



Keewatinohk Inniniw Minoayawin Inc.

Yathe Hotšj Dene ʔ Edenąkanełnj | Northern Peoples' Wellness

Employment Opportunity

Primary Care Physician Assistant/Clinical Assistant

Keewatinohk Inniniw Minoayawin Inc.

Remote Fly-In First Nations Communities, Northern Manitoba, Canada

0.25-1.0 FTE aligned with community needs and expectations of candidates.

Employee model or independent contractor model (IC)

About KIM Inc.

Northern Peoples' Wellness: Together, we will work with First Nations to transform health and wellness services and improve health outcomes for First Nations people in the north.

Keewatinohk Inniniw Minoayawin Inc. (KIM) was established to work towards a new health system that will better respond to the needs of northern First Nations people in Manitoba. KIM supports health and wellness services for 23 Sovereign First Nation communities in northern Manitoba with a focus on equitable care, addressing racism in the health care system, responsiveness to emerging needs, and filling gaps in the health care system. This is accomplished through advocacy, collaboration, and integration with the First Nation communities, and federal/provincial partners.

This new system will be developed through speaking directly to healthcare experts and communities and negotiating with systems so that services can be tailored to meet the needs of each First Nation and northern First Nations as a collective. The community members of the northern Manitoba First Nations are the foundation of this new and historic health care system. KIM is governed by a three-part structure led by First Nations and is inclusive of 23 political leaders appointed by each of 6 caucuses and a 5 to 11-member board of directors with preference in selection to persons with experience in the health sector.

The Position

The Primary Care Physician takes a team approach, a family approach, a community approach. Wellness for one is wellness for all.

We are seeking a dynamic and compassionate Physician Assistant/Clinical Assistant to join our Primary Care Team in Northern Manitoba, dedicated to serving First Nations communities. This multifaceted role combines elements of primary care, community health, public health, chronic disease management, pediatrics, emergency medicine, mental health, child & maternal health, and geriatric care. The ideal candidate will possess strong clinical skills and a deep commitment to anti-racism in healthcare.

The candidate must be committed to advancing healthcare transformation that is focused on innovative primary care models using Medical Doctors, Physician Assistants (PA), Nurse Practitioners (NP), Clinical Assistants (CL.A), Pharmacists, Respiratory Therapists (RT), Paramedics and other clinicians and supporting advanced scope of practice.

Duties and responsibilities:

- Commitment to First Nations Sovereignty.
- Commitment to anti-racism.
- Commitment to transparency.
- Commitment to accountability.
- Commitment to outcome-based practices.
- Collaborate with a multidisciplinary team of healthcare professionals including Medical Doctors, Physician Assistants (PA), Nurse Practitioners (NP), Clinical Assistants (CL.A), Pharmacists, Respiratory Therapists (RT), Paramedics and other clinicians, consultants, mental health specialists, and community health workers.
- Provide on-call service as part of a collaborative group.
- Provide comprehensive primary care services, including diagnosis, treatment, and follow-up care.
- Manage a full spectrum of healthcare needs for individuals and families, including pediatric, adult, and geriatric patients.
- Conduct patient assessments, develop treatment plans, and manage acute and chronic conditions.
- Participate in public health initiatives, including screenings, immunizations, and health education.
- Engage with community members to build trust and promote health literacy.
- Collaborate with traditional healers and integrate traditional medicine when appropriate.
- Develop and implement anti-racist health promotion and disease prevention programs.
- Advocate for equitable healthcare access and address systemic health inequities.
- Participate in community outreach and education initiatives.
- Provide mental health assessments, treatments, support services, and Harm Reduction.
- Educate patients and families on health management, disease prevention, and healthy lifestyles.

- Advocate for patient needs and work to reduce barriers to healthcare.

The successful candidate will possess the following qualifications:

- Degree from a recognized post-secondary medical school – undergraduate (MD/PA) or graduate (MPAS).
- Minimum of 5 years of general clinical experience (or 2 years general clinical experience in Northern First Nations Communities is desired).
- Previous experience working with in a multi-disciplinary team based primary care model is desired.
- Completed anti-racism education.
- Post graduate training in emergency or anesthesia is desired.
- Post graduate training in addictions medicine is desired.
- Demonstrated leadership capacity in comparable, complex organizations, preferably in rural/remote medicine within fly-in communities.
- Completion of Opioid Agonist Treatment course through CPSM or other (OAT).
- Maintain certifications in BLS, ACLS, PALS, ATLS, NRP, ALARM and others as determined by KIM Inc.
- Proficiency with Accuro and MS Office software.
- Ability to work effectively with First Nations Knowledge Keepers and Practitioners
- Strong organizational and problem-solving skills.
- Ability to build strong relationships with patients and community leaders.
- Excellent communication, interpersonal, and teamwork skills
- Experience working with or extensive knowledge and understanding of Indigenous organizations and/or communities is desired.
- The ability to speak one of the Northern First Nations language is desired.

The following are considered conditions of employment:

- Certificate of Practice with the College of Physicians & Surgeons of Manitoba for Physician/Clinical Assistant FULL CLASS.
- Current and maintained CCPA certification.
- Satisfactory criminal record/vulnerable persons/child abuse registry checks will be required.
- Must be able to travel with appropriate notice, by air, land, and boat.
- Proof of Liability insurance
- Must be eligible to work in Canada.

Compensation and Benefits

- Competitive compensation:
- Extensive room for career growth
- Comprehensive Health, Vision and Dental Care and HEBP Defined Benefit Pension Plan (employee model only).
- On-site parking.

Interested candidates should submit a resume, cover letter, and references to PA-CA@KIMHEALTH.CA. Competition is open until all FTE and Locum positions filled. Please highlight relevant experience and your commitment to anti-racism and culturally competent care in your application.

Relocation assistance may be available.

Established in December 2019, Keewatinohk Inniniw Minoayawin Inc. (KIM Inc.) is a northern First Nations-led aggregate health organization that will work to transform health and wellness services and improve health outcomes for First Nations people. We offer a competitive compensation and benefits structure, and opportunity for advancement.