University of California Office of the President (UCOP)

**Principal Counsel Health Regulatory - #45316**

Position Description

11/18/22

For UCOP internal applicants, please login to the internal candidate gateway at: [Jobs at UCOP](https://jobs.ucop.edu/)

**UC OFFICE OF THE PRESIDENT**At the University of California (UC), your contributions make a difference. A world leader producing Nobel and Pulitzer prize recipients with over 150 years of groundbreaking research transforming the world. Choose a career where you can leverage your knowledge, skills and aspirations to inspire and support some of the greatest minds in the world, and those who will follow in their footsteps. Working at the University of California is being part of a unique institution, and a vibrant and diverse community. At the University of California, Office of the President, we propel our mission through impactful work locally, in government centers and Systemwide. We are passionate people, serving the greater good.  
  
The University of California, one of the largest and most acclaimed institutions of higher learning in the world, is dedicated to excellence in teaching, research and public service. The University of California Office of the President is the headquarters to the 10 campuses, six academic medical centers and three national laboratories and enrolls premier students from California, the nation and the world. [Learn more about the UC Office of the President](https://www.ucop.edu/about)

**DEPARTMENT OVERVIEW**

UC Legal - Office of the General Counsel (UCL) provides legal services to the university, including representation, advice, research and training. We also provide legal opinions to the Board of Regents, administration, faculty, staff and others acting on the university's behalf. We report jointly to the Board of Regents and the president.

**POSITION SUMMARY**

Reporting to the Managing Counsel, Health Affairs, Privacy & Data Protection Law, the Principal Counsel - Health Regulatory provides primary legal support to the University's medical centers and health sciences schools on complex and high impact healthcare regulatory analysis. Work includes advising and counseling on health care regulatory and policy issues including health care reimbursement, operations, privacy, hospital licensing or accreditation, medical staff, peer review, tax exemption, federally qualified health centers, clinical laboratories, pharmacies, controlled substances, Medicare/Medicaid enrollment, sexual harassment/sexual violence in academic medical centers, graduate medical education, religious liberty/establishment issues, managed care and Veteran’s Affairs facility affiliations. The position also advises UC Health, Office of the President, Faculty Senate, and campus stakeholders on a broad range of healthcare legal issues.

The Principal Counsel - Health Regulatory should be a strategic thinker, an approachable adviser, and a strong relationship builder who thrives in a challenging environment and is clearly aligned with the University's and UC Legal's values.

All team members are expected to actively participate in initiatives to promote diversity, equity, and/or inclusion, whether at UC or in the community.

**Responsibilities**

90% Core Legal and Client Service

* Supports the UC Legal Health Affairs, Privacy & Data Protection Law Group's coordination efforts to facilitate efficient, effective, and consistent delivery of health law services system-wide.
* Provides substantial expertise within the University in the Health Law field, particularly in health care regulatory and policy issues including but not limited to health care reimbursement, operations, privacy, hospital licensing or accreditation, medical staff, peer review, tax exemption, federally qualified health centers, clinical laboratories, pharmacies, controlled substances, Medicare/Medicaid enrollment, sexual harassment/sexual violence in academic medical centers, graduate medical education, religious liberty/establishment issues, managed care and Veteran’s Affairs facility affiliations.
* Under general direction handles independently a full range of legal matters and projects, to include those of high complexity and of substantial importance and impact. Regularly counsels and advises senior management in the UC health enterprise, often on issues that can have significance across the system.
* Provides high-level strategic advice to University business units, including practical advice and alternative solutions to business concerns.
* Collaborates to achieve solutions on the most complex legal issues in area of specialty, providing strategic direction with high level stakeholders such as the medical center CEOs, and senior administrators at Office of the President and/or across UC locations.
* Provides actionable and practical advice based on sophisticated interpretation of facts and law in areas of ambiguity.
* Identifies and frames systemic legal issues, and formulates and proposes strategic approaches to address them which can have broad impact across the UC system.
* Participates on external committees to provide input on issues that affect state and/or federal policy.
* Keeps informed on changing legislation and case law developments affecting overall operations of the University as they relate to health care regulatory matters.
* Provides training as well as client advisories and tools related to such developments.
* Directly negotiates matters on behalf of The Regents.
* Acts as a liaison with outside counsel.
* May provide strategic support and expertise on litigation matters in areas of expertise.

10% Collaboration and Communication

* Recognizes strategic needs of organization and proactively builds relationships with appropriate stakeholders to ensure successful outcomes.
* Establishes effective relationships with key internal and external constituencies.
* Mentors law clerks, fellows and other learners.
* Functions as lead and technical resource and provides functional advice, training and/or guidance to clients or to less-experienced attorneys.
* Develops objectives and ensures service according to established priorities.
* Ensures accurate record keeping in compliance with UC Legal data quality protocols.

**Required Qualifications**

* At least 8 years of progressively responsible experience advising clients on high-level and complex health care regulatory matters.
* Demonstrated specialized and in-depth experience in at least one of the following health care regulatory areas: reimbursement, operations, and/or medical staff.
* Experience gained in a law firm, or in-house counsel for an academic institution, corporation or other entity.
* Significant experience advising executives on sophisticated and often highly complex health care regulatory matters with minimal preparation time.
* Requires health law expertise including a sufficient understanding of applicable laws, industry practices, and enforcement trends to identify, assess, mitigate and resolve legal risks associated with Medical Center and Medical School activities, or a willingness to develop such expertise.
* In depth abilities in collaboration, facilitation, and strategic and creative thinking.
* In-depth understanding of highly complex legal issues and ability to foresee implications of different approaches or actions, even when ambiguous or hidden.
* Advanced interpersonal communication skills, including proven ability to actively listen, negotiate, persuade and educate.
* Skills to gain trust and build credibility with a broad group of colleagues and clients, to include senior leaders.
* Advanced written communication skills. Ability to create and deliver effective materials and/or presentations appropriate to a particular audience.
* Advanced research skills; ability to readily identify critical legislative changes in area of specialty.
* In depth decision making ability, even when unpopular, earning credibility and support from colleagues.
* Advanced skills in project management and in facilitating policy review and changes.
* Relied on to represent institutional concerns persuasively to internal and external parties.
* Developing ability to mentor and coach all levels of staff; provide for succession planning in area of specialty.
* Proven ability to maintain confidentiality and exercise discretion and tact in handling sensitive or potentially sensitive issues.
* Demonstrated commitment to the highest ethical standards.

**Preferred Qualifications**

* Expertise in complex and high impact health care regulatory matters for hospitals and health sciences school clients.
* Expertise in such matters for managed care clients, physician group clients or device or drug manufacturer clients is also a positive consideration.
* Prior experience at government agency responsible for regulating hospitals and/or other providers.

**Education**

* Advanced degree in a related area.

**License/Certifications**

* Must be in good standing in the California State Bar or admitted within one year of employment. Current admission is strongly preferred.
* California's Registered In-House Counsel program is NOT available to University of California attorneys.

**SPECIAL CONDITIONS**

* This position is eligible for a remote work arrangement until April 2023. At that time, the employee may be required to report to work onsite in Oakland, CA on a regular schedule.

**SALARY AND BENEFITS**

Salary: $207,000 - $245,000 annually, commensurate with experience

Benefits: For information on the comprehensive benefits package offered by the University visit: [Benefits of Belonging](https://ucnet.universityofcalifornia.edu/compensation-and-benefits/benefits-of-belonging.html)

**HOW TO APPLY**

Please be prepared to attach a cover letter and resume with your application.

**APPLICATION REVIEW DATE**

The first review date for this job is December 1, 2022. The position will be open until filled.

**CONDITIONS OF EMPLOYMENT**

Background Check Process: Successful completion of a background check is required for this critical position. [Background check process at UCOP](https://www.ucop.edu/local-human-resources/manager-resources/hiring-process/background-checks.html)

Smoke Free Work Environment: The University of California, Office of the President, is smoke & tobacco-free as of January 1, 2014. [UC Smoke & Tobacco Free Policy](https://www.ucop.edu/safety-and-loss-prevention/environmental/program-resources/uc-smoke-free/uc-smoke-tobacco-free.html)

August 2021 Update:  The University of California has issued a policy requiring employees to be fully vaccinated against COVID -19 before physically accessing the University location or programs. Upon hire into a UCOP position, you will be provided detailed instructions on how to comply with this policy including access to the COVID vaccination at no cost. New hires to UCOP who work onsite or will come onsite for any activities at a UCOP or other UC location must comply with this policy within 8 weeks after their start date. The policy allows for employees to request approval for an exception or deferral. [UC COVID-19 Vaccine Policy](https://policy.ucop.edu/doc/5000695/SARS-CoV-2_Covid-19)

**EEO STATEMENT**

The University of California, Office of the President, is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status. [EEO/AA Employer UC Nondiscrimination Policy](https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction)

The University of California, Office of the President, strives to make this job board accessible to any and all users. If you have comments regarding the accessibility of our website or need assistance completing the application process, please contact us at: [Accessibility](https://www.ucop.edu/accessibility/index.html) or email the Human Resource Department at: [epost@ucop.edu](mailto:epost@ucop.edu).