

**CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
PO BOX 278
PABLO MT 59855
(406) 675-2700
PERSONNEL OFFICE FAX: (406) 226-2562
WEBSITE ADDRESS: cslt.org/personnel
E-mail melanie.piedaloe@cslt.org**

*****V A C A N C Y A N N O U N C E M E N T*****

TITLE: Physician Lead

LOCATION: Tribal Health Department—Ronan, MT

SALARY: \$121.05 - \$139.14 per hour plus benefits, may be employed under contract

CLOSING DATE: Monday, July 13, 2026 at 5:30 p.m. (MST)

SPECIAL CONDITIONS:

This is a Testing Designated Position (TDP) within the definition of the CSKT Drug Testing policy. **The successful applicant, if not already employed by the Tribes must pass a pre-hire drug test, will be subject to random testing for the length of employment, pass a background check in accordance with Public Law 101-630, and serve a mandatory six (6) month probationary period.**

The Physician Lead provides clinical supervision, guidance, and mentorship to the primary care team, ensuring the compassionate, effective, and efficient delivery of high-quality clinical care to patients. They support physicians and Advanced Practice Providers (APPs) in their professional development, contribute to the formulation and implementation of medical policies and quality improvement initiatives, and deliver direct patient care to Tribal Health recipients. The Physician Lead collaborates with internal teams, partner organizations, and residency programs to enhance integrated, culturally safe, and holistic healthcare services.

Direct Patient Care Responsibilities (80% Time):

- Provide primary care to recipients with complex medical and social needs.
- Order and interpret diagnostic tests; prescribe medications, including MOUD when appropriate.
- Maintain accurate and comprehensive patient records consistent with interdisciplinary care standards and regulations.
- Coordinate and supervise the activities of clinical team members involved in clinical care for the diagnosis, treatment, and prevention of disease.
- Monitor the daily performance of clinical team members to ensure duties are completed accurately, efficiently, and on time.
- Maintain strong communication and effective working relationships with patients, physicians, APPs, clinical and clerical team members, insurance companies, the public, and the external medical community to ensure continuous, high-quality patient care.
- Promote and attend clinical meetings and relay pertinent information to clinical team members promptly.
- Attend periodic training sessions and meetings pertinent to the position.
- Work at different office locations within the organization as needed.
- Perform all other duties as assigned.

Administrative Responsibilities (20% Time):

- Provide guidance and support to physicians and APPs, ensuring alignment with Tribal Health's patient-centered, team-based care model.
- Conduct performance reviews annually or as needed, and provide coaching and support for the professional development of physicians and APPs.
- Report any physician, clinical, or operational issues to the MDD that could impact patient care or performance.
- Assist with interviews. Conduct orientation and training on clinical policies and procedures for physicians and APPs.
- Implement or recommend disciplinary actions as necessary in collaboration with the MDD and the Human Resources Department. Ensure all disciplinary measures are thoroughly documented.
- Monitor physician and APPs adherence to licensing, certifications, and professional standards.
- Oversee clinical services team members, physicians, and APPs in managing patient flow and identify and suggest improvements to ensure patients are seen promptly and efficiently.

MINIMUM QUALIFICATIONS (AS REFLECTED ON THE TRIBAL EMPLOYMENT APPLICATION):

- Medical Doctor (MD) degree or a Doctor of Osteopathy (DO) degree from an accredited institution with a Montana medical license in good standing.
- Board certified or eligible for board certification.
- Minimum of 5 years' clinical experience, preferably in community health, primary care, or Indigenous health settings.
- Experience in managing, supervising, or supporting physicians and APPs required.

Certificates, Licenses, and Other Requirements

- Current Montana license to practice medicine.
- Active DEA and ACLS certification.
- Must have valid Montana State driver's license.

Preferred:

- Experience in multisite clinic operations.
- Experience with performance metrics, dashboards, operational reporting, and health information systems.

SUBMIT:

1. Completed Tribal employment application.
2. Copy of academic transcripts and certifications
3. Copy of current licensure
4. Copy of valid driver's license.
5. If claiming Tribal Preference, Proof of enrollment from a federally recognized Tribe if not from CSKT.
6. If claiming veteran's preference, a copy of the DD214 must be submitted.

SUBMIT ALL OF THE ABOVE TO: Personnel Office, PO Box 278, Pablo MT 59855, Telephone (406) 675-2700 Ext. 1040, or personnel@cskt.org

FAILURE TO SUBMIT ALL OF THE ABOVE INFORMATION WILL RESULT IN IMMEDIATE DISQUALIFICATION DURING THE SCREENING PROCESS

FOR MORE INFORMATION: Contact Jake Proctor at THD (406) 675-2700 Ext. #5135