



Family Tree Clinic Provider Job Description

Who We Are. Family Tree Clinic is a leader in sexual and reproductive health care in the Twin Cities and Minnesota. Founded by community activists and volunteers in 1971, our vision is to eliminate health disparities through innovative, personalized sexual health care and education for diverse needs. We work to achieve this vision through providing patient-centered health care services, community education, and outreach, and through alliances across the state to promote sexual health and freedom in our communities. The staff at Family Tree is a team of committed, passionate, and smart individuals who work hard and are eager to learn and grow together as we provide services and education to our community.

Core Value Statements:

Commitment to furthering social and reproductive justice: striving for and demonstrating a conscious awareness of cultural markers and lenses related (but not limited) to race, ethnicity, country of origin, religion, family narrative, gender identity, immigration status, gender presentation and expression, sexual orientation and expression, mental and physical ability, size, class, and age; sex positive; striving to center justice lenses in our daily work and long-term goals

Mission-focused: conveying passion for our mission with an understanding that our work evolves over time, and that there are many ways we accomplish our collective goals; supporting a workplace environment that is in service to our mission

Collaborative and accountable: being mindful of our differences and striving for self-awareness; accountable to colleagues, patients, clients and community members; acknowledging of one's own mistakes and striving to learn from them; supportive of ongoing learning

Direct and respectful: being honest, candid and straight-forward in a way that acknowledges the power of our words; assuming the best intentions when engaged in difficult conversations; conveying respect for each other and our clients; upholding workplace standards and Family Tree's mission in all of our interactions

Summary of Position. The Provider (Nurse Practitioner/Certified Nurse Midwife/Physician Assistant) delivers Family Tree Clinic's mission through patient-centered, identity affirming and trauma informed care. The provider works closely & collaboratively with others in the clinical team to provide health care that allows individuals to feel empowered to lead healthier lives and have access to comprehensive sexual health, minor illness care, and an informed consent model of gender affirming hormone care. Family Tree Clinic serves a diverse clientele including a high volume of uninsured and low income individuals experiencing health disparities and disenfranchisement from the traditional health system.



Family Tree Clinic seeks a passionate, social-justice minded, and patient-centered Family Nurse Practitioner or Physician Assistant to join our core provider team in a collaborative and team-based environment that provides exceptional care in our community.

MAJOR RESPONSIBILITIES

Direct Patient Care

- Perform routine physical examination, assessment and diagnosis, create care plans & prescribe medications
- Provide reproductive and sexual health care services to all genders
- Provide basic, acute minor illness care to all genders
- Provide hormone care therapy under our Trans Hormone Care Program
- Document assessment, diagnosis, and services provided clearly & timely in the electronic health record system
- Meet all coding & documentation requirements
- Contact patients for follow-up of abnormal test results & referrals
- Maintain patient confidentiality & compliance requirements under HIPAA & OSHA requirements
- Assist in the development of medical protocols & standards of care
- Maintain proficiency in utilizing the electronic health record (NextGen)

Administrative

- Participate in regular staff meetings and clinician meetings
- Assist with training of medical staff and volunteers
- Support ongoing quality improvement projects with clinicians and staff
- Assist in orientation, mentoring, training, and support of providers as needed
- Participate in supervision, mentoring, and precepting of students or other learners as needed

General

- Effective communication & teamwork skills
- Assist with routine clinic maintenance responsibilities including, but not limited to: stocking supplies, inventory control, equipment cleaning and maintenance
- Additional tasks and responsibilities as assigned

QUALIFICATIONS & WORK ENVIRONMENT

Providers shall have the ability to efficiently perform activities in the areas of clinical patient care, and may perform laboratory or phlebotomy testing as well as clerical, administrative, and miscellaneous duties. The position requires independent mobility, full range of body motion, manual and finger dexterity, legible writing skills and hand-eye coordination. Involves sitting, standing walking and occasional lifting.



SPECIAL SKILLS, KNOWLEDGE AND ABILITIES

Employee must demonstrate to the Medical Director the specific skills, knowledge and abilities to provide patient examination and assessment. Experience with reproductive health and sexual health is strongly desired. Passion for working with LGBTQ identified communities, and gender affirming hormone care required. A demonstrated understanding of and experience navigating identity-based oppression, health disparities, and structural racism in health care. Demonstrated commitment to working to combat systems of oppression that show up in providing health care and leading teams to do the same. Experience with a variety of Electronic Health Record systems, including NextGen, strongly desired.

EDUCATION/ LICENSURE/CERTIFICATION

Requires completion of Advanced Practice Nursing or Physician Assistant education program and appropriate certification(s) as a Nurse Practitioner, Certified Nurse-Midwife or Certified Physician Assistant. Requires current license to practice in Minnesota, current CPR licensure, current and appropriate certification in field of practice.

TYPICAL WORKING CONDITIONS

Combination of clinic and office environment. Exposure to communicable diseases, toxic substances, medical preparations, and other conditions common to clinic environment. Requires exposure to blood and bodily fluids.

REPORTING RELATIONSHIP

The Provider works in a collaborative environment, including team-based peer review. The provider is supervised by the Medical Director for clinical practice performance with additional supervision and evaluation by the Clinic Director for non-medical aspects of the job.

SALARY/BENEFITS/HOURS

This position is paid hourly, offered at approximately 30-34 hours per week. Salary range is \$46-\$51 per hour. This position is eligible for a full benefits package including paid holiday, paid vacation and paid sick, 2 additional paid personal days, a 2% employer matched retirement plan, health and dental insurance including partner and family coverage, and long term disability. Some Saturdays and evenings required.

To apply please email your cover letter and resume to Nyssa Krause (she/her),

Clinic Director, at nkrause@familytreeclinic.org

Applications received before May 14th will be given priority

Family Tree Clinic is committed to building and maintaining a diverse and representative staff of the communities we serve. People of color and LGBTQIA-identified individuals are strongly encouraged to apply. Family Tree is an equal opportunity employer.