CADARA
formerly National Care Systems

Product Manager

Remote, US-Based | Eastern Business Hours | Reports to VP of Product

Shape the Product. Own Delivery. Improve Outcomes.

Help Build the Future of Revenue Lifecycle Management Technology.

At Cadara, we're transforming traditional Revenue Cycle Management (RCM) through a more connected, proactive approach: Revenue Lifecycle Management (RLM).

Built on more than 30 years of industry expertise, Cadara helps skilled nursing and post-acute organizations simplify complex revenue operations, improve financial performance, and achieve more predictable outcomes.

We're looking for a hands-on Product Manager to help modernize Cadara's SaaS platform and expand what it delivers for post-acute billing teams. As our first dedicated Product Manager, you'll work directly with the VP of Product to help establish the product function and turn customer needs into valuable, shipped software.

The Opportunity

This is a high-ownership opportunity for someone who enjoys both strategy and execution. You'll help define priorities, bring structure to delivery, and make sure Engineering has clear, high-value work.

You'll engage directly with billing leaders, make informed product tradeoffs, and take on practical work—from wireframes to data analysis—while the team and its processes grow.

What You'll Do

- **Own Product Delivery:** Translate strategy and customer needs into a prioritized backlog, clear specifications, and testable acceptance criteria.
- **Drive Predictable Execution:** Facilitate planning, backlog refinement, and releases while documenting decisions and removing ambiguity.
- **Learn from Customers:** Engage billing managers and RCM leaders to understand claims, denials, collections, and daily workflows.
- **Turn Insight into Action:** Convert customer problems and market knowledge into product priorities and measurable improvements.
- **Measure What Matters:** Define and track indicators such as first-pass yield and clean-claim rate, connecting product work to customer outcomes.
- **Partner with Engineering:** Work through technical requirements, schemas, API contracts, and

implementation tradeoffs.

- **Stay Hands-On:** Sketch wireframes, analyze data, and produce clear product documentation as the team scales.

What You'll Bring

- Experience in revenue cycle operations, including claims adjudication, denials and appeals, clearinghouse workflows, 837/835 transactions, and payer rules.
- Product management experience with a track record of shipping software that customers use.
- Ability to own delivery, write precise specifications, and make progress with limited direction.
- Exceptional organization and follow-through, including disciplined backlog management and documented decisions.
- Technical literacy sufficient to read data schemas and API contracts and collaborate effectively with engineers; coding is not required.
- Comfort working in a small team with broad scope, evolving processes, and ambiguity.
- Strong writing and communication skills across technical, executive, and customer audiences.

Even Better If You Have

- Experience in skilled nursing or post-acute care.
- Prior work as a biller, RCM analyst, or business office operator.
- Experience with clearinghouses, billing platforms, or electronic health record (EHR) systems.
- Experience applying AI-assisted tools to product work.

Why Join Cadara?

Meaningful Work. Real Opportunity. A Company Moving Forward.

At Cadara, you'll join a team combining decades of healthcare expertise with an ambitious vision for the future. We're building innovative technology, challenging traditional approaches to revenue management, and creating new opportunities for our customers and our people.

We value initiative, collaboration, accountability, and individuals who take pride in making a measurable impact.

Our culture is guided by The Cadara Way: Providers First. Create Rhythm. Connect What Matters. Move Forward with Purpose. Deliver Excellence.

Compensation, Benefits & Growth

Cadara offers access to a broad range of employee benefits and opportunities for professional growth. Compensation details for this position will be shared during the hiring process.

- Medical, dental, and vision insurance options.
- Voluntary life insurance and short- and long-term disability coverage.
- Supplemental insurance options for accident, critical illness, and hospital-related expenses.
- Confidential employee assistance and mental health resources.

- Tax-advantaged healthcare savings options, where eligible.
- Paid time off and company holidays.
- Sales coaching, professional development, and opportunities for career advancement.
- Benefits and eligibility vary by plan and employment status.

Ready to Make an Impact?

If you want broad ownership and the opportunity to build products that solve real revenue challenges, we'd like to hear from you.

When applying, share one customer problem you owned end to end: what was broken, what you shipped, and what changed. A revenue cycle example is a plus. Applications without a specific example will not move forward. And be sure to attach your resume.

APPLY TODAY

Cadara is an equal opportunity employer. We are committed to providing equal employment opportunities in accordance with applicable laws.

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