital compliance officer is responsible for developing and overseeing policies and programs to ensure the organization's compliance with legal and ethical standards. They're responsible for managing adherence to federal and state laws, regulatory guidelines, and Centers for Medicare and Medicaid Services requirements. The individual will work closely with many departments to ensure that activities and operations adhere to internal policies and external regulations.

Benefits

- Competitive pay
- Health, dental, and vision benefits
- 401k, retirement plans — include company matching, if applicable
- FSA/HSA options
- Life insurance
- Holidays, PTO, sick time
- Schedule flexibility — work from home, hybrid options
- Continuing education, conference reimbursement, professional association dues, etc.
- Employee assistance program (EAP)
- Wellness program
- Relocation expenses

Duties and Responsibilities

- Develop and implement compliance programs
- Integrate mission, vision, values, and ethical principles within the code of conduct
- Lead strategic planning to support long-term compliance efforts
- Conduct regular audits and analyze results
- Collaborate with key stakeholders
- Develop and maintain an organizational compliance structure
- Ensure staff competency through training and coaching
- Update policies and procedures as needed when regulations evolve
- Policy development and enforcement
- Provide internal and external issue reporting
- Develop and maintain close working relationships across the enterprise
- Consult with legal resources where appropriate

Compensation and Schedule

- Approximately \$106,500-\$229,500 annually
- Working in a large county hospital
- Full-time
- Normal business hours, plus occasional weekends

Compliance Officer Qualifications

- Bachelor/Master degree in healthcare administration, law, business administration, or a related field
- Preferred certifications/credentials — CHC, CHCP, CHRC
- Minimum 5 years experience in related roles
- Preferred setting of experience — hospital, nursing facility, corporate office
- Knowledge of healthcare laws and regulations related to HIPAA compliance, privacy rules, Stark Law, Anti-kickback statute, and fraud and abuse
- Understanding of business administration and billing best practices
- Working knowledge of the Joint Commission requirements and standards
- Required screening or background checks

Key Skills

- Analytical abilities and critical thinking
- Ability to work independently and make decisions under pressure
- Conflict resolution
- Change and project management
- Interpersonal skills
- Attention to detail
- Problem-solving
- Ethical standards
- Strong facilitator
- Credible and authoritative
- Verbal and written communication skills

Ready to join our team and take your career in healthcare compliance to the next level? Start today by clicking the “apply now” button and submitting your application to us. We look forward to hearing from you.