



# NIMIIPUU HEALTH

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**March 11, 2024 - Job Posting**

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**PAYSCALE DISCLAIMER**

Nimiipuu Health utilizes PayScale to help determine pay for positions. PayScale provides market data for localities similar to Lewiston, ID. An individual's years of relevant experience is then compared to what others are paying individuals to perform that position with different years of experience in that field.

PayScale conducts salary surveys to collect a wide range of pay and job profile information. This information is used by Nimiipuu Health to receive a fair market valuation report to compare with what others are paying for positions in organizations (similar to Nimiipuu Health). Nimiipuu Health does not therefore have a set pay grade and step system that many of the other entities of the Nez Perce Tribe utilize. Any inquiry with regards to salary is then given in a range from minimum experience and would be different given the years of relevant experience to any given position.

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**ACTIVE JOB-SEEKERS**

Aside from our internal and external job opportunities, there are occasional temporary vacancies. If you are interested in joining our list of active jobseekers, please submit a complete application packet which is outlined on in a latter part of this job posting. Active jobseekers will be screened accordingly and referred to temporary appointments based on education, credentials, and experience. Tribal and Indian preference applies. *Certain positions may require a valid driver's license with an insurable record under the Tribe's policy, in which a motor vehicle report is required.*

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**\*In compliance with the administrative actions dated January 10, 2017, all vacancies will be advertised "*In-House*" for all current Nimiipuu Health employees, current employees from other entities (Nez Perce Tribal Enterprises, Nez Perce Tribal Housing Authority, Nez Perce Tribe governmental operations, and Law & Justice) and Nez Perce tribal members for a minimum of five (5) days.**

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**\*IN-HOUSE-APPLICANTS FOR THE FOLLOWING POSITIONS:**

**BEHAVIORAL HEALTH CLINICIAN**

**(Salary/DOE/Full-Time/Lapwai) BH Clinician [HR-24-003]** Requires Master's or Doctoral degree in Social Sciences or other Human Services discipline. Two (2) years of work-related experience preferred. If clinician is not yet independently licensed in the State of Idaho, NMPH may provide supervisory hours required to become licensed. Clinician agrees to meet the State of Idaho's requirement of a supervisory plan and or meet qualifications to be a Psychology Service Extender or Registered Intern. Clinician is required to work towards Idaho licensure and secure such license within two years or otherwise agreed upon time with NMPH. Must be willing to

become competent in working with children, adolescents, and adults. Must have excellent communication skills, both oral and written, demonstrate ability to manage conflict and crises in a professional manner, be a team player, be computer literate. Must possess a valid driver's license with an insurable record under the Tribe's policy. Must pass a criminal background check, pre-employment drug and alcohol screening. Must maintain licensure/certification when obtained. Tribal/Indian Preference applies. **Closes 3/15/2024. Tribal/Indian Preference Applies.**

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**GENERAL PUBLIC**-OPEN TO ALL QUALIFIED FOR THE FOLLOWING POSITIONS:

**BEHAVIORAL HEALTH CLINICIAN**

**(Salary/DOE/Full-Time/Lapwai) BH Clinician [HR-24-003]** Requires Master's or Doctoral degree in Social Sciences or other Human Services discipline. Two (2) years of work-related experience preferred. If clinician is not yet independently licensed in the State of Idaho, NMPH may provide supervisory hours required to become licensed. Clinician agrees to meet the State of Idaho's requirement of a supervisory plan and or meet qualifications to be a Psychology Service Extender or Registered Intern. Clinician is required to work towards Idaho licensure and secure such license within two years or otherwise agreed upon time with NMPH. Must be willing to become competent in working with children, adolescents, and adults. Must have excellent communication skills, both oral and written, demonstrate ability to manage conflict and crises in a professional manner, be a team player, be computer literate. Must possess a valid driver's license with an insurable record under the Tribe's policy. Must pass a criminal background check, pre-employment drug and alcohol screening. Must maintain licensure/certification when obtained. Tribal/Indian Preference applies. **Closes 3/15/2024. Tribal/Indian Preference Applies.**

**PHYSICIAN - SIGN ON BONUS!**

**(Salary/DOE/Full-Time/Lapwai) Physician [HR-23-012]** D.O. or M.D. license in good standing from any state. Requires Family Practice or Internal Medicine board certification, or board eligibility. Must have unrestricted DEA license. Requires current CPR/BLS; ACLS and/or PALS encouraged. Knowledge of history, culture and health needs of Native American communities preferred. Must possess the ability to work independently, have excellent communications skills, both oral and written, ability to handle conflict and crisis in a professional manner, and be computer literate. Requires the ability to pass an extensive background check and pre-employment drug and alcohol screening. Requires a valid driver's license with an insurable record under the Tribe's policy. **Open until filled. Tribal/Indian Preference Applies.**

**MEDICAL ASSISTANT - SIGN ON BONUS!**

**(Salary/DOE/Full-Time/Lapwai) Medical Assistant [HR-22-020]** Requires a High School Diploma or Equivalent. Must have current MA licensure from an accredited institution. 1-2 years' experience in medical assisting desired. Certification as a Certified Medical Assistant (CMA) preferred. Must complete Basic Life Support for Provider's every two years and maintain a current BLS certification. Must have professional knowledge of and ability to apply medical assistant care

principles, practices and procedures required to assess needs of wide variety of medical surgical, obstetrics, gynecology and pediatric patients as well as knowledge of the normal course of diseases, anticipated complications and indicated therapeutic interventions. Must possess the ability to work independently, have strong communication skills, including effective verbal and written communication, and be computer literate. Requires the ability to pass an extensive background check, pre-employment drug and alcohol screening. Requires a valid driver's license with insurable record under the Tribe's policy. **Open until filled. Tribal/Indian Preference Applies.**

### **DENTIST**

**(Salary/DOE/Full-Time/Lapwai) Dentist [HR-23-001]** Requires a DDS/DMD degree from an American Dental Association accredited dental school, with two (2) years of experience, preferably in general practice or completion of an AEGD or GPR program. Must have state licensure in good standing from any state. Must maintain licensure. Must possess the ability to work independently, have excellent communications skills, both oral and written, and have the ability to handle conflict and crisis in a professional manner. Must be computer literate and possess knowledge of basic computer applications software and basic office procedures. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Requires the ability to pass an extensive background check, pre-employment drug and alcohol screening. **Open until filled. Tribal/Indian preference applies.**

### **DENTIST**

**(Salary/DOE/Full-Time/Kamiah) Dentist [HR-21-037]** Requires a DDS/DMD degree from an American Dental Association accredited dental school, with two (2) years of experience, preferably in general practice or completion of an AEGD or GPR program. Must have state licensure in good standing from any state. Must maintain licensure. Must possess the ability to work independently, have excellent communications skills, both oral and written, and have the ability to handle conflict and crisis in a professional manner. Must be computer literate and possess knowledge of basic computer applications software and basic office procedures. Requires a valid driver's license with the ability to be insured under the Tribe's policy. Requires the ability to pass an extensive background check, pre-employment drug and alcohol screening. **Open Until Filled. Tribal/Indian Preference Applies.**

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## **REQUIREMENTS FOR A COMPLETE APPLICATION:**

- **Original NMPH Application per position.**
- **Background questionnaire.**
- **Resume/Curriculum Vitae (C.V.).**
- **Tribal ID/CIB** must be submitted before Preference can be granted (If applicable).
- **If position requires a valid driver's license** with the ability to be insured under the Tribe's policy, *must provide a current driver's license record (DLR) and any DLR from other state(s) where have been licensed to drive in the last three (3) years issued within 90 days preceding submittal of application.*
- **Current immunization records (Hepatitis B, Measles (rubeola), and Rubella).**
- **Professional licenses** (If applicable).
- **High School Diploma or equivalent, or college education degree or transcript** (*must be submitted with application to be considered*).
- **Applications must be submitted by 4:30 P.M. on the closing date.**
- **Nimiipuu Health is a drug and alcohol-free work environment:** Pre-employment drug and alcohol testing is required upon hire.

### **-TRIBAL/INDIAN PREFERENCE WILL APPLY-**

Mail to:  
Nimiipuu Health  
Attn: HR Department  
P.O. Drawer 367  
Lapwai, ID 83540

### **Incomplete applications will not be considered**

For more details or request an application, please use the following contact information:

**Telephone - (208) 621-4950**

**Fax - (208) 843-9407**

**Email - [hr@nimiipuu.org](mailto:hr@nimiipuu.org)**

**Website: <http://nimiipuhealth.org/careers/>**

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### **OTHER JOB OPPORTUNITIES:**

- ❖ **Nez Perce Tribal Housing Authority:** For more information call (208) 843-2229; email [lauriec@nezperce.org](mailto:lauriec@nezperce.org) or [nptha@nezperce.org](mailto:nptha@nezperce.org)
- ❖ **Lapwai School District:** For further information contact Connie Desjarlais at (208) 843-2622 extension 3; website <http://www.lapwai.org/>
- ❖ **AVISTA:** For more information go to [www.myavista.com/about-us/working-at-avista](http://www.myavista.com/about-us/working-at-avista)
- ❖ **Bay Mills Health Center:** 12124 W Lakeshore Drive, Brimley, MI 49715. Phone (906) 248-5527; website <https://www.baymillshealthcenter.com/>
- ❖ **Cayuse Technologies:** For further information call (541) 278-8200; website <http://www.cayusetechologies.com/>
- ❖ **Clearwater Paper:** For further information contact: Jeana Jeffries, Senior HR Business Partner (208)799-1430, email [jeana.jeffries@clearwaterpaper.com](mailto:jeana.jeffries@clearwaterpaper.com); website [www.clearwaterpaper.com](http://www.clearwaterpaper.com)
- ❖ **Columbia River Intertribal Fish Commission:** For more information, please contact: Lydia Garcia, HR Manager, (503)238-0667 [hr@critfc.org](mailto:hr@critfc.org). Website: <http://www.critfc.org/>.
- ❖ **Confederated Salish and Kootenai Tribes:** Tribal Personnel Department, P.O. Box 278, Pablo, MT 59855, for further information call (406) 675-2700 ext.1040; website <http://www.cskt.org/>
- ❖ **Confederated Tribe of Grand Ronde:** For further information call (800) 422-0232; website <http://www.grandronde.org/>
- ❖ **Confederated Tribes of the Umatilla Indian Reservation:** For further information call (541) 276-3165; website <http://ctuir.org/about-us/employment-opportunities>
- ❖ **Healing Lodge of the Seven Nations:** Submit applications packets to: Human Resources, The Healing Lodge of the Seven Nations, 5600 East 8<sup>th</sup> Avenue, Spokane Valley, WA 99212, Fax: (509) 535-2863 – Attn: Human Resources. Email as one PDF Attachment to [roseg@healinglodge.org](mailto:roseg@healinglodge.org). For a complete copy of a job announcement visit [www.healinglodge.org](http://www.healinglodge.org)
- ❖ **Marimn Health:** For more information call (208) 686-1931 ext. 306; fax (208) 686-1146; [hr@bmc.portland.ihs.gov](mailto:hr@bmc.portland.ihs.gov); website: <http://bmcwc.com/>
- ❖ **Nez Perce County:** For further information contact (208) 799-3090 or email [charlahall@co.nezperce.id.us](mailto:charlahall@co.nezperce.id.us); website [www.co.nezperce.id.us](http://www.co.nezperce.id.us)
- ❖ **Nightforce Optics:** 336 Hazen Lane, Orofino, ID 83544. Phone (208) 476-9814; website <https://nightforceoptics.applicantpro.com/jobs/>
- ❖ **Northwest Portland Area Indian Health Board:** For further information call (503) 228-4185; Fax 503-228-8182; email [HR@npaihb.org](mailto:HR@npaihb.org) ; website <http://www.npaihb.org/>
- ❖ **Puyallup Tribal Health Authority:** 2209 East 32<sup>nd</sup> Street, Bldg #4, Tacoma, WA 98404, for further information call (253) 893-0232 ext. 516; fax (253) 593-5479; website <http://www.eptaha.com/>

- ❖ **United States Department of Health and Human Services: Indian Health Services:** Website <https://www.usajobs.gov/>
- ❖ **Wildhorse Resort & Casino:** For further information visit website <http://www.wildhorseresort.com/footer/current-positions.html>
- ❖ **Yakama Nation:** For further information contact (509) 865-5121; website [www.yakamanation-nsn.gov](http://www.yakamanation-nsn.gov)
- ❖ **Yellowhawk Tribal Health Center:** For more information call (541) 240-8713; [HRRecruiter@Yellowhawk.org](mailto:HRRecruiter@Yellowhawk.org); website <http://www.yellowhawk.org/>
- ❖ **AFLAC:** For more information call (208) 791-0393 or email [kelsey\\_fox@us.aflac.com](mailto:kelsey_fox@us.aflac.com)
- ❖ The **Wy'east Medicine Pathway** is a FREE 10-month post-baccalaureate health education Pathway for AI/AN learners who are passionate about becoming physicians. We recruit nationwide and our scholars receive a monthly stipend throughout the 10-month Pathway.
  - The Wy'east Pathway prepares learners for the rigors of medical school and provides cultural support and mentorship.
  - Upon entry to Wy'east, scholars are conditionally accepted to their admitting medical school. Final acceptance is awarded upon satisfactory completion of the Pathway and meeting all final matriculation requirements of the admitting medical school.
  - Read more about Wy'east on our website and [register for the Wy'east Info Session and Q&A on April 15<sup>th</sup>, 2024 at 4-5 pm PST.](#)
  - Application opens on April 1, 2024 – please reach out to [wyeast@ohsu.edu](mailto:wyeast@ohsu.edu) with questions.