



**Three Affiliated Tribes  
Elbowoods Memorial Health Center**

1251 Elbowoods Loop  
New Town, ND 58763-4400  
(701) 627-4750 Fax: (701) 627-2809



**Job Description**

**PRC SPECIALIST**

*EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER*

<b>REPORTS TO: PRC Manager</b> <b>DEPARTMENT: EMHC Purchase &amp; Referred Care</b> <b>SALARY: \$22.50 – \$30.00</b> <b>CLASSIFICATION: Non-Exempt</b>	<b>FLSA STATUS: FT-Regular</b> <b>LOCATION: 1251 Elbowoods Loop</b> <b>OPENING DATE:</b> <b>CLOSING DATE:</b>
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**POSITION SUMMARY:**

The PRC Specialist reports to the PRC Manager with overall responsibility to the CEO. The position is responsible for initiating, tracking, and processing “payor of last resort” health insurance claims according to United Indian Health Services (UIHS) Contract Health Services (CHS) guidelines. It requires a thorough knowledge of: Purchased & Referred Care services and alternate resources, that may include but is not limited to private insurance, and Medicare/Medicaid programs; knowledge of alternate resources including the Affordable Care Act (ACA); knowledge of funds control techniques to account for the funds allotted for the Purchased & Referred Care services; and knowledge of specialized medical terminology that may include diagnosis and procedural terms.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

1. Initiate medical authorizations to include hospitalization and professional fees for eligible Native American patients;
2. Maintains denial correspondence files assuring that all appropriate documentation is included in file;
3. Tracks PRC cases through the process of appointment, procedural scheduling, outcome, third party insurance eligibility determination, and final claims payment processing;
4. Gathers patient demographic information, updates patient information, and determines eligibility for services;
5. Reports any discrepancies of patient information for PRC eligibility;
6. Works with accounts payable to ensure claims are paid in a timely manner;
7. Tracking and submitting claim reimbursements through PRC in a timely manner;
8. Prepare and submit Catastrophic Health Emergency Fund (CHEF) cases following guidelines from IHS. Notify supervisor of possible pending CHEF cases so they can be reported to the Patient Registration/PRC committee;
9. Responds to inquiries and requests for PRC services assistance via telephone, written communication, or personal visit. Coordinates these requests and provides consultation to resolve problems or issues. These requests in many instances originate from a variety of sources requiring contact with outside agencies and organizations;



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10. Key enters information for automatic document control commitment registers for the health services funds allotted, which require accurate accountability and a comprehensive knowledge of fiscal coding procedures. Provides the supervisor with informal reports on fund status expenditures on a periodic basis;
11. Contacts state agencies and other outside organizations to determine medical eligibility within the service unit jurisdiction. Cross compares proposed authorizations with sources prior to obligating funds for purchased referred care services;
12. Reviews incoming invoices to determine if authorizations have been issued and if not, incumbent research and takes appropriate action;
13. Represents EMHC in a highly professional matter;
14. Demonstrates respect and understanding of confidentiality for patients, staff and others according to policy and HIPAA regulation;
15. Participates in EMHC staff meetings, assigned committees, community events, and other meetings as instructed or deemed necessary;
16. Actively strives to educate the community on the mission, vision and values of EMHC in a positive approach to assist in the growth of the organization and assist our community in its healthcare needs;
17. Adheres to and abides the policies and procedures of the MHA Nation and of the Elbowoods Memorial Health Center;
18. Adheres to the Mission, Vision and Values of the Elbowoods Memorial Health Center;
19. Attend training and maintain certifications as required; and
20. Other duties as assigned.

*NOTE: The duties listed are not intended to be all-inclusive. Duties assigned to any individual employee are at the discretion of the appointing authority.*

#### **SUPERVISORY REQUIREMENTS:**

- Supervisory role does not exist.

#### **COMPETENCIES:**

- **Analytical** – The individual synthesizes complex or diverse information;
- **Problem solving** – The individual identifies and resolves problems in a timely manner and gathers and analyzes information skillfully;
- **Verbal/written communication** – The individual speaks clearly and persuasively in positive or negative situations, demonstrates group presentation skills and conducts meetings;
- **Quality management** – The individual looks for ways to improve and promote quality of the department and demonstrates accuracy and thoroughness;



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- **Judgment** – The individual displays willingness to make decisions, exhibits sound and accurate judgment and makes timely decisions;
- **Planning/Organizing** – The individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans;
- **Safety and Security** – The individual actively promotes and personally observes safety and security procedures and uses equipment and materials properly.

#### **KNOWLEDGE AND ABILITIES:**

##### Knowledge

- Knowledge of the MHA Nation and Elbowoods Memorial Health Center policy and procedures of personnel administration;
- Knowledge of the organizations and operations of administrative programs.

##### Abilities

- Ability to effectively present information in one-on-one and small group situations to community members, consumers and other employees of the organization;
- Able to exercise flexibility to alter plans/routines when situations require and continue to perform without projecting stress/frustration that would adversely affect the work environment;
- Ability to be self-directed and take proactive initiative to assist others;
- Ability to apply and adapt practices and techniques to the special requirements of senior management;
- Ability to establish and maintain effective relationships with other management staff, employees, and the public;
- Ability to present facts and recommendations effectively in oral and written form;
- Ability to be punctual, reliable, dependable and able to maintain confidentiality.

#### **MINIMUM QUALIFICATIONS AND EDUCATION:**

- High school diploma/or GED; **REQUIRED**
- Five (5) years of administrative support experience, including two (2) years of experience working in Purchased and Referred Care; **REQUIRED**
- Familiarity with MHA Nation culture, values, and traditions;
- Valid Driver's License and an acceptable motor vehicle record from the North Dakota Department of Motor Vehicle; **REQUIRED**
- Must submit to a Criminal Records Background Check;
- Must submit to an Alcohol/Drug Screen and random testing as per policy.

#### **WORKING CONDITIONS:**

- Unless otherwise properly approved, the normal schedule of hours is from 8:00 a.m. to 12:00 noon, and from 1:00 p.m. to 5:00 p.m. CST;



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- The work environment and working conditions described here are representative of those that are typical of the job and must be met by an employee to successfully perform the essential functions of this job;
  - Work is performed in an office environment with varying conditions of noise level, temperature, and illumination;
  - Requires eye-hand coordination and manual dexterity sufficient to operate keyboard, computer and other office equipment;
  - Work situations may be stressful and require irregular hours;
  - Potential exposure to blood and other hazardous material, communicable diseases, and other conditions common in a health care environment;
  - Work is performed inside with exposure to unpredictable crisis situations;
  - Shift work may be required;
  - Extensive walking is required since interaction between all disciplines within the health care operations and management is required;
  - Travel may be required to accomplish organizational goals;
- Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.
  - The individual is regularly required to stand; walk; use hands to handle or feel; reach with hands and arms; and talk or hear;
  - The individual is occasionally required to sit; climb or balance; and stoop, kneel, crouch, or crawl;
  - The individual must regularly lift and/or move up to 50 pounds;
  - Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus;
  - Must be alert, oriented, ability to perform with accuracy and always be self-conscious of surroundings.

**Note:** The statements herein are intended to describe the general nature and level of work being performed by employees and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

Preference will be given to bona fide American Indian applicants in accordance with TAT policies and Federal Indian regulations for such preference.

**THE MANDAN, HIDATSA, ARIKARA TRIBES DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, RELIGIOUS PREFERENCE, AGE, HANDICAP, MARITAL STATUS, POLITICAL PREFERENCE, GENETICS, OR MEMBERSHIP OR NON-MEMBERSHIP IN AN EMPLOYEE ORGANIZATION, EXCEPT AS ALLOWED BY THE INDIAN PREFERENCE PROVISION OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED AND NORTH DAKOTA HUMAN RIGHTS ACT.**



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**PERSONS OF INDIAN ANCESTRY WHO WISH TO CLAIM INDIAN PREFERENCE SHOULD SUBMIT A COPY OF THEIR TRIBAL ENROLLMENT CERTIFICATE INDICATING THE AGENCY ENROLLED.**

**All interested individuals must submit the following information:**

1. Job Application
2. Diplomas/Certificates and Transcripts
3. 2 Forms of Identification: Driver License and/or State Issued ID and 1 Other
4. Indian or Veteran Preference documents (If applicable)

Submit all necessary information to [ABR\\_MNTEMHCrecruitment@ihs.gov](mailto:ABR_MNTEMHCrecruitment@ihs.gov) & [Recruitment@mhanation.com](mailto:Recruitment@mhanation.com)

Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_