



Senior Program Manager, Primary Care Population Health Lead

Population Health Learning Center

Oakland, CA

Salary: \$140,000-\$178,000



The Organization

The PopHealth Learning Center (“Learning Center”) is a California Social Purpose Corporation (SPC) committed to transforming how health care is delivered and experienced across California, with a focus on low-income communities. Established to prioritize social impact over profit, the organization is grounded in a mission to bring together health care teams, insurers, and policymakers to keep communities healthy through care that works for patients, inspires providers, and lasts.

The Learning Center serves as the Program Office for a statewide Medi-Cal focused practice initiative, the Equity and Practice Transformation (EPT) program, a \$160 million-dollar investment in primary care transformation funded by the California Department of Health Care Services (DHCS). The Learning Center also works with a diverse portfolio of funders and partners - including Managed Care Plans, purchasers such as Covered California, and foundations including the California Healthcare Foundation and Blue Shield Foundation of California- to build Population Health Management (PHM) capabilities, advance value-based care and improve health outcomes for Californians. We serve as a strategic partner to organizations and institutions committed to advancing health outcomes and equity. All our efforts are grounded in a shared goal: supporting a more coordinated and person-centered healthcare system that strengthens primary care and advances equitable access across California’s safety net.

The Learning Center is also developing new offerings in value-based payment (VBP), convening a statewide VBP workgroup, and strengthening advanced primary care and population health models in collaboration with California stakeholder leaders, with a focus on scalable technical assistance, aligning policy with practice, and building an integrated data ecosystem that strengthens quality, accountability, and performance improvement statewide.

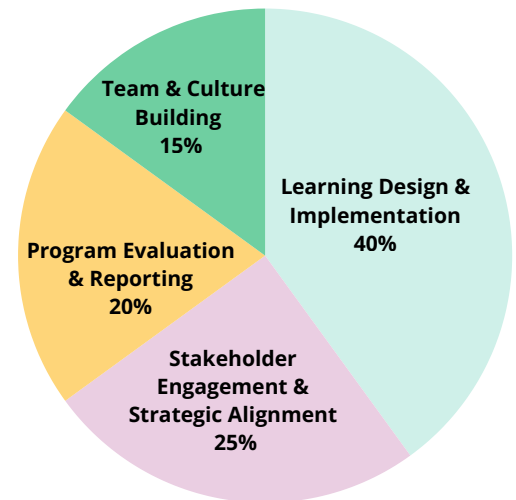
The Position

The Senior Program Manager will lead the development and implementation of population management technical assistance (TA) to support new initiatives funded by a growing set of funders and partners. This role focuses on advancing population health and population management capabilities with an eye towards value-based payment (VBP), helping primary care practices build or leverage the infrastructure, workflows, and skills needed to deliver high-value, equitable care.

Reporting to the Chief Program Officer, the Senior Program Manager will design and deliver scalable population health management TA, working closely with managed care plans and other California stakeholder leaders to align policy, payment, and practice. The role includes shaping curriculum, guiding implementation, and supporting practices as they strengthen access, team-based care, proactive population management, integrated behavioral health, health-related social needs (HRSN) workflows, transitions of care, and in reducing readmissions and unnecessary ED visits.

Learning Design & Implementation

- Lead the design and implementation of new primary care transformation programs, including the development of the technical assistance (TA) approach, theory of change, curriculum and learning frameworks, and management of TA partners.
- Design and deliver engaging, scalable learning experiences that support population management capabilities, reaching hundreds of primary care practices through cohort-based learning, applied tools, peer exchange, and coaching.



Stakeholder Engagement & Strategic Alignment

- Support organizational strategy and growth by partnering with senior leadership to design new services and offerings and develop clear, compelling communications that advance program goals.
- Build and sustain trusted relationships with funders, clients, TA partners, and participating practices.
- Ensure alignment with Medi-Cal and other statewide initiatives, connecting partners and investments to amplify impact and support statewide scale.
- Represent PHLC externally at conferences, convenings, and stakeholder meetings as a subject-matter leader in population health and primary care transformation.

Program Evaluation & Reporting

- Define program success and measurement approaches, partnering closely with the Learning Center's data and analytics team to track progress.
- Use data for continuous improvement and support high-quality reporting and presentations to funders and stakeholders.

Team & Culture Building

- Foster a collaborative and inclusive environment that supports professional growth and development.
- Promote a culture of continuous improvement by identifying opportunities to enhance processes, systems, and team capacity.
- Provide training and guidance to teams to build organizational capacity and ensure alignment with organizational goals.
- Act as a cultural steward, ensuring the Learning Center's values of equity, inclusion, and collaboration are reflected in the team's work and interactions.

THE IDEAL CANDIDATE

The ideal candidate for the Senior Manager position possesses the following competencies:

Manages Complexity Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.	Collaborates Builds partnerships and works collaboratively with others to meet shared objectives.	Drives Results Consistently achieves results, even under tough circumstances.
Communicates Effectively Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences.	Manages Workflow Provides direction and delegates, removing obstacles to get work done.	Action Oriented Takes on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm.

Background and Experience

- Experience working within California's healthcare delivery system, including familiarity with the delegated model and the roles of managed care plans, provider organizations, and intermediaries.
- Deep knowledge of population health management (PHM) primary care competencies, including access and continuity, team-based care, proactive population management, integrated behavioral health, and health-related social needs (HRSN) – applied with a strong commitment to health equity and social impact.
- Strong understanding of how payment, policy, and incentives shape primary care delivery and population health strategy.
- Track record designing and implementing large-scale primary care or population health initiatives.
- Experience leading complex, multi-stakeholder efforts across funders, plans, providers, and technical assistance partners.
- Demonstrated experience with value-based payment (VBP) and alternative payment approaches, including shared savings, quality incentive programs, population-based payments, or other VBP-adjacent models is preferred.

Additional Qualifications

- 10+ years' experience in program development, management and delivery in healthcare systems.
- Knowledge and application of quality improvement science to drive enhancements in processes and outcomes.
- Exceptional verbal and written communication skills, including facilitation, influence and high quality slide development.

THE IDEAL CANDIDATE (cont.)

Additional Qualifications (cont.)

- High emotional intelligence and the ability to build trust and drive alignment.
- Intellectual curiosity, growth mindset, and tenacity to get the job done.
- Strong critical thinking, data analysis, and analytical skills.
- Demonstrated knowledge of and experience with value-based payment (VBP) and alternative payment approaches, including how payment, policy, and incentives shape primary care delivery.
- Experience working directly with community health centers and other safety net providers (strongly preferred).
- Experience with learning management systems(preferred).
- Master's degree in a healthcare related field required.

WHO WE ARE

Work Environment

California residents are strongly preferred, but non-California US residents will be considered. The Senior Program Manager is mostly remote with occasional required in-office time.

Our Commitment to Diversity, Equity, & Inclusion

The PopHealth Learning Center is an equal opportunity employer that does not discriminate on the basis of race, color, religion or belief, disability, gender, nationality, ethnicity, sex (including pregnancy, childbirth, or related medical conditions), gender identity or expression, sexual orientation, or any other status protected by law. Black, Indigenous, Latinx and other people of color, and LGBTQ+ people are strongly encouraged to apply. Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.

COMPENSATION AND BENEFITS

Salary

\$140,000-\$178,000

- Generous benefits package that reflects our commitment to team member health and wellness
- Comprehensive medical, dental, and vision insurance
- Paid time off
- Life and disability insurances
- Retirement plan
- Annual wellness days
- Other resources designed to support the passion, commitment, and energy that are vital to our team members.

TIMELINE AND NEXT STEPS

If you are interested in this position, please click [here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by April.

Jennifer Fleischer
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Jessica Black
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[Submit an application](#)