Position Title: Senior Researcher, Health Policy and Innovation
Location: Hybrid (Richmond, VA preferred), Remote may be possible
Reports To: Executive Director, Research Consortium @ VCHI
FLSA Status: Exempt
Salary: Commensurate with experience, anticipated range 100,000-130,000 plus benefits

Background

The Virginia Center for Health Innovation (VCHI) (www.vahealthinnovation.org) is a nonprofit, public-private partnership driving value-driven models of care and well-being in Virginia. VCHI is the principal cross-sector trusted convener in Virginia, providing. transparent and equitable access to research and reporting on the performance of Virginia's health care delivery and public health system. Our goal is to turn competitors into collaborators working to design a health care system that delivers better health for patients, better satisfaction for providers, and better value for Virginia.

We recruit, hire, employ, train, promote, and compensate individuals based on job-related qualifications and abilities. We have a longstanding policy of providing a work environment that respects the dignity and worth of each individual and is free from all forms of employment discrimination, including harassment, because of race, color, sex, gender, age, religion or religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, physical or mental disability, military or veteran status, or any other characteristic protected by law. We *also provide reasonable accommodation to qualified individuals with disabilities or based on a sincerely held religious belief, in accordance with applicable laws.*

Position Summary

The Virginia Center for Health Innovation (VCHI) is seeking a highly motivated and experienced **Senior Researcher** to support the launch and operations of its newly established *Research Consortium*. This multi-stakeholder initiative will generate timely, policy-relevant research to inform state-level health reform strategies, especially those aimed at improving value in healthcare delivery, supporting primary care sustainability, and informing evolving state priorities.

The Senior Researcher will lead and contribute to original research projects, collaborate with state agencies, academic partners, and industry advisors, and translate evidence into actionable policy guidance for Virginia and other states. The ideal candidate will have deep experience in health policy analysis, strong quantitative and/or qualitative research skills, and a demonstrated ability to work across sectors to influence public policy.

Key Responsibilities

- **Lead Original Research:** Design, conduct, and publish research on pressing health policy issues including primary care investment, Medicaid transformation, behavioral health integration, and health system performance.

- **Translate Evidence into Policy:** Produce briefs, reports, and presentations tailored for policymakers, agency leaders, industry decision-makers and other stakeholders.

- **Support Multi-Stakeholder Collaboration:** Partner with researchers, state officials, insurers, and providers to ensure the Consortium's work is responsive to emerging needs and grounded in real-world implementation.

- **Mentor and Collaborate:** Provide mentorship and guidance to junior researchers, research fellows, and interns; coordinate with peer institutions and academic partners.

- **Contribute to Strategic Planning and Fund Development:** Provide guidance on the direction of the Consortium's research agenda and contribute to fund development and dissemination strategies.

- **Engage in Public Scholarship:** Represent VCHI in public forums, advisory panels, and policy roundtables; present findings at conferences and stakeholder convenings.

Qualifications

- Graduate degree or equivalent experience in public health, health policy, economics, or a related field. PhD Preferred.

- At least 5–10 years of relevant experience conducting applied health policy research, with a strong portfolio of publications or policy products.

- Deep understanding of state health policy levers, Medicaid and/or commercial insurance, and delivery system reform.

- Proficiency in data analysis (quantitative and/or qualitative); familiarity with claims data, survey design, or mixed methods preferred.

- Exceptional written and verbal communication skills, including the ability to translate complex findings for diverse audiences.

- Strong interpersonal skills and demonstrated success working in collaborative, cross-sector environments.

Preferred Experience

- Experience working in or with state agencies, health plans, or government advisory roles.

- Familiarity with Virginia's health policy landscape or other state-level transformation efforts.

- Prior experience securing research funding or contributing to grant development.

Application Process

Interested candidates should submit:

- A cover letter describing your interest and relevant experience

- A resume or CV

- Two writing samples (e.g., policy brief, research article, white paper)

Applications will be reviewed on a rolling basis. Please submit all materials to info@vahealthinnovation.org