

Thank you for your recent inquiry, interest and request for information about possible Nursing positions in the Indian Health Service (IHS). Hopefully, this “FACT SHEET” will answer most of your questions.

## FACT SHEET for NURSES

There are 12 IHS Area (regional) Offices in the U.S. An original application must be on file in each Area Human Resources Office where you are looking for employment. An application must also be on file for each vacancy announcement you are applying to for employment consideration. You can use a copied application but the signature and dates must be “original” on all forms. A suggestion would be that you contact the Nurse Recruiter for the IHS Area(s) that is/are of interest to you for specific employment information. They can better answer specific questions regarding facilities in their locations. The Nurse Recruiter List is located on the IHS Homepage at [www.ihs.gov](http://www.ihs.gov).

**Current vacant job listings for IHS/Tribal/Urban Programs can be viewed at the following website:**

[www.ihs.gov/JobCareerDevelop/CareerCenter/Vacancy/Index.cfm](http://www.ihs.gov/JobCareerDevelop/CareerCenter/Vacancy/Index.cfm) > colored US map, click on any IHS Area to view their current job vacancy database or go to ‘advanced search’ and list “Nurse”. This vacancy database is updated each week. Most job postings include a vacancy announcement and/or job description. If a job listing has an ‘icon’ to view a specific Vacancy Announcement then please read these for further information about the position, qualifications, and/or contact information. IHS employment application forms are posted at the bottom of all job listing page (four icons). Click on ‘form ICON’ > print, complete all application forms then route them to the appropriate HR office, personnel, and/or recruiter as listed on the job announcement.

**Nurses hired at IHS operated facilities** are employees of the Federal Government and can choose either the Civil Service or Commissioned Corp employment systems. For application and further information regarding the USPHS Commissioned Corps go to: [www.usphs.gov](http://www.usphs.gov). Those applying for any RN/APN position must have a current, valid, and unrestricted RN license. Recent nurse and advance practice nurse graduates must submit a copy of their final college transcript. Specialty areas of nursing, such as ER, OR, ICU, L&D and PHN, require at least **one full year** of RN work experience, in the specified area of nursing, to be qualified for job consideration in the indicated area of nursing specialty.

Preference in hiring (IHS) is given to qualified Native American Indian candidates in accordance with the Indian Preference Act (Title 25, US Code, Section 472 NS473). If there are no qualified Indian applicants, Non-Indians will be given consideration. Approximately 55% of nurses working in IHS and Tribal programs are Native American Indian.

**Nurses hired at Tribally operated facilities – “direct hires”** are employees of the specific Tribe, therefore salaries and benefits vary according to the Tribe and site location. Nurses and APNs applying to any tribally managed/operated program require nurse licensure in the state where facility is located.

For those interested in the IHS Loan Repayment Program (LRP), please call (301) 443-3396, or go to [www.ihs.gov/JobCareerDevelop/DHPS/LRP/lrpsc.asp](http://www.ihs.gov/JobCareerDevelop/DHPS/LRP/lrpsc.asp) for the LRP booklet and application. The purpose of IHS Loan Repayment Program (LRP) is to obtain health professionals to meet the staffing needs of the IHS/Tribal/Urban (I/T/U)

facilities and health programs, especially if they are isolated and remotely located. To qualify for LRP consideration, an applicant must verify **proof of full-time employment** with an IHS, Tribal or Urban program. This however only qualifies you for consideration and does not guarantee selection for LRP. Once an applicant is hired full-time at an I/T/U facility, then you must provide written documentation, from the Facility Administrator, indicating that you are now a full-time employee and when you reported for duty. Send this documentation to the LRP so it can be placed with your application. All facilities are given a “site score” each year based on vacancy rate and need. The final site score for each facility determines whether that facility will be a qualifying site for the loan repayment award. Additional information and site scores are available at <http://www.nursing.ihs.gov>.

I hope the information provided has answered most of your questions. If you still have further questions/concerns, please contact me at the telephone numbers listed below, or contact any IHS Nurse Recruiter. Thank you again for your interest in the IHS, Tribal and Urban healthcare system/programs.

Sincerely,

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