

## Potential Career Pathways in Health Policy and Management

Health Policy and Management aims to improve population health by eliminating disparities, enhancing access to care, and increasing efficiencies across health systems. These achievements are accomplished through innovating healthcare systems, conducting policy and economic analysis to ensure sustainable healthcare systems, and engaging in political advocacy for more comprehensive public health approaches, to name a few. This is by no means a comprehensive list of potential options, but an overview of common pathways to give you a starting point for exploration. Some potential job titles someone in the Health Policy and Management field might put these skills to use in include:

1. **Client Services Specialists** build and nurture strong personal relationships with health care clients, and liaise between clients and service managers. **Client Service Managers or Directors** lead the client services team and may provide direct management and potential clinical supervision of team members; ensures culturally-competent and trauma-informed care; and manages budgets. Client Services professionals may work with any population that is considered a client of the service provider. Examples of populations people in this field might work with include survivors of human trafficking or gender-based violence, or immigrant/refugee populations.
2. **Hospital Administrators** direct, supervise, and evaluate the work of hospital staff, including nurses and doctors, technical, clerical, service, maintenance, and other staff. Administrators may also plan, implement, and administer various hospital programs and services. Hospital administrators may also work in the following departments within a hospital: Operations, Quality Assurance, Human Resources, Compliance and Regulatory Affairs, Government Affairs, or the Population Health department.
3. **Medical Services Managers** manage facilities that provide medical and health-related services. This work includes managing budgets, streamlining operations, and hiring, training, and supervising employees.
4. **Health Policy Analysts** evaluate current and potential health and healthcare-related policies to understand how they might affect the community they are designed to serve.

Policy analysts also evaluate the implications these policies may have on the development of future policies and regulations. Policy Analysts can work for non-governmental policy research organizations such as think tanks that create policy briefs used to inform law makers and service organizations. They can also work for healthcare organizations to determine how federal and state policies should inform the policies and procedures of the organization itself.

5. **Healthcare Consultants** improve efficiencies of a healthcare organization's operations, and strategic direction. This includes identifying ways to reduce costs, increase revenue, and improve patient outcomes. Consultants may work in collaboration with administration and other leadership to identify problem areas and develop solutions. Healthcare consultants may provide consulting services to a wide range of clients including hospital systems, insurance companies, pharmaceutical companies, government health offices, academic or research institutions, non-profits, healthcare startups, and more.
6. **Global Health Consultants** develop programs and safety procedures that address public health problems on a global scale. This work is accomplished through research on past and current global health threats, and collaborating with organization leaders to influence decisions that will help mitigate these risks.
7. **Health Insurance Specialists** communicate with insurance carriers, update billing databases, update patient electronic medical records, and analyze insurance coverages. Some insurance specialists may also communicate directly with patients to help them obtain and understand health care coverage plans.
8. **Program Managers** develop health program objectives and strategies, and assess how they will affect organizational goals. Program managers also define and oversee smaller projects designed to help reach the overall program objectives. Program managers' tasks can be incredibly varied and may include a variety of things ranging from logistics planning, curriculum design, community partnership development, community outreach and recruitment, participant intake, vendor relationship management, one-to-one education, case management, or coaching, and more.

- 9. Public Health Advisors** mediate between healthcare providers and people who are interested in healthcare by informing the public of healthcare plans, policies, and providers. Public Health Advisors may manage databases, and organize conferences and educational programs and presentations.

A few places of employment where you might search for Health Policy and Management roles are large governmental agencies like the U.S. Department of Health and Human Services which includes the CDC, NYS Department of Health, or local health agencies. You can also find positions in health care facilities such as a hospital, doctor's office, or community health clinic; or in health care coverage agencies like MagnaCare or Medicaid. NGOs and nonprofits like Alliance for Health Reform also offer positions in these fields, as well as research policy institutes and think tanks like Mathematica, the Kaiser Family Foundation, or the Migration Policy Institute. Educational institutions like community centers, and colleges and universities also offer opportunities for employment in this field. Additionally, healthcare consulting firms like GE Healthcare Partners, PA Consulting Group, or McKinsey & Company offer a wealth of opportunities.

These are just some examples of what titles a professional in the Health Policy and Management field of public health might hold and who they might be employed by. For more information on the day-to-day job functions of these career options, you can do some further exploration using [ONetOnline](#). ONetOnline is a great resource for students who are beginning or transitioning careers to explore career options in detail. A helpful tip to navigate ONet might be to use the "find occupations" tool first to get a better idea of some more job titles. Next, after you have found some titles that are of your interest, you can use the "advanced search" option to see how your skills match with these options and what skills you might still need to build to pursue roles of interest.

For more detail on how to navigate ONetOnline and for information on other career exploration tools, see the Career Conversations Corner piece from the Office of Career Services newsletter published on June 16, 2021.

## Interested in talking about your career options with a Career Coach?

Schedule a 1:1 [Career Coaching appointment](#) with the Office of Career Services.