

McKesson Benefits Program Manager

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Dallas/Fort Worth Metro

Current Need

We are hiring for a Benefit Program Manager to serve as a Consultant for our Benefit Programs and act as a subject matter expert, creating benefit program strategy, informing decisions around contract negotiations, vetting out vendors, and presenting recommendations to senior-level leaders. This is an exciting role and we're seeking a strategic benefits expert.

The Benefit Program Manager is responsible for strategy design, development, evaluation, implementation, and overall management of large, complex, Benefit Programs (may include Wellness, Health & Welfare, Medical, and Pharmacy Benefits Manager plans and programs).

This role reports to the Director, Health and Benefits Strategy and is based in Irving TX. No relocation available.

Key Responsibilities:

Design innovative, integrated programs that align with McKesson's benefits strategy. Benefits strategy role, with no benefits administration responsibilities.

Subject matter expert for specific benefit plans, understanding and analyzing current and historical claim and engagement trends. Using that knowledge to forecast future risks and opportunities to create, recommend and set strategy. Act in a consulting-type role to share this knowledge with internal partners.

Responsible for plan design, development, implementation and change management. Lead cross-functional teams (internal and external) to achieve stated outcomes.

Monitor and report out on effectiveness of programs. Manage and review program metrics and ROI results. Make plan and strategy recommendations based on results.

Subject matter expert in the formation of benefit policies. Partner with the HR Shared Services Team on escalated member issues and appeals resolution.

Serves as subject matter expert in partnership with internal communications to develop benefit communications, outreach and training materials. Partner with HR Shared Services team to ensure effective execution and delivery of communications to employees.

Identify the impact of business decisions on Benefit Programs.

May represent the Benefits COE to support mergers, acquisitions, and divestitures during due diligence and implementation.

Partners with HR Shared Services on annual enrollment support, which may include conducting employee meetings (onsite and/or virtual).

Typical Minimum Qualifications

Typically requires 4+ years of relevant experience.

Degree or equivalent.

Critical Skills

Minimum 4 years of experience managing plan vendors and /or 3rd party administrators and 4 years project management/implementation management experience.

Specific knowledge and experience managing pharmacy benefit managers (PBM)

Minimum five years experience in benefit program strategy and design of complex, multifaceted employee Wellness, Health & Welfare, Retiree Health, Disability and Absence Management programs.

Experience creating and clearly communicating benefit strategy

Thorough knowledge of benefits regulations (COBRA, HIPAA, ERISA, IRS Section 125, FMLA, ADA, etc.)

Strong communication and interpersonal skills and ability to motivate and inspire groups of people.

Demonstrated ability to think critically, analyze and solve problems independently.

Exceptional writing, verbal, interpersonal communication and presentation skills.

Team player, able to communicate ideas honestly and clearly and respect views and opinions of others on the team.

Strong Excel and PowerPoint skills (ability to develop presentations at all levels)

Project management experience

Preferred Skills

Bachelor's degree in human resources, business administration, or a related degree strongly preferred

Experience with large, complex global employer

Understanding of the pharmaceutical landscape

Physical Requirements

Ability to operate a laptop

Office environment

Internal Use Only

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McKesson is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, creed, sex, sexual orientation, gender identity, national origin, disability, or protected Veteran status. Qualified applicants will not be disqualified from consideration for employment based upon criminal history. McKesson is committed to being an Equal Employment Opportunity Employer and offers opportunities to all job seekers including job seekers with disabilities. If you need a reasonable accommodation to assist with your job search or application for employment, please contact us by sending an email to Disability_Accommodation@McKesson.com. Resumes or CVs submitted to this email box will not be accepted. Current employees must apply through internal career site. Join us at McKesson!