



Physician

Supervised by:	Chief Executive Officer
Location:	Pierre, SD or Sioux Falls, SD
Status:	Part- or full-time (exempt)
Salary:	Dependent on status

SDUIH OVERVIEW:

The South Dakota Urban Indian Health, Inc. (SDUIH) is a non-profit corporation that consists of two full-time primary care clinics. SDUIH is a comprehensive patient-focused health care organization. SDUIH corporate headquarters is located in Pierre and the agency reports to the Indian Health Service (IHS) in Aberdeen.

Additionally, you'll enjoy quarterly employee wellness activities and continued learning opportunities. When you join our team at SDUIH, you're joining our Tiwahe (family). We believe that through equitable pay, flexibility, and centering employee wellness, we're creating systemic change that benefits everyone, especially our patients. Working with our medical, behavioral health, and cultural health teams, you'll improve the health and wellness of our patients and positively impact the health of our community.

SDUIH employees enjoy traditional benefits, such as:

- Health Insurance – SDUIH pays 72% of the premium
- Life Insurance – SDUIH provides \$25,000, employees can purchase additional
- Sick leave of 40 hours per year
- PTO accrued at the rate of 5 hours each pay period
- Short-Term and Long-Term Disability provided by SDUIH
- 11 paid holidays each year
- Participation in a 403(b) with a company match of 100% of the first 3% the employee contributes
- 12 Wellness Days per year

POSITION SUMMARY:

This position will provide direct patient care at both SDUIH clinics in Pierre and Sioux Falls. The home clinic will be determined by the physician hired and they will work with the clinic team to establish a routine schedule to travel to the other clinic at least monthly to see patients and provide support. The ideal candidate will be flexible, understanding, and compassionate, realizing that everyone who comes through our doors to receive care has a story that deserves to be heard. At SDUIH, we make decisions and solve problems together and the ideal candidate will be comfortable working side-by-side colleagues all the way from housekeepers to the CEO to improve care for our relatives. SDUIH is an evolving organization and the ideal candidate will be able to handle the needs of a growing team and community. This position will work 8am-5pm, Monday-Friday.

INTERVIEW PROCESS:

If candidates are selected for an interview, the first phase will consist of question based interviews with the respective leadership teams at each clinic. Candidates that move on to the second phase of interviews will attend lunch with the medical teams from both clinics. Travel expenses will be discussed when interviews are scheduled.

SKILLS & ABILITY:

- Maintain confidentiality.
- Work independently and with direction.
- Prioritize duties.
- Perform assigned tasks readily and adhere to prescribed agency procedures and AAHC standards of care.
- Follow standard procedures or step-by-step oral or written instructions.

KNOWLEDGE OF:

- Native American culture and traditions.
- Understanding or willingness to gain understanding of Two Spirit and LGBTQ+ identities, including clinical considerations and best practices for these relatives.
- English, spelling and punctuation, and grammar.
- Computer programs (Word, Excel, etc.).

QUALIFICATIONS:

- Degree from accredited medical school.
- Current South Dakota license to practice medicine (MD, DO).
- Ability to successfully complete a background check and credentialing.
- Community healthcare experience.
- Familiarity with health and social issues facing Native American populations and a desire to promote the delivery of appropriate health services to this population.
- Computer proficiency or willingness to learn.
- Pass a federal background check. Must not have any felony convictions as related to the Indian Child Welfare Act.
- Provide Indian Preference documentation if claimed.
- Must be vaccinated against or willing to be vaccinated against COVID-19.
- Must be CPR certified or willing to obtain CPR certifications within 6 months of employment.

RESPONSIBILITIES AND DUTIES:

- Provide general medical care (including diagnosis, treatment, management and referral) to patients with acute, chronic and maintenance health care needs.
- Engage with collaborative care involving other practitioners, cultural health, behavioral health, nursing, outside referral sites. Refer patients to specialty care as indicated.
- Provide clinic supervision of mid-level practitioners.
- Provide patient care instruction to nurses and other clinical.
- Participate in quality assurance, program development, community health education/ screening and related activities.
- Document all patient care information/treatment on problem-oriented format in patient's medical records. Complete and submit encounter forms and related materials according to established procedure.

- Actively participate in internal quality improvement teams and work with members proactively to drive quality improvement initiatives in accordance with the mission and strategic goals of the organization, federal and state laws and regulations, and accreditation standards, when assigned.
- Other job-related duties as assigned.

PHYSICAL DEMANDS:

- Requires reaching, bending, and stooping.

How to Apply

Interested individuals should email their resume and a completed application to Aspen.Gillaspie@sduih.org. Applications can be found at <https://sduih.org/careers/>.

SDUIH has the right to amend this job description as operational needs dictate. SDUIH is an at-will employer.

I have read the above job description, and understand all my job duties and responsibilities. I am able to perform the essential functions as outlined with or without reasonable accommodations. I have discussed any questions I may have about this job description prior to signing the form.

Employee Signature _____ Date _____

Supervisor Signature _____ Date _____