



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Primary Care Physician

Lummi Nation Health Center (LNHC)

****Re-Advertise****

OPEN: December 10, 2025

EXEMPT: Yes

SALARY: DOE

SHIFT: Day

LOCATION: LNHC

DURATION: Regular Full Time

CLOSES: Until Filled

JOB CODE:

DIVISION: HHS

DEPARTMENT: LNHC

SUPERVISOR: Clinical Director

VACANCIES: 2

JOB SUMMARY: The Lummi Nation is committed to quality health care for the Lummi community. The ideal candidate will be a physician leader who will provide excellent primary healthcare services in line with the LNHC Mission and Vision. The candidate will primarily work out of the Lummi Nation Health Center but will also have the opportunity to provide home-visits to accommodate the unique needs of our patients.

*This position will be compensated according to the Healthcare Professional Salary Scale.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. As a physician leader will be responsible for exemplifying a culture of continuous quality improvement; taking proactive steps to address issues in a team-oriented patient-centered approach
2. Takes a solution-oriented approach to new challenges or problems
3. Maintains clinical practice according to relevant national practice guideline; seeking out opportunities to educate nursing and other medical staff
4. Participates with the medical staff team in providing service delivery evaluation, chart reviews, and program development.
5. Exemplifies a commitment to ensuring excellent customer service for patients
6. Evaluates, diagnose, and treat acute and chronic illness and disease for patients. Provides care by obtaining medical histories and conducting physical examinations. Ordering, performing, and interpreting diagnostic studies, making referrals, as necessary.
7. Provide counseling and education on health behaviors, self-care, and treatment options.
8. Responsible to document in the electronic health record all medical histories, assessments, and treatment plans in compliance with relevant federal, state, and the LNHC provider documentation guide.
9. Responsible to maintain a functional problem list
10. Ensures billing practices are consistent with federal and state regulations
11. Consults with Medical Director concerning continuous quality improvement measures.
12. Participates in Medical Staff and other LNHC meetings as assigned.

13. Participate in the provider telephone call pool for the Lummi Nation Health Center, taking responsibility for telephone triage and patient management through the physician call line. Will be required to be accessible during all hours of assigned call period including nights, weekends, and holidays when assigned. Will provide thorough, accurate, and conscientious telephone triage for patients of the Lummi Nation Health Center as needed.
14. Provide care to active patients of the LNHC in all relevant settings where healthcare is necessary including, but not limited to: the patient's home or other community dwelling, independent living facilities, nursing homes and extended care facilities.
15. May provide healthcare services or consultation at CARE/OTP on request by the medical director.
16. Will obtain hospital privileges consistent with practice on request by the medical director.

MINIMUM QUALIFICATIONS:

- Doctor of Medicine Degree (MD) or DO
- American Board Certified in either Family Medicine or Internal Medicine
- Current Active Washington State Physician License
- Current unrestricted DEA License
- Must possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Experience and comfort with electronic health records required
- Ability to understand the unique role of home visits and maintains appropriate professional barriers to ensure culturally appropriate healthcare delivery
- Ability to adhere to all professional guidelines, departmental rules, regulations, policies, and procedures set down in LNHC clinic by-laws.
- Ability to interact and communicate with patients in a respectful and compassionate manner.
- Accurate and timely documentation in accordance with LNHC medical records policies
- Excellent communication skills with the ability to work as a team member in a multicultural atmosphere.
- Must be able to work flexible hours

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- This position requires regular contact with or control over Indian children and is therefore subject to successful and extensive criminal background check, CAMIS background check.
- Adherence to HIPAA policy and procedures per LIBC and federal regulations.
- Must always demonstrate and maintain strict confidentiality.

BENEFITS:

- Medical/Dental/Vision Insurance for Employee (Employer Paid) and spouse and/or children (Employee Paid). Medical/Dental/Vision premiums are deducted through payroll in an amount based on the plan chosen.
- Up to Seventeen (17) paid vacation days per year for a full-time position, subject to accrual requirements in the LIBC Human Resources Policies and Procedures.
- Up to a Twelve (12) paid sick days per year for a full-time position, subject to accrual requirements in the LIBC Human Resources Policies and Procedures.
- Sixteen (16) paid administrative holidays per year (13 holidays, 2 LIBC employee choice

holidays, and 1 floating holiday).

- 401(k) with Employer contribution.
- \$10,000 Employer paid life insurance policy.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.