

**Current vacant job listings for IHS/Tribal/Urban programs:**

[www.ihs.gov/JobCareerDevelop/CareerCenter/Vacancy/Index.cfm](http://www.ihs.gov/JobCareerDevelop/CareerCenter/Vacancy/Index.cfm)

Click on any IHS Area to view their current job vacancy database or go to advanced search and list "Nurse". Each job listing usually has an icon to view specific Vacancy Announcements (please read the announcement as it provides application procedures). Application forms are found at the bottom of each job listing page (note four icons). Click, print, and complete all application forms and return to the Nurse Recruiter or contact indicated on the job listing.

**Nurses hired at IHS operated facilities** are employees of the Federal Government and can choose either civil service or Commissioned Corps employment systems. For further information and application to USPHS Commissioned Corps go to: [www.usphs.gov](http://www.usphs.gov). Those applying for any RN / APN position must have a current, valid, unrestricted license. Recent graduated RN's or APN nurses must submit a copy of their final college transcript. If you are applying for RN positions considered in any specialty areas such as OR, ER, ICU, L&D, and PHN, you must have at least **one year work experience** in the specified area of nursing to be qualified for consideration as an RN in the indicated specialty.

Preference in hiring (IHS) is given to qualified American Indian/Alaska Native 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 65% of the nurses working in IHS, Tribal and Urban programs are Native American Indians.

**Nurses hired at Tribally operated facilities – "direct hires"** are employees of the Tribe. Salaries/ benefits vary according to the tribe and site location. Nurses and APNs applying to any Tribally operated program require nurse licensure in the state where the facility is located.

An IHS Loan Repayment Program (LRP) booklet and application can be obtained by calling (301) 443-3396 or at: [www.ihs.gov/JobCareerDevelop/DHPS/LRP/lrpsc.asp](http://www.ihs.gov/JobCareerDevelop/DHPS/LRP/lrpsc.asp).

## INDIAN HEALTH SERVICE

Nursing In Indian Health... A Well Kept Secret

RN's, APN's, CRNA's, CNM's, Diabetes Nurses, Public Health Nurses, Nurse Educators, Nurse Administrators and Supervisors, and Licensed Practical Nurses in Urban and Rural Settings  
Loan Repayment Opportunities  
Competitive Salary & Benefits



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## Indian Health Service (IHS)

### Nurse Recruitment



Begin your journey to an exciting, culturally rich, nursing career.

*Our Mission...* to raise the physical, mental, social, and spiritual health of American Indians and Alaska Natives to the highest level.

*Our Goal...* to assure that comprehensive, culturally acceptable personal and public health services are available and accessible to American Indian and Alaska Native people.

## Extraordinary Nursing Opportunities

The IHS offers nurses extraordinary opportunities for providing comprehensive care in culturally rich American Indian/Alaska Natives (AI/AN) communities. More than 3,000 IHS/Tribal/Urban nurses play a leadership role in clinics, hospitals, and public outreach programs nationwide. They are vital to the health and wellness of patients and entire communities. Most IHS nursing positions are in rural settings where there is great demand for generalists as well as for specialists.

The ideal IHS candidate must be able to handle a wide range of health care needs. For example, a morning's patient roster might include an infant with Reactive Airway Disease, an adult diabetic, and a new mother needing basic education in child care.

### FAQ:

#### What is the Indian Health Service?

The Indian Health Service (IHS) is the agency of the U.S. Public Health Service that provides comprehensive health care to AI/AN. The goal of the IHS is to elevate AI/ANs' health status to the highest attainable level. Towards this end, it strives to ensure equitable delivery of health care and to assist in,

- \* defining their health needs
- \* establishing health priorities for local areas, and
- \* providing quality management for their health programs.

#### What kinds of nurses is the IHS looking for?

The IHS is looking for experienced nurses at all levels, especially nurses interested in providing direct patient care. Positions are available for advanced practice nurses - such as Certified Registered Nurse Anesthetists, Practitioners, and Certified Nurse Midwives - as well as registered nurses and licensed practical nurses. Some nurses staff hospitals and clinics, while others practice in public health nursing.

#### What opportunities are available?

The IHS offers job opportunities all over the country, in the Continental United States and Alaska. A nurse can elect to stay in one place, or work in different parts of the country. Because most facilities are located in rural areas, the positions are best suited for nurses who enjoy the pleasures of a rural lifestyle. Area recruiters can provide information about specific openings.

#### Will I be a government employee if I work for the IHS?

Many nurses are government employees, but other options exist. The IHS recruits professionals for facilities operated by tribes and for facilities the IHS itself operates. Employees of tribally operated facilities, often called "direct hires," are employees of the tribes, which offer varying salaries and benefits. Nurses at facilities operated by the IHS are employees of the Federal government. Federal government employees have two options. They can choose to be Civil service employees or members of the Commissioned Corps, a uniformed branch of the U.S. Public Health Service which requires that members meet certain requirements, including a B.S. degree.

#### Are additional benefits available to IHS Nurses?

The IHS offers loan repayment to qualified nurses, up to \$20,000 + 20% for taxes per year of paid service at an IHS facility, for a minimum two-year commitment. The funds are to be used towards repayment of government and commercial loans for nursing education. When available, IHS nurses also have the opportunity to apply and participate in long-term training and continuing education in advanced nursing practice, management, and anesthesia. These opportunities are limited and competitive.

#### What about opportunities for student nurses?

Through COSTEP, the US Public Health Service's Commissioned Officer Student Training and Extern Program, third and fourth year students can work for one to four months per year in patient care, research, policy, or administrative projects. Commissioned students earn valuable professional experience and a generous salary.

#### Healthy Lives

For many American Indians and Alaska Natives (AI/AN) the butterfly is the symbol of everlasting life. In keeping with this belief, Indian Health Service Nursing strives to provide AI/ANs with the care that offers a long and healthy life.



## JOBS AND CAREER OPPORTUNITIES

### REGISTERED NURSES:

Experienced registered nurses can choose among three distinct practice areas within the IHS.

~ **Hospital-based Nursing Practice:** Nurse generalists (M/S) and nurses with sub-specialties having at least one year experience in specialty areas of operating room (OR), obstetrics (L&D), ICU, or emergency room (ER) are needed in IHS hospitals.

~ **Ambulatory Care Nurse Practice:** Openings exist for nurses specializing in ambulatory care. Settings include health centers associated with IHS and Tribal hospitals, as well as in freestanding health centers/clinics.

~ **Public Health Nursing Practice (PHN):** IHS public health nursing emphasizes patient care and the assessment of community needs. Because American Indians and Alaska Natives have a relatively high birth rate, IHS and Tribal public health nurses focus on maternal and child care. IHS public health nursing requires a BSN and at least one year's of PHN experience.

### ADVANCED PRACTICE NURSES:

**NURSE PRACTITIONERS (NP)** Family NPs are in great demand to satisfy the IHS need for generalists. NPs provide basic ambulatory care in collaboration with the full nursing and medical staff at their locations. They may also work closely with laboratory, pharmacy, dental and other health staff.

### **CERTIFIED NURSE-MIDWIVES (CNM)**

CNMs perform deliveries in IHS hospitals and engage in all aspects of full-scope perinatal care, including care for newborns. CNMs frequently serve as primary care providers and take 8-hour or 12-hour call in intrapartum units.

The IHS has a "no forceps" policy. Most births in IHS and Tribal hospitals occur in birthing rooms, often with family members and close friends in attendance.

### **CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)**

Because most IHS hospitals do not have anesthesiologists, CRNAs work independently under the supervision of a surgeon and, in some cases, a physician. Taking advantage of up-to-date equipment, CRNAs handle the full range of anesthesia, from general anesthetics to acute pain management and, in some cases, epidurals. Call responsibilities vary among IHS hospitals, but are evenly distributed.