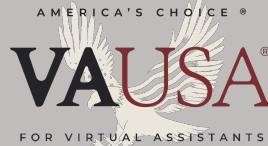


Insurance Network Developer Job Description



COMPANY SUMMARY

Industry	Assistive Technology Industry
Mission	The company exists to share the love of Christ by providing communication devices and advocating for those in need, with a vision to transform the world through innovative products that serve people with communication disorders.
Niche	The Company specializes in the niche of high-tech Augmentative and Alternative Communication (AAC) devices designed for individuals with severe speech and language impairments. Their focus lies in creating customized, medically approved communication solutions used primarily in clinical, educational, and rehabilitative settings. They serve speech-language pathologists, special education professionals, and healthcare providers who support nonverbal or minimally verbal individuals, offering both the hardware and support needed for effective, personalized communication access. Their niche blends assistive technology with a mission-driven approach to restoring communication and improving quality of life.
Target Market	Speech-language pathologists, therapists, and educators in schools and healthcare settings who need reliable, customized communication devices for individuals with speech impairments.
Values	<p>Innovation Excellence: Striving for excellence in everything we do and make. And whatever you do, do it heartily, as to the Lord and not to men. – Colossians 3:2</p> <p>Humility: We desire God's best and are always open to learning and correction. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves. - Philippians 2:3</p> <p>Bema Mindset: We operate with a mindset of eternal accountability in everything we do. For we must all appear before the judgment seat of Christ, that each one may receive the things done in the body, according to what he has done, whether good or bad. – 2 Corinthians 5:10</p> <p>Caring: Embodying an authentic, caring, and loving culture. This is my commandment, that you love one another as I have loved you. - John 15:1</p> <p>Integrity: Doing what is right before God regardless of the consequences. He who is faithful in what is least is faithful also in much, and he who is unjust in what is least is unjust also in much - Luke 16:10</p> <p>Stewardship: Everything belongs to God. John answered and said, "A man can receive nothing unless it has been given to him from heaven." - John 3:27</p> <p>Servant Leadership: Serve others by showing the love of God. The greatest among you shall be your servant. Whoever exalts himself will be humbled, and whoever humbles himself will be exalted. Mathew 23:11-12</p>
Uniques	We stand apart from competitors through its faith-driven mission, deep compassion for users, and commitment to personalized, high-quality AAC solutions. Unlike many in the industry, Forbes combines cutting-edge technology with a purpose to serve and advocate for those with communication disorders, not just as customers but as individuals with dignity and value. Their team offers responsive, relationship-based support, ensuring each device is tailored to the user's unique needs. Rooted in a desire to reflect Christ's love, they lead with both innovation and empathy—delivering life-changing tools and meaningful connection.

JOB SUMMARY

Job Title	Insurance Network Developer
Job Summary	The ideal candidate for this role is a seasoned, results-driven Insurance Network Developer with a proven track record of building and expanding nationwide payer networks. This role is not administrative; it is strategic and execution-focused. The ideal candidate has already secured multi-state and national payer contracts in DME or healthcare services and can immediately apply that experience to position Forbes AAC as an in-network provider across the country. You will lead all aspects of payer contracting—identifying opportunities, negotiating terms, ensuring credentialing, and driving execution—while collaborating with internal reimbursement and compliance teams.
Key Responsibilities	<p>Establish, negotiate, and secure contracts with commercial and government payers nationwide, with a focus on durable medical equipment (DME) coverage.</p> <p>Drive Forbes AAC's expansion into new markets by strategically developing a national payer footprint.</p> <p>Lead and oversee all credentialing and re-credentialing processes with payers, ensuring Forbes AAC is in-network across multiple states.</p> <p>Build compelling, mission-driven proposals that reflect Forbes AAC's faith-based values and demonstrate measurable value to payers.</p> <p>Collaborate with billing, reimbursement, and compliance teams to ensure contract terms are met and leveraged effectively.</p> <p>Serve as the primary liaison with payer contracting teams, developing and maintaining strong, long-term relationships.</p> <p>Maintain detailed tracking of contracts, timelines, and payer communications to support executive decision-making.</p> <p>Monitor payer trends, reimbursement policies, and regulatory changes, adjusting strategy to maximize contracting success.</p> <p>Report regularly to senior leadership on progress toward national contracting goals.</p> <p>In this role, success will be measured by your ability to:</p> <ul style="list-style-type: none"> Secure at least 10 new national or multi-state payer contracts within the first 12 months, including at least one of the top five commercial payers. Achieve credentialing and active in-network status in 15+ states within 18 months. Deliver measurable reimbursement improvements through newly negotiated contracts. Build and maintain a centralized tracking system for all payer relationships within 90 days of hire. Provide quarterly executive reports outlining payer expansion progress and ROI on network development.

Qualification Requirements	<p>Proven success in developing nationwide payer networks, with documented achievements in securing and expanding in-network contracts for DME or related healthcare services.</p> <p>Minimum 5-7 years of direct payer contracting experience, including multi-state Medicaid programs, Medicare, and top-tier commercial payers (UnitedHealthcare, Aetna, Cigna, BCBS affiliates, etc.).</p> <p>Demonstrated ability to lead payer contracting strategies from initial outreach through executed agreements.</p> <p>Strong understanding of payer requirements, reimbursement structures, billing codes, and DME-specific challenges.</p> <p>Excellent negotiation, communication, and relationship-building skills, with a confident and assertive presence.</p> <p>Highly organized with the ability to manage multiple payer relationships and timelines simultaneously.</p> <p>Mission-aligned, passionate about expanding access to AAC for individuals with complex communication needs.</p>
Salary	\$70,000-\$80,000 <i>Compensation will be tailored to the candidate's skills, experience, and background.</i>
Qualification Preferences	<p>Familiar and comfortable with AI for sales support</p> <p>10+ years of payer contracting experience with a proven nationwide footprint.</p> <p>Industry certifications (e.g., CPCA, CMRS, payer-specific credentials).</p> <p>Prior leadership role in network development or contracting within a DME or healthcare provider organization.</p>
Equipment	Provided
Benefits	<p>Paid Time Off (PTO):</p> <p>W2</p> <p>10 days of accrued vacation time</p> <p>4 PTO days accrued quarterly</p> <p>Paid Holidays: 7 paid holidays (New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day).</p> <p>Health Benefits: A Health Reimbursement Arrangement (HRA) medical benefit to assist with eligible healthcare expenses.</p> <p>Retirement Benefits: An IRA with a 3% employer match to help you plan for your financial future.</p>
TOOLS & CAPACITY	
Tools & Technology	Asana, Office Suite, ChatGPT
Weekly Hours #	40
Weekly Availability	Monday - Friday, 8am-5pm EST or CST
Time Zone(s)	EST, CST
Location	Remote