San Pasqual Economic Development Corporation
Job Vacancy

Position Title: Nurse Practitioner (NP)	**Posting Date: 10/21/2026**
Position Reports to: Clinic Administrator	**Employment Category: Full-Time/Exempt**
Salary: Commensurate with Experience	**Closing Date: Until Filled**

POSITION SUMMARY

The Nurse Practitioner (NP) is responsible for providing comprehensive, patient-centered healthcare services, including patient assessments, diagnosis, treatment, and ongoing management of acute and chronic medical conditions in an outpatient clinical setting. The NP practices within the scope of their education, training, certification, and applicable licensing requirements, as well as established Tribal Health Clinic policies and procedures.

The NP collaborates with physicians and other healthcare professionals to ensure the delivery of high-quality, culturally sensitive care. The position also participates in the development, implementation, and periodic review of clinical policies, procedures, and programs to ensure compliance with applicable healthcare standards and the requirements of Tribal health funding agreements.

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Assists in the development and implementation of ambulatory healthcare services and programs in accordance with applicable Tribal health agreements to meet the healthcare needs of patients and the communities served by the San Pasqual Health Clinic.
- Develops and conduct patient health education programs, classes, and specialty clinics to promote preventive care, wellness, and disease management.
- Collaborates with physicians and other healthcare professionals to develop and implement treatment protocols, clinical standards of practice, policies, and procedures.
- Participates in quality improvement activities, including clinical audits, medical chart reviews, development of performance measures, identification of areas for improvement, and evaluation of the effectiveness of quality improvement initiatives.
- Reviews and evaluates current medical research, evidence-based practices, and clinical guidelines, and provide recommendations to improve patient care and clinical outcomes.
- Obtains and documents comprehensive patient medical, health, and developmental histories, including relevant family medical histories, and perform appropriate physical examinations.
- Orders, performs, and interprests diagnostic tests, screenings, and procedures within the Nurse Practitioner's authorized scope of practice.
- Assesses, diagnoses, and manages acute and chronic medical conditions, including providing appropriate treatment, follow-up care, and referrals to specialists when necessary.
- Provides appropriate medical care and interventions during urgent or emergency situations within the Nurse Practitioner's scope of practice and established clinical protocols.

- Maintains accurate, complete, and timely electronic medical records, including patient assessments, diagnoses, treatment plans, medications, and follow-up care.
- Develops, implements, and monitors individualized patient care plans, including prescribing medications and managing treatment regimens in accordance with applicable laws, licensure requirements, and prescribing authority.
- Educates patients and families regarding diagnoses, treatment options, medications, preventive healthcare, and chronic disease management.
- Coordinates patient care with physicians, nursing staff, behavioral health professionals, specialists, and other healthcare providers to ensure continuity of care.
- Demonstrates cultural sensitivity and respect for Tribal traditions, values, and the diverse backgrounds of patients and their families.
- Participates in staff meetings, required training, quality improvement initiatives, and other activities supporting effective clinic operations.
- Maintains patient confidentiality and safeguards protected health information in accordance with HIPAA, applicable privacy regulations, and Tribal policies.

Note: Nothing in this job posting restricts management's right to assign or reassign applicable duties and responsibilities for this position at any time.

QUALIFICATIONS, SKILLS, AND EXPERIENCE

REQUIRED EDUCATION AND EXPERIENCE:

- Master's degree in nursing from an accredited nursing program, or a Doctorate in nursing, (PH.D., or equivalent) doctor degree from a professional nursing education program or related medical science field.
- Five (5) years of nursing experience in an urgent care, emergency room, or primary care setting, preferably with at least two (2) years of experience as a Nurse Practitioner.
- Current Nurse Practitioner (NP) certification.
- Current Basic Life Support (BLS) certification from the American Heart Association or an equivalent recognized provider.
- Must complete HIPAA privacy and security training upon hire and annually thereafter, in accordance with applicable laws and Tribal policies.
- Must possess a valid state driver's license.
- Must successfully pass a comprehensive background investigation, including a Public Law 101-630 background investigation, as applicable, and pre-employment and random drug testing in accordance with Tribal policy.

REQUIRED KNOWLEDGE, SKILLS, AND COMPETENCIES

- Ability to interpret medical technology and demonstrate an understanding of human anatomy and physiology.
- Demonstrated working knowledge of clinical standards and patient-centered care in medical services, primary care, and administrative operations within a clinical setting.
- Working knowledge of public health principles, issues, and healthcare systems.
- Ability to counsel and educate patients to promote an understanding of preventive care and health maintenance.
- Ability to analyze and evaluate evidence-based, patient-centered care practices.
- Advanced knowledge of healthcare delivery systems.

- Knowledge of scientific principles and evidence-based practices that support quality healthcare.
- Ability to incorporate emerging healthcare technologies to improve patient care and clinical efficiency.
- Ability to prioritize workflow and manage multiple patient care responsibilities effectively.
- Ability to communicate effectively, both verbally and in writing, with individuals of various educational and diverse backgrounds.
- Knowledge of applicable federal, Tribal, state, and local laws and regulations governing Nurse Practitioner practice, healthcare policies, and medical principles.
- Ability to maintain strict confidentiality in accordance with HIPAA, the Privacy Act, and applicable Tribal policies.
- Proficiency in basic computer applications, including Microsoft Office (Word, Excel, and Outlook), internet-based applications, and electronic documentation systems.
- Ability to accurately document patient information and maintain medical records using an Electronic Health Record (EHR) system.
- Knowledge of infection prevention and control procedures, workplace health and safety practices, and applicable OSHA regulations.

PREFERRED KNOWLEDGE, SKILLS, AND COMPETENCIES:

- Experience working in a primary care clinic, community health center, or Tribal healthcare setting.
- Previous experience using Electronic Health Record (EHR) systems in a clinical setting.
- Previous clinical leadership or staff mentoring experience.
- Knowledge of healthcare quality assurance, patient safety standards, and clinical documentation requirements.
- Knowledge of Native American cultures and culturally appropriate healthcare delivery.
- Experience working with Tribal health programs, Tribal governments, or Native American communities.

WORK ENVIRONMENT

- Work is primarily performed in a healthcare clinic setting.
- May be exposed to infectious diseases, bloodborne pathogens, bodily fluids, airborne particles, cleaning chemicals, and other potential workplace hazards.
- May encounter medical emergencies, emotionally stressful situations, and patients experiencing physical or emotional distress.
- Must follow established safety protocols, infection prevention and control procedures, and proper use of personal protective equipment (PPE).
- The noise level in the work environment is generally moderate.

PHYSICAL REQUIREMENTS

- Must be able to stand, walk, and sit for extended periods of time.
- Must be able to frequently use hands and fingers to handle medical equipment, administer treatments, and perform clinical procedures.
- Must be able to occasionally bend, stoop, kneel, crouch, and reach with hands and arms.
- Must be able to occasionally lift and/or move up to fifty (50) pounds, with or without reasonable accommodation.
- Must be able to assist patients with mobility and positioning, using appropriate equipment

or assistance when necessary.

- Must possess sufficient visual ability to read medical records, medication labels, and monitor patient conditions.
- Must be able to communicate effectively with patients, families, and healthcare staff.

Individuals interested in applying for this position may submit their resume by email to hr@sanpasqualtribe.org or apply in person at 16400 Kumeyaay Way, Valley Center, CA 92082.

In accordance with the San Pasqual Band of Mission Indians' Policies and Procedures, preference in hiring, transfers, and promotions shall be given to qualified applicants in the following order: 1. San Pasqual Band of Mission Indians Tribal Members. 2. Spouse of an enrolled Tribal Member who contributes to the household 3. San Pasqual Band of Mission Indians Lineal Descendants. 4. Other Native Americans 5. Non-Native Americans