San Pasqual Economic Development Corporation
Job Vacancy

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

POSITION SUMMARY

Provides safe, compassionate, and culturally responsive nursing care to patients of the San Pasqual Health Clinic. Responsible for assessing patient needs, administering treatments, coordinating patient care, and providing health education while supporting the organization's mission to improve the health and wellness of the community.

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Assesses patient care needs, prioritizes treatment, and assists in maintaining efficient patient flow throughout the clinic.
- Conducts nursing assessments, including obtaining patient medical histories, performing appropriate physical assessments, recording vital signs, and identifying patient care needs.
- Provides nursing care and treatments within the Registered Nurse's scope of practice and in accordance with applicable laws, regulations, and established clinical protocols.
- Collaborates with physicians, advanced practice providers, and other healthcare professionals to coordinate patient care, referrals, and follow-up treatment.
- Administers medications, immunizations, and prescribed treatments in accordance with authorized provider orders, established protocols, and applicable nursing standards.
- Performs diagnostic and screening procedures, such as electrocardiograms (EKGs), vision screenings, and other approved tests, as appropriate to the clinic's services and the RN's qualifications.
- Collects laboratory specimens, performs authorized point-of-care testing, and follows established quality control procedures.
- Accurately documents nursing assessments, treatments, medications administered, patient education, discharge instructions, and follow-up care in the Electronic Health Record (EHR) system.
- Assesses patient health education needs and provides instruction regarding medications, treatment plans, disease prevention, chronic disease management, and healthy lifestyle practices.
- Recognizes medical emergencies and initiates appropriate interventions within the RN's scope of practice and established emergency response protocols.
- Assists with coordinating follow-up appointments, referrals, and communication with patients regarding their care plans.

- Participates in follow-up telephone calls and patient visits to monitor progress, address concerns, and promote continuity of care.
- Maintains a clean, safe, and organized clinical environment and follows established infection prevention and control procedures.
- Monitors medical equipment and supplies, identifies equipment requiring maintenance or repair, and reports concerns to the appropriate supervisor.
- 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:

- Must be a graduate of an accredited nursing program and possess an Associate Degree in Nursing (ADN) or higher.
- Must possess a current, active, and unrestricted Registered Nurse (RN) license issued by the California Board of Registered Nursing.
- Must possess current Basic Life Support (BLS) certification for healthcare providers through the American Heart Association (AHA) or American Red Cross (ARC).
- Must maintain all required licenses and certifications throughout employment.
- Minimum of three (3) years of experience as a Registered Nurse in a hospital, outpatient clinic, ambulatory care setting, or other healthcare environment.
- 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 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 EDUCATION/CERTIFICATIONS:

- Bachelor's degree in Nursing (BSN) from an accredited college or university.
- Advanced Cardiovascular Life Support (ACLS) certification.
- Certification in case management or other relevant nursing specialty.

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.
- 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