



Provider (NP, CNM, PA)

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 developing 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

Position Summary

The Provider (Nurse Practitioner/Certified Nurse-Midwife/Physician Assistant) delivers Family Tree Clinic's mission through patient-centered, identity affirming, non-shaming, sex positive, and trauma informed care. The provider works closely & collaboratively with others in the clinical team to provide reproductive and sexual health care, limited primary care, and an informed consent model of gender affirming hormone care. Family Tree Clinic serves a diverse clientele including a high volume of individuals who are underinsured or uninsured as well as individuals experiencing health disparities and disenfranchisement from the traditional health system.

Family Tree Clinic is an equal opportunity employer and is committed to building and maintaining a diverse staff that is representative of the communities we serve and live in. People of color, LGBTQ-identified individuals, and people from the local community are strongly encouraged to apply.



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Primary Duties:

Collaborative responsibilities:

- Collaborate with care team in daily patient care, including providers (Nurse Practitioners, Certified Nurse-Midwives, Physician Assistants, and a Consulting Physician), Care Coordinator RNs, Medical Assistants, Clinic Assistants, and clinic administrative staff
- Participate in Provider Team, Care Conference team, & clinic staff meetings
- Participate in organizational trainings, workshops, and meetings focused on racial justice & anti-oppression
- Assist with routine clinic maintenance responsibilities including, but not limited to: stocking supplies, inventory control, equipment cleaning and maintenance
- Assist with training of clinic staff and volunteers as needed

Independent responsibilities:

- Provide patient-centered, identity affirming, non-shaming, sex positive, and trauma informed medical care, including: history taking, physical examination, assessment, diagnosis, and the development of plans of care that center the needs of clients and incorporate shared decision-making strategies
- Provide reproductive and sexual health care services to people of all genders
- Provide limited primary care to people of all genders
- Provide gender affirming hormone care to people of all genders
- 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)

Program/department coordination responsibilities:

- 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

Additional Duties:

- Perform additional tasks and responsibilities as assigned

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Qualifications

Required:

- Completion of Master's degree or higher level Nursing, Midwifery, or Physician Assistant education program and appropriate certification(s) as a Nurse Practitioner, Certified Nurse-Midwife or Certified Physician Assistant.
- Current license to practice in Minnesota, current CPR licensure, current and appropriate certification in field of practice.
- Ability to efficiently perform activities in the areas of clinical patient care and laboratory or phlebotomy testing, as well as clerical, administrative, and miscellaneous duties.
- Passion for working with LGBTQ identified individuals and providing gender affirming hormone care.
- Ability to work well in a collaborative practice environment with a multidisciplinary care team.
- Demonstrated commitment to working to combat systems of oppression that show up in providing health care and leading teams to do the same.
- Ability and willingness to challenge and change systemic and personal actions and behaviors that contribute to systems of oppression.

Preferred:

- Experience with reproductive health and sexual health is strongly desired.
- Experience with a variety of Electronic Health Record systems, including NextGen, strongly desired.

To help ensure the health and safety of our patients, clients, students, and staff, Family Tree requires all employees be fully vaccinated against the COVID-19 virus. All new employees are required to be either fully vaccinated, have received their first dose, and/or have received a booster shot within 2 weeks of hire. If you have questions about the vaccine policy, please contact our HR department at dangelucci@familytreeclinic.org. Exceptions may be made for medical reasons and/or genuinely held religious beliefs.

Salary & Benefits: starting hourly wage is \$48 or higher, based on experience and qualifications beyond what is required in the job description. This is a benefits-eligible position, with paid holiday, vacation and sick time, and 2% employer matched 401k. If regularly scheduled to work at least 25 hours per week, additional benefits including medical, dental, vision, life, and long-term disability insurances are provided.

Hours: 25-30 hours per week. Schedule will include some evening and rotating Saturday hours.

Supervisor: Medical Director & Clinic Director

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Typical Working Conditions:

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. Combination of clinic and office environment. Requires exposure to blood and bodily fluids and hazards common to clinical and educational environments including potential exposure to communicable diseases.

To Apply: Please send a cover letter and resume to Nyssa Krause at nkrause@familytreeclinic.org

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