



Position Description

Finance Lead – Health Plan & Pharmacy Operations

Location: Denver, CO or Remote

Evio Overview

Evio is a Denver-based pharmacy solutions startup that works with health plans to transform the medication experience for everyone: patients, providers, and the system at large.

In 2019, a group of five amazing health plans that in total serve more than 20 million members recognized that despite the miracles that medications can deliver every day, the way medications get to patients is in need of reform—rapidly rising costs and inefficient system complexities have proven detrimental to patients and the industry alike. Each company made a significant investment to establish Evio as the independent entity to lead this transformation.

Evio will elevate the people who use medications to be the focus of all innovation, and apply real world evidence to build technology, solutions and insights. We will ensure that every patient receives the right medication for their unique situation, from the beginning, in a simple and affordable way. Achieving the quadruple aim of improved experiences and health outcomes for people, reduced costs, and clinician fulfillment is our goal. Clinical, evidence-driven drug decision making will lead everything Evio does.

Initially, Evio will offer services to each of the five investor health plans to complement other innovative pharmacy services the health plans offer. Upon launch, and on the path to broader transformation, Evio's first priorities include:

- Using evidence and data from real patient experiences to ensure the right medication gets to every patient, where, when and how they need it.
- Developing new, and enhancing existing, partnerships that leverage the innovation happening in the pharmacy and broader healthcare and analytics sectors today—to improve affordability, outcomes, and experience for patients.
- Continuing the evolution toward value based care and enhancing outcomes based contracting in the pharmacy space, especially on high cost drugs.

Health Plan Finance Lead Role

We are seeking a teammate who has experience working on internal finance teams at a health plan(s) to join our product & strategy team to support Evio in developing product pricing models, assessing market and regulatory dynamics that impact plan P&Ls (i.e., MLR implications), and supporting internal Evio finance & accounting. In this role, the candidate will have an opportunity to work closely with our C-suite and product leaders and gain exposure to the full suite of services that Evio is bringing to market.

Job Specifics

In partnership with the product and strategy teams, you will:

- Develop and own product pricing and cost models for Evio’s suite of health plan service offerings.
- Work with both internal and external stakeholders to evaluate the financial impact of various Evio initiatives and strategic partnerships, including developing proformas utilizing impact assessments from our actuarial and Real World Evidence (RWE) analytics teams.
- Support conversations with health plan pharmacy leaders and finance teams to facilitate the sale of Evio solutions and convey claim or administrative cost impact, including supporting proformas.
- Act as liaison to Evio health plan customers to understand budget timelines, processes for securing initiative funding and implications for solutions across different lines of business (i.e., ACA, MA, Commercial).
- Work independently and efficiently.

The skills and experience you bring to this role include:

- 8+ years of experience within a health plan in a finance or business analyst role
- 2+ year of experience focused on pharmacy business units or line of business
- Bachelors Degree in Finance or other related degree
- Highly proficient in Excel building adaptive, scenario-driven models
- Experience building proformas and financial models related to product pricing and costing
- Superior problem-solving capabilities and comfort with ambiguous problems
- High proficiency for learning agility with an attention to detail
- Collaborative team player mentality with a passion for using data to inform decisions
- Knowledge of healthcare finance, general health plan P&Ls, pharmacy services experience preferred but not required

Every Evio teammate is critical to our culture and success. For all candidates, across roles and levels, you demonstrate that:

- You have a high degree alignment with Evio’s mission and values.
- You put the patient first, leading with clinical, and doing something transformational for US healthcare is in your DNA.
- You are an energy producer, with a proven ability to “get stuff done” (GSD) and support others.
- You are a curious, creative, and overall strong problem solver who is a go-to subject matter expert where you need to be.
- You are a resilient challenger of the status quo that drives improvements on every topic from creating team rhythms and culture to the next clinical strategy for the team to pursue.
- You thrive in ambiguity and are comfortable rolling up your sleeves on business strategy, team, execution, and other elements that will certainly change as the team fails fast, learns and pivots.
- You are a proven leader who inspires confidence and establishes processes and team structures that are conducive to teammate and company growth.
- You are emotionally intelligent and you do well collaborating with multiple parts of the business and functioning well with a variety of styles.

Salary Considerations

Anticipated annual base pay range: \$110,000 - \$160,000, plus additional variable compensation

At Evio, we’re committed to building a competitive compensation package to honor the value our teammates bring as well as attract and retain top talent that is aligned with our culture, mission and values. Compensation includes base pay (range shown) and could include other variable compensation opportunities depending on job seniority, location, and date of hire. Evio also offers a number of attractive benefits to eligible teammates including health insurance, retirement savings, life and disability insurance, paid and unpaid time off, and other benefits to make sure Evio teammates and families are well supported.

Please note that the base pay information shown is a general guideline for the job responsibilities and qualifications listed. Salary decisions are based on candidate experience, and market and business considerations.

Evio Benefits

- **Great Health Insurance**
The company pays 100% of medical, dental, and vision premiums for teammates, and 50% for dependents.
- **401K Match**
Evio matches 100% of teammate contribution up to 5% of salary, subject to IRS limits. 401K is administered through Guideline.
- **Time Off**
We have a flexible vacation policy for teammates to unplug and recharge when you need it. There is no minimum or maximum amount of vacation allowed per year, and there is no payment in consideration for unused vacation. Vacation is to be used at your discretion, with approval of leadership.
- **Parental Leave**
Generous paid leave for new parents (includes birth and non-birth parents).

Evio's Values-Driven Culture



EMPATHY

The people our business serves always come first. We put ourselves in the shoes of the patients, clinicians, and stakeholders our solutions benefit.



DIVERSITY

We're committed to fostering a culture where everyone belongs and is valued for their background, experience and insights – one that encourages diversity of ideas, and is a nurturing, trusting, and accepting place for all.



ADVENTURE

We're flexible, thrive in ambiguity, fail fast, and pivot quickly to get to a better answer. We celebrate wins and pivots with equal intensity.



RELENTLESS

Guided by evidence and data, we are creative, curious, and unwavering in our pursuit of challenging the status quo and each other.



TRANSPARENCY

Just as we seek to bring transparency to the pharmacy supply chain, authenticity and integrity are core to the way we communicate.



EXCELLENCE

We strive to raise the bar in all we do by hiring and developing exceptional talent and holding ourselves and our thinking to the highest standard.

To Apply

Please send your resume to careers@evio.com with the subject line "Health Plan Finance Lead Application" and, in lieu of a cover letter, the answers to the following questions:

- What makes you unique in 50 words or less?
- Why health care in 50 words or less?
- What excites you about joining the Evio team in 50 words or less?

Evio is an Equal Employment Opportunity employer. All qualified applicants/employees will receive consideration for employment without regard to that individual's age, race, color, religion or creed, national origin or ancestry, sex, sexual orientation, gender, gender identity, pregnancy, physical or mental disability, veteran status, genetic information, ethnicity, citizenship, or any other characteristic protected by law.