

For UCOP internal applicants, please login to the internal candidate gateway at: [Jobs at UCOP](#)

**Position Base:** Oakland

**Location:** UCOP - Franklin Building

## 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](#)

## DEPARTMENT OVERVIEW

UC Legal - Office of General Counsel (OGC) delivers ethical, timely, efficient and high quality legal services to the University of California ten campuses, five medical centers, and the Lawrence Berkeley National Laboratory, as well as to the Board of Regents, the President, the Chancellors and other officers of the University. Its services include prosecuting and defending litigation, drafting and negotiating agreements, providing advice, counsel and interpretation of laws, regulations and policies, and assisting with development of effective compliance and risk mitigation strategies to facilitate the University's complex operations.

## 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.

By practicing UC Legal's established Values for Principles of Community, all team members are expected to promote and maintain a workforce that is collaborative, supportive, respectful of differences, and committed to fairness and diversity in all interactions, both within and outside the team.

### Responsibilities

#### 80% Core Legal and Client Service

- Supports the UC Legal Health Affairs, Privacy & Data Protection Law Group's coordination efforts to facilitate more 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.
- 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.

5% 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.

5% Supports OGC's commitment to diversity by mentoring law clerks, fellows, and other learners, participating in other career pathway or mentoring programs, and other diversity initiatives in outreach, recruitment and retention.

#### Experience

Minimum of 8 years of progressively responsible experience advising clients on high-level and complex health care regulatory matters required.

#### Required Qualifications

- 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 and 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 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 when 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 related area and / or equivalent experience / training required

#### Licenses and Certifications

#### Required Qualifications

Must be a member in good standing of the California Bar. (Out-of-state hire would be afforded time to pass the Bar within a reasonable period.)

#### Travel Requirements

5% Occasional travel for business meetings, the vast majority of which occur in the state of California.

#### SPECIAL CONDITIONS

The person hired will be required to reside within California and report to work on-site at UC's Office of the President (UCOP) located in Oakland, CA on a regular basis. Current policy requires that a new employee work on-site at least two days a week on Tuesdays and Wednesdays ("anchor days"). In exceptional circumstances, approved by the General Counsel, candidates residing in or willing to relocate to California may be considered for a fully remote work arrangement.

#### SALARY AND BENEFITS

**Job Title:** Counsel 4

**Job Code:** 000201

**Salary Grade:** Grade 29

**Payscale:** \$220,000 - \$255,000, commensurate with experience

**Full Salary Range:** \$165,200 - \$333,800

The University of California, Office of the President, is required to provide a reasonable estimate of the compensation range for this role. This range takes into account the wide range of factors that are considered in making

compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience. The full salary range shows the growth potential for this position and the pay scale is the budgeted salary or hourly range that the University reasonably expects to pay for this position.

Benefits: For information on the comprehensive benefits package offered by the University visit: [Benefits of Belonging](#)

## **ADDITIONAL INFORMATION**

### **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 March 22, 2024. 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](#)

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](#)

As a condition of employment, you will be required to comply with the University of California [Policy on Vaccination Programs](#), as may be amended or revised from time to time. Federal, state, or local public health directives may impose additional requirements.

### **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](#)

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](#) or email the Human Resource Department at: [epost@ucop.edu](mailto:epost@ucop.edu).

Please apply through this link:

[https://careerspub.universityofcalifornia.edu/psp/ucop/EMPLOYEE/HRMS/c/HRS\\_HRAM.HRS\\_APP\\_SCH\\_JOB.GBL?Page=HRS\\_APP\\_JBPST&Action=U&FOCUS=Applicant&SiteId=19&JobOpeningId=65531&Postin gSeq=1](https://careerspub.universityofcalifornia.edu/psp/ucop/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_APP_SCH_JOB.GBL?Page=HRS_APP_JBPST&Action=U&FOCUS=Applicant&SiteId=19&JobOpeningId=65531&Postin gSeq=1)