



January 29, 2026

Dear Tribal Leader and Urban Indian Organization Leader:

On behalf of the Indian Health Service (IHS), I am writing to share important news regarding an unprecedented initiative to strengthen our workforce and the future of our Agency. With support from the U.S. Department of Health and Human Services (HHS), the IHS is launching the largest hiring initiative in the Agency's history.

Following the lifting of the hiring freeze on October 15, 2025, the IHS moved swiftly to develop and secure approval for an Agency-wide staffing plan. This historic hiring effort represents a significant investment in growing the IHS workforce and reflects the urgency of recruiting, hiring, and retaining qualified professionals across clinical, public health, administrative, and leadership roles throughout the Agency, advancing our shared goal to Make America Healthy Again.

This hiring initiative will play a vital role in helping us fulfill our commitment to providing the highest-quality health care to Tribal communities. Our first priority is filling mission-critical positions at IHS facilities, particularly in rural and remote locations, with health care providers and professionals who share our commitment to raising the health status of American Indians and Alaska Natives to the highest level.

Your partnership is essential to the success of this effort. We respectfully request your assistance in sharing information about these opportunities through your networks, amplifying recruitment messages on social media, and supporting outreach activities, especially to Tribal colleges and universities, which play a critical role in educating and preparing the next generation of health professionals. Your engagement will help encourage recent graduates, early-career professionals, veterans, and other service-oriented individuals to explore meaningful careers with the IHS.

The currently available IHS hiring opportunities span a wide range of disciplines, including:

- Physicians, nurses, dentists, pharmacists, and behavioral health professionals;
- Public health, environmental health, and community health roles; and
- Health administration, information technology, and essential support services.

We encourage you to direct individuals seeking information on open positions, early-career pathways, and veteran hiring opportunities to the [IHS Jobs website](#) and [USAJobs.gov](#).

While the immediate focus is on filling vacancies essential to keeping our health care facilities operating effectively, additional positions will be posted as the year progresses. We ask for your continued support in raising awareness, not only of career opportunities at the IHS, but also of the transformative work underway to strengthen the foundation for future generations. The IHS

remains an Agency where those committed to serving Tribal communities can pursue meaningful, mission-driven careers and thrive.

This momentous hiring initiative is being carried out with the support of HHS Secretary Robert F. Kennedy, Jr., who has emphasized the critical importance of fully staffing IHS facilities to advance our mission of raising the physical, mental, social, and spiritual health of American Indians and Alaska Natives to the highest level. Secretary Kennedy's leadership has been instrumental in ensuring the IHS has the flexibility, resources, and support needed to implement this effort on an unprecedented scale.

We greatly value your partnership as we undertake this historic hiring initiative to strengthen the IHS workforce, improve access to high-quality health care, and help Make America Healthy Again, starting in Indian Country. Thank you for your continued leadership and collaboration.

Sincerely,

A handwritten signature in black ink, appearing to read "Clayton W. Fulton", with a stylized flourish at the end.

Clayton W. Fulton  
Chief of Staff  
(Delegated Authority of the IHS Director)