



TRIBAL PERSONNEL DEPARTMENT

JOB ANNOUNCEMENT

JOB TITLE: Community Integrated Care Nurse Practitioner
SUPERVISOR: PCHC Medical Director/Health Director
LOCATION: PCHC Health Center/Community Health Department
POST DATE: July 22, 2026
CLOSING DATE: August 5, 2026

General Description: The primary responsibility of this position is to deliver health care services to clients, individuals, families, groups, and the community, emphasizing the promotion of health and the prevention of disease. This position will collaborate and coordinate with Physicians and other allied health professionals providing a broad range of preventative, primary and acute health care to specific populations.

Qualifications: Graduate of an accredited Nurse Practitioner program. Certified in the State of Wisconsin to practice as a Nurse Practitioner. Must obtain and maintain board certification or be board certification eligible to take board certification within six months of hire. Minimum of 1-2 years or clinical perioperative experience. One to two years' experience in the Nurse Practitioner role preferred. Experience with patient electronic health records systems required. Experience in a tribal health setting is preferred.

Salary: Negotiable depending on qualifications.

How to Apply: Submit your application for employment, resume, and notarized release of information form by the deadline. Applications and detailed job descriptions can be located on our website www.ldftribe.com or are available at the William Wildcat Tribal Center in the Human Resources Department. Please submit your application materials to:

Human Resources Department
P.O. Box 67
Lac du Flambeau, WI 54538
715-588-3303
Email: hr@ldftribe.com

Native American preference will be applied to hiring of this position as defined in Title 25, U.S. Code, Chapter 14, Subchapter V, subsection 273 & 274. We are an equal opportunity employer with preference given to qualified Native American applicants in accordance with federal law and tribal policy.

Lac du Flambeau Band of Lake Superior Chippewa Indians
Exempt Position Description

A. TITLE OF POSITION: Community Integrated Care Nurse Practitioner

B. DEPARTMENT: Peter Christensen Health Center / Community Health Department

C. SUPERVISOR'S TITLE: PCHC Medical Director / Health Director

D. DESCRIPTION OF DUTIES: The Community Integrated Care Nurse Practitioner is an advanced practice nurse prepared to deliver health care services to clients; individuals, families, groups, and the community, emphasizing the promotion of health and the prevention of disease. Collaborating and coordinating with physicians and other allied health professionals nurse practitioners provide a broad range of preventative, primary and acute health care to specific populations. Specific duties include but are not limited to the following:

1. Functions independently to perform age-appropriate history and physical for complex acute, critical, and chronically ill patients.
2. Provide primary, direct urgent and acute health services to federally recognized Tribal members, their families, specific Lac du Flambeau community-based populations, and others seeking health care at PCHC.
3. Conducts home-based assessments and follow-up visits as needed to ensure continuity of care, particularly for patients with limited access to clinical services, complex health needs, or barriers related to transportation, mobility, or social determinants of health.
4. Provides preventative health education at community events, schools, Tribal facilities and other places as directed or authorized by the Medical Director and/or Health Director.
5. Orders and interprets diagnostic and therapeutic tests relative to patient's age-specific needs.
6. Prescribes appropriate pharmacologic and non-pharmacologic treatment modalities.
7. Monitors the effectiveness of interventions.
8. Collaborates with multidisciplinary team members by making appropriate referrals.
9. Facilitates staff, patient and family decision making by providing educational tools.
10. Demonstrates knowledge of etiologies, risk factors, pathophysiology, presentation and epidemiology of medical conditions.
11. Performs history and physical assessments of patients that are accurate, complete, concise, relevant, and appropriate for age, gender and clinical problem.
12. Orders appropriate diagnostic studies and correctly interprets the results.
13. Utilizes critical thinking to synthesize and analyze collected data.
14. Develops, implements, evaluates and alters the plan of care as needed.
15. Manages general medical conditions based on knowledge of the indications, contraindications, side effects, interactions and adverse reactions of pharmacologic agents and other relevant treatment modalities.
16. Demonstrates proficiency in procedural skills pertinent to practice area.
17. Maintains accurate, complete, concise and timely documentation in the electronic medical record in accordance with PCHC policies.
18. Attends educational seminars, presentations and conferences to maintain professional certifications.

19. Participates in organizational and departmental meetings, educational opportunities, committees and workgroups as necessary.
20. Participates in education of students and other health care professionals.
21. Works toward achieving implementation of AAAHC certifications and conducts appropriate follow-up.
22. Assists in department policy and procedure review.
23. Understands and follows the guidelines of HIPAA regulations and confidentiality.
24. Completes annual trainings as assigned and any other additional training as necessary.
25. Responsible for performing all other job duties as assigned within the scope of licensure.
26. Follows all duties as outlined in employee agreement/contract.
27. Demonstrates and provides Trauma informed care
28. Works with other staff members as indicated to provide patient centered care using the Medical Home model.

E. POSITION RELATIONSHIPS:

1. **Internal:** Tribal and Peter Christensen Health Center staff.
2. **External:** Frequent contact with patients, other professional providers, community organizations.

F. SUPERVISORY RESPONSIBILITIES: Collaborates with other team members in a day-to-day operational decision making in the absence of the Medical Director. Contributes to the evaluation process of the support staff. Direct supervision of the nursing staff of the Community Health Department in collaboration with the Community Health Manager and completion of annual nursing staff evaluations.

G. SUPERVISION RECEIVED: Operates largely independently with required supervision from the PCHC Medical Director and/or Health Director. Collaboration with assigned Physician, as needed.

H. EDUCATION:

1. Graduate of an accredited Nurse Practitioner program.
2. Certified in the State of Wisconsin to practice as a Nurse Practitioner.
3. Maintenance of current BLS, ACLS and PALS certification as required by scope. of practice.
4. Must obtain and maintain Board certification or be board certification eligible to take board certification within six (6) months of hire and successfully obtain board certification.

I. EXPERIENCE: Minimum of 1-2 years OR clinical perioperative experience. 1-2 years' experience in the Nurse Practitioner role preferred. Experience with patient electronic health records systems required. Experience in a tribal health setting is preferred.

J. SKILLS:

1. Performs comprehensive health assessments for all age groups as applicable to their scope of practice. This may include Well Child exams, pre-employment physicals, WIAA sports physicals, DOT exams, pre-operative physicals and annual health assessments or others as indicated.

2. Experience with patient electronic health record systems required
3. Assesses and manages care for acute and episodic illnesses and injuries, as applicable.
4. Provides assessment, evaluation and management of client with chronic illnesses.
5. Oversees and/or collaborates with case management services to assist clients and families with arrangement for services not provided at PCHC.
6. Manages client/family health concerns through telephone triage and consultation as needed.
7. Orders appropriate diagnostic and laboratory tests.
8. Prescribes pharmacological agents and other treatment.
9. Collaborates with clients and families to identify learning needs.
10. Teach clients and families about normal growth and development stages which include health promotion practices throughout the life span.
11. Counsels' clients and families on healthy lifestyles.
12. May present at seminars, conferences or facilitate groups on issues related to medical services and promotion of health lifestyles.
13. Strong computer skills, including Word, Excel and PowerPoint.
14. Follows ethical principles regarding patient confidentiality, informed consent and unanticipated adverse outcomes.
15. Demonstrates the highest level of accountability for professional practice.
16. Maintains effectiveness where circumstances and priorities are changing; is flexible, resilient and change-oriented.

K. WORKING ENVIRONMENT:

1. **Work Conditions:** May be exposed situations where pace of work is often times extremely busy and stressful. Work environment includes office/clinic settings, patient homes, and community locations.
2. **Exposure to Hazards:** Exposure to communicable diseases, toxic substances, and other conditions common to a clinic environment.
3. **Physical Requirements:** Sitting, walking, bending, long hours of standing and occasional lifting and carrying items weighing up to 50 pounds. Requires normal vision acuity and hearing.

L. BEHAVIOR: The vision, goals and objectives of the Lac du Flambeau Band of the Lake Superior Chippewa Indians requires the Nurse Practitioner to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any attitude or behavior that will tarnish the name of the Lac du Flambeau tribe will not be tolerated and will be subject to disciplinary action.

M. OTHER: Demonstrate a strong commitment to cultural beliefs and values of the Lac du Flambeau Band of Lake Superior Chippewa Indians and the governing Tribal Council. Practices cultural sensitivity at all times, recognizing the respective diverse work styles within the organization and the Lac du Flambeau community. Must submit to a drug test prior to commencing employment and random testing thereafter. Criminal background check required applicable to the job description. Employee must provide proof of immunity to or vaccination of measles, mumps, rubella, varicella, pertussis/Tdap, and Hepatitis B at the time of

employment and submit to a TB test and FIT testing. Must be eligible for or have a DEA certification. Must obtain and maintain National Provider Identifier (NPI) number. The Community Integrated Care Nurse Practitioner will be subject to PCHC's credentialing and privileging process and must comply with terms of their employment agreement. As an employee of the Tribe, he/she will be subject to the Policies and Procedures of the Lac du Flambeau Band of Lake Superior Chippewa Indians.

N. SIGNATURES:

Employee **Date**

Manager **Date**

Previously signed

Tribal Administrator **Date**

Previously signed

Human Resource Director **Date**