NIMIIPUU HEALTH

May 18, 2026 - Job Posting

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.

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 P*erce 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.

IN-HOUSE-APPLICANTS FOR THE FOLLOWING POSITIONS:

OTPOMETRY TECHNICIAN / OPTICIAN

Salary/DOE/Full-Time/Lapwai) Optometry Technician/Optician [HR-26-006] Requires High School Diploma or Equivalent with at least two (2) years of previous experience in customer service. Prefer at least 1 year of previous work experience in health care setting utilizing electronic health record system. Previous experience with medical terminology, computer skills including Microsoft Office programs highly preferred. American Board of Opticianry/American Optometric Association Paraoptometric certification preferred. Previous cash handling preferred. Required to take cash handling training within 90 days of hire. Knowledge of history, culture, and health needs of Native American communities preferred. Requires sufficient hand dexterity, strong organization skills, attention to detail and excellent ability to multitask. Must be personable and possess excellent communication skills, both oral and written, and be able to handle conflict in a positive

and calm manner. Must have positive work history. Requires a valid driver's license with an insurable record under the Tribe's policy. Must pass an extensive background check, pre-employment drug and alcohol screening. **Closes 5/26/2026. Tribal/Indian Preference Applies.**

ENVIRONMENTAL SERVICES (EVS) TECHNICIAN - EXTENDED

(Salary/DOE/Part-Time/Kamiah) EVS [HR-26-003] Requires a high school diploma or equivalent with basic computer skills. Knowledge of or experience in proper disinfecting procedures and cleaning equipment operation preferred. Must possess the ability to work independently with little or no supervision and have excellent communication skills, both oral and written. Possessing a valid driver's license with an insurable record is highly preferred. Requires the ability to pass an extensive background check and pre-employment drug and alcohol screening. **Closes 5/22/2026. Tribal/Indian Preference Applies.**

BEHAVIORAL HEALTH CLINICIAN - REVISED

(Salary/DOE/Full-Time/Lapwai) BH Clinician [HR-25-009] Requires Master's Degree in Social Work or approved related field. Two (2) years of work-related experience preferred. If clinician is not yet independently licensed in the State of Idaho, NMPH may provide the supervisory hours required to become licensed. Clinician agrees to meet the State of Idaho's requirement of a supervision plan. Clinician is required to work towards Idaho licensure and secure such license within two (2) years or otherwise agreed upon time with NMPH. Must maintain licensure/certification when obtained. Must be willing to become competent in working with children, adolescents, and adults. Must have excellent communication skills, both oral and written, demonstrate the ability to manage conflict and crises in a professional manner, be a team player, and be computer literate. Must pass a criminal background check and pre-employment drug and alcohol screening. Must possess a valid driver's license with an insurable record under the Tribe's policy. **Open Until Filled. Tribal/Indian Preference Applies.**

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

BEHAVIORAL HEALTH CLINICIAN - REVISED

(Salary/DOE/Full-Time/Lapwai) BH Clinician [HR-25-009] Requires Master's Degree in Social Work or approved related field. Two (2) years of work-related experience preferred. If clinician is not yet independently licensed in the State of Idaho, NMPH may provide the supervisory hours required to become licensed. Clinician agrees to meet the State of Idaho's requirement of a supervision plan. Clinician is required to work towards Idaho licensure and secure such license within two (2) years or otherwise agreed upon time with NMPH. Must maintain licensure/certification when obtained. Must be willing to become competent in working with children, adolescents, and adults. Must have excellent communication skills, both oral and written, demonstrate the ability to manage conflict and crises in a professional manner, be a team player, and be computer literate. Must pass a criminal background check and pre-employment drug and alcohol screening. Must possess a valid driver's license with an insurable record under the Tribe's policy. **Open Until Filled. Tribal/Indian Preference Applies.**

MEDICAL DIRECTOR- SIGN ON BONUS!

(Salary/DOE/Full-Time/Lapwai) Medical Director [HR-25-004] Requires a Doctor of Medicine (M.D.) or Doctor of Osteopathic Medicine (D.O.) license in good standing from any state. Must be board certified or board eligible in Family Practice or Internal Medicine. Must have an unrestricted DEA license. Requires a minimum of two (2) years in administrative management, including direct clinical supervision. Current certifications in CPR/BLS, ACLS and PALS are required. Experience working with Tribal communities is strongly preferred, along with a solid understanding of the unique health challenges and cultural consideration affecting Native American populations. Knowledge of history, culture and health needs of Native American communities is preferred. Must possess the ability to work independently, have excellent communication skills, both oral and written, and the ability to handle conflict and crisis in a professional manner. General knowledge of Electronic Health Records (EHR) systems is desirable. Must possess basic computer skills and be proficient in Microsoft Office application, including Word, Excel, Outlook, and PowerPoint. Requires the ability to pass an extensive background check and pre-employment drug and alcohol screening. Requires a valid driver's license with the ability to be insured under the Tribe's policy. **Open until filled. Tribal/Indian Preference Applies.**

MID-LEVEL PROVIDER (NP, PA-C) - SIGN ON BONUS!

(Salary/DOE/Full-Time or Part-Time/Negotiable Scheduling/Lapwai) Mid-Level Provider (NP, PA-C) [HR-25-002] FNP or PA-C license in good standing from any state. Requires two (2) years of professional experience as a medical provider. Must have an unrestricted DEA license. Requires current CPR/BLS; ACLS and/or PALS encouraged. Knowledge of history, culture, and health needs of Native Americans 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 the ability to be insured under the Tribe's policy. **Open until filled. Tribal/Indian Preference applies.**

PHYSICIAN - SIGN ON BONUS!

(Salary/DOE/Full-Time or Part-Time/Negotiable Scheduling/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.**

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, the applicant must provide a current driver's license record (DLR) and any DLR from other state(s) where licensed in the past three (3) years issued within 90 days 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

Website: http://nimiipuuhealth.org/careers/

OTHER JOB OPPORTUNITIES:

- **Nez Perce Tribal Housing Authority:** For more information call (208) 843-2229; email lauriec@nezperce.org or 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
- **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.cayusetechnologies.com/
- **Clearwater Paper:** For further information contact: Jeana Jeffries, Senior HR Business Partner (208)799-1430, email jeana.jeffries@clearwaterpaper.com; website www.clearwaterpaper.com
- **Columbia River Intertribal Fish Commission:** For more information, please contact: Lydia Garcia, HR Manager, (503)238-0667 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 8th Avenue, Spokane Valley, WA 99212, Fax: (509) 535-2863 – Attn: Human Resources. Email as one PDF Attachment to roseg@healinglodge.org. For a complete copy of a job announcement visit www.healinglodge.org

- **Marimn Health:** For more information call (208) 686-1931 ext. 306; fax (208) 686-1146; hr@bmc.portland.ihs.gov; website: https://www.marimnhealth.org/

- **Nez Perce County:** For further information contact (208) 799-3090 or email charlahall@co.nezperce.id.us; website 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 ; website http://www.npaihb.org/

- **Puyallup Tribal Health Authority:** 2209 East 32nd Street, Bldg #4, Tacoma, WA 98404, for further information call (253) 893-0232 ext. 516; fax (253) 593-5479; website http://www.eptha.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

- **Yellowhawk Tribal Health Center:** For more information call (541) 240-8713; HRRecruiter@Yellowhawk.org; website http://www.yellowhawk.org/

- **AFLAC:** For more information call (208) 791-0393 or email kelsey_fox@us.aflac.com

- **Lewis-Clark State College:** For more information call 208-792-2928 or email vhopwood@lcsc.edu Verónica Hopwood, Ph.D. (she), Director of Educational Opportunity Grant Programs