



Associate General Counsel

What are We About

At Patina, we believe everyone should have the opportunity to live their best lives and age with dignity. That's why we're reinventing primary care with an approach that's purpose-built for adults 65+ and their families. Our care model is centered around the needs of the individual, and available right where they live, with comprehensive and convenient in-person and virtual care options. We enable our world-class team of clinicians and care team members with elegant, human-centered technology and tools, so they can spend more time doing what they do best: building trusted relationships and delivering great care.

Working at Patina is special. We respect each other, seek out and welcome others' perspectives, and push ourselves to grow and innovate so that we can deliver exceptional experiences to those we serve. We balance humility with confidence, and we're looking for change-makers who bring the heart and audacity to help us **profoundly improve the healthcare and aging experience for older Americans.**

What Makes You Uniquely Suited to work at Patina

You are inspired by our mission to profoundly improve the aging and healthcare experience for adults 65+. You are passionate about helping to make this vision real by leading us to navigate the complex and ever changing healthcare, medicare, and primary care legal landscape. You successfully balance providing a strategic vision and plan with the ability to dependably execute on the smallest of tasks, as well as long-term complex projects. You're poised to enable Patina to bridge the ever-changing regulatory market to an operating company set out to build the future of healthcare across America. You're resilient, highly organized, proactive, collaborative and eager to thrive in a fast-paced growing organization.

Patina is a rapidly growing startup, backed by leading healthcare investors Andreessen Horowitz (a16z), GV (formerly Google Ventures), F-Prime, Rock Springs Capital, Viking Global and others. This role will have the opportunity to work directly with Debbie Cohen, General Counsel, with 40+ years of experience and an unwavering passion for improving healthcare.

What You'll Do

Working directly with the General Counsel, this role will:

- Provide legal counsel and guidance to Senior Leadership on all legal matters, including health care, Medicare, and technology
- Proactively anticipate and identify legal issues and counsel Senior Leadership to develop strategies and solutions to address these issues (e.g. provide advice on regulatory and compliance issues, including Medicare and Medicare Advantage requirements and reimbursement, anti-kickback issues, Stark law, and various other healthcare regulations)
- Create, review, and support the negotiation of partner, vendor, and employment contracts and other legal documents; As necessary research legal issues presented in the contracts and documents and provide revisions
- Develop, implement, and continuously improve policies and procedures, regulations, bylaw and other legal documents to protect our patients, crew members and business
- Partner with the General Counsel, Senior Leadership team, and Board on financing, strategic partnerships, and other important matters

- Take an innovative and collaborative approach to partnering with leaders and crew members across the company (e.g. Clinical Operations, Human Resources, Finance, Product & Tech) on a broad range of legal and strategic projects
- Serve as a subject matter expert to develop and deliver legal and compliance training to our crew members
- Actively engage in your own personal development through seminars, workshops, and professional affiliations to keep abreast of the latest development in health care, Medicare, Federal and State law and regulations.

What is Required

- J.D. Degree from accredited law school and membership in at least one US state bar
- 8+ years of relevant healthcare experience, experience with technology and technology legal issues preferred
- Demonstrated US multistate experience
- A strategic and practical mindset with keen ability to proactively identify and offer credible, effective, and innovative legal solutions
- Proven track record of providing valuable business advice, in addition to legal advice
- High degree of initiative in identifying and resolving legal and business issues, as well as managing multiple priorities simultaneously in a fast-paced, deadline-driven work environment
- Proven ability to establish trusting relationships to collaborate and influence across all areas of the company
- Strong communication skills, including written, verbal, and active listening
- Highly skilled in contract and partner negotiations

What Patina Offers

- Amazing, mission-based culture, with a highly talented and fast growing team
- Remote work flexibility
- Compensation in cash and equity in a start-up backed by top tier VCs
- Medical, Dental, & Vision Insurance
- Competitive PTO
- An opportunity where you can have a profound impact on improving healthcare and aging experience for older adults, develop professionally and personally, and have fun while working with a great team.

Patina is an equal opportunity employer and values diversity. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

For more information, please contact Talent at talent@patinahealth.com