



FreedomCare

Director of Regulatory Affairs & Compliance

New Hyde Park, NY Hybrid, Full-time

About the Agency

Started in 2016, FreedomCare is a Healthcare company that is innovating and revolutionizing the way home care is delivered. Bring dignity and support to patients needing care in their homes and to the caregivers who care for them, FreedomCare is the premier home care agency in NY State, and is continually expanding its areas of focus including operations in other states and tech-based innovations. They pride themselves on their values which drive the level of care that they deliver to their patients:

Here For You (An attitude of service, empathy, and availability)

- Own It (Drive and ownership)
- Do the Right Thing (High integrity)
- Be Positive (Great attitude and a can-do positive approach to challenges)

This is a hybrid role that requires a regularly scheduled commute/travel to our main office in New Hyde Park, NY and/or the FreedomCare hub closest to you.

Department & Position Overview

The Director of Regulatory Affairs & Compliance will play a critical role in overseeing and advancing FreedomCare's compliance program. This role will be responsible for providing regular updates on key compliance initiatives, identifying and mitigating risks, communicating audit outcomes, and staying ahead of regulatory changes.

This role requires a deep understanding of healthcare regulatory frameworks and risk management, as the Director of Regulatory Affairs & Compliance will ensure

FreedomCare's policies, procedures, and operations comply with laws and regulations. This role will also take the lead in addressing the growing compliance needs driven by their on-going expansion, ensuring the company both meets but exceeds industry standards.

Everyday You Will

- Leadership: Manage and guide the Compliance team, creating a culture of operational excellence and accountability
- Regulatory Compliance Management: Manage operational plans to ensure compliance with CMS, OMIG, state DOH departments, HIPPA, TCPA, anti-kickback statues, False Claims Act, Stark Law and other relevant regulations
- Multi-state Medicaid Compliance: Oversee compliance with Medicaid regulations across multiple states, ensuring accurate and timely reporting
- Risk Management: Support the company's readiness for health care regulations, technology, data, finance, and privacy related risks
- Audit Management: Manage both internal and external audits of policies, procedures, and compliance programs, ensuring alignment with regulatory changes
- Due Diligence: Participate in regulatory due diligence assessments for new business opportunities to ensure compliance from the onset
- Training: Partner with Learning & Talent Development to design and execute compliance training programs that promote business and ethics and regulatory adherence
- Cross-functional collaboration: Collaborate with internal teams such as Legal, Operations, Marketing, National Expansion, Technology, Clinical, Physician Practice, People & Culture, and others to ensure cohesive compliance efforts
- Regulatory Updates: Keep stakeholders informed of changes in the regulatory landscape and support strategic adjustments as necessary
- Industry Expertise: Maintain up-to-date knowledge of laws and regulations impacting Medicaid and home care

Ideal Candidate Will Possess

- Bachelor's degree in healthcare administration, business or a related field. Master's degree preferred
- Demonstrated ability to manage and develop regulatory programs and strategies in a healthcare setting

- Experience in managing audits, with a strong understanding of internal and external audit processes
- 7+ years of senior regulatory compliance management experience within the healthcare industry, within the healthcare industry and expertise in Medicaid regulatory standards, DOL regulations and audits and physician practice regulations.
- Effective project management skills with the ability to oversee multiple workstreams and drive project completion
- Solution oriented, essential for addressing complex regulatory challenges and implementing solutions that ensure continuous compliance
- Strong communication and presentation skills with the ability to build and maintain relationships across the organization

Why work at FreedomCare?

FreedomCare is here for you and committed to providing a best-in-class employee experience. They offer competitive compensation, medical benefits, retirement plans, wellness programs, fun company events and ongoing learning opportunities to grow your career.

It is a place where your voice matters, where they build great relationships, and your work has meaning and a tangible positive impact on others!

FreedomCare celebrates diversity and is committed to creating an inclusive environment for all employees. They are an Equal Opportunity Employer and do not discriminate based upon race, religion, color, national origin, ancestry, age, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity or expression, status as a protected veteran, status as an individual with a disability, citizenship or immigration status, or other applicable legally protected characteristics.

Salary Range

At FreedomCare, base pay is one part of our total compensation package and is determined within a range. This provides our employees with the opportunity to professionally grow and develop within a role. The base pay range for this role is between \$165,000 and \$180,000 per year at the commencement of your first year of employment. Compensation decisions are dependent upon a variety of factors which may include, but are not limited to: skill set, years of relevant experience, education, location, and licensure/certifications.

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*For more information or to apply, please contact **Bob Hussar, Esq., CHC**
(518) 487-8258 or send your resume to recruitment@hccconnections.com*