



## **Vice President of Programs and Integrated Services**

For forty years, Radiant Health Centers has been a safe and affirming space for patients and clients. From its humble, grass-roots inception as an organization caring for individuals and families affected by HIV/AIDS to today being the premier Federally Qualified Health Center - Look Alike (FQHC-LA) in Orange County for LGBTQ+ Communities, patients have always been at the heart of what we do. Supported by a team of caring professionals and hundreds of dedicated volunteers, we share a common mission: working to eliminate stigma and overcome health disparities. Together, we deliver compassionate care options that empower individuals to live healthier, more fulfilling lives.

The Vice President of Programs and Integrated Services provides executive leadership over a portfolio of federally, state, and locally funded programs focused on community-based health and social services. This role is accountable for ensuring programmatic excellence, regulatory compliance, and effective implementation of grant funded initiatives across complex portfolio of funding streams, including but not limited to Ryan White HIV/AIDS and CalAIM enhanced services.

This role is centered on the leadership of grant-funded programs and public funding compliance rather than clinical or hospital-based operations. Success in this position requires deep experience translating funding requirements into program design, service delivery models, and reporting systems that meet federal, state, and local grant expectations.

This leader ensures programs operate as a core component of the organization's service model by aligning funding requirements, service delivery, and measurable outcomes.

### **Responsibilities:**

#### **Program Leadership and Management**

- Provide executive oversight of integrated service lines, including case management, nurse case management, housing, transportation, and community support services.
- Establish and enforce clear productivity benchmarks, caseload standards, and documentation of expectations across all programs with the intent of optimizing utilization of funding.
- Set expectations and ensure accurate, timely, and compliant documentation within OCHIN EPIC electronic health record (EHR), recognizing its direct impact on funding, reporting, and audit readiness.
- Utilize data, performance metrics, and reporting tools to monitor program effectiveness, identify gaps, implement updated processes and workflows, and drive continuous improvement.
- Build and develop high effective leaders who are accountable for staff performance, service quality, and regulatory compliance.

#### **Budget and Contract Administration**

- Provide executive oversight, development and modifications of a multi-million dollar, federally funded contract and grant portfolio, including Ryan White HIV/AIDS Program funding and CalAIM programs.
- Oversee accurate reconciliation of Units of Service (UOS) and ensure documentation supports funding claims and audit readiness.
- Support the development in collaboration with the Grants Team and timely submission of grant applications, renewals, performance reports, and corrective action plans.
- Partner with Finance and Healthcare Operations to complete annual budgets and manage budget performance, allowable costs, and grant utilization, proactively identifying risks and variances.



### **Organizational Collaboration**

- Partner with Healthcare operations to ensure alignment between service delivery, clinical workflows, and documentation requirements.
- Serve as a key cross-function leader who aligns support services with clinical priorities, patient needs, and organizational strategy.

### **What we value**

- Experience from community-based organizations, public health systems, or non-profit program environments, with demonstrated success managing programs where funding, compliance, and outcomes are tightly linked.
- Demonstrated excellence in transformational leadership that integrates robust program performance, achievement of health outcomes and metrics, and operating efficiency with strong business acumen.
- Proven record of successfully leading and scaling complex programs subject to federal or state grant requirements, audit, and regulatory oversight.
- Direct experience overseeing documentation standards, Units of Service (UOS) reconciliation, comprehensive compliance reporting.
- Demonstrated strength in operational leadership, financial management, and data-drive decision-making.
- Ability to translate regulatory and funding requirements into high-quality, compliant service delivery and strong organizational performance.

### **Education and Experience**

- Master's Degree in Social Work, Public Health, Healthcare Administration, or related field required.
- LCSW, LMFT, PsyD strongly preferred.
- Spanish fluency strongly preferred, with the ability to engage diverse communities and stakeholder effectively.
- Minimum of ten years of progressive senior leadership experience within healthcare, public health, or federally funded social service environments.
- Must be fully vaccinated.

### **How to Apply**

To apply for Vice President of Integrated Services position, please forward a cover letter and resume using one of the following methods:

- Email your resume and cover letter to Lisa Osborn, [losborn@radianthealthcenters.org](mailto:losborn@radianthealthcenters.org).
- Mail to Radiant Health Centers, Attn: Lisa Osborn, 17982 Sky Park Circle, Ste J, Irvine, CA 92614
- Fax to (949) 809-5779
- No phone calls, please

Salary Range: \$165,000 – \$185,000

*RHC is an equal opportunity employer*