

# **Full-time Primary Care at a mission-driven and quality-oriented Community Health Center**

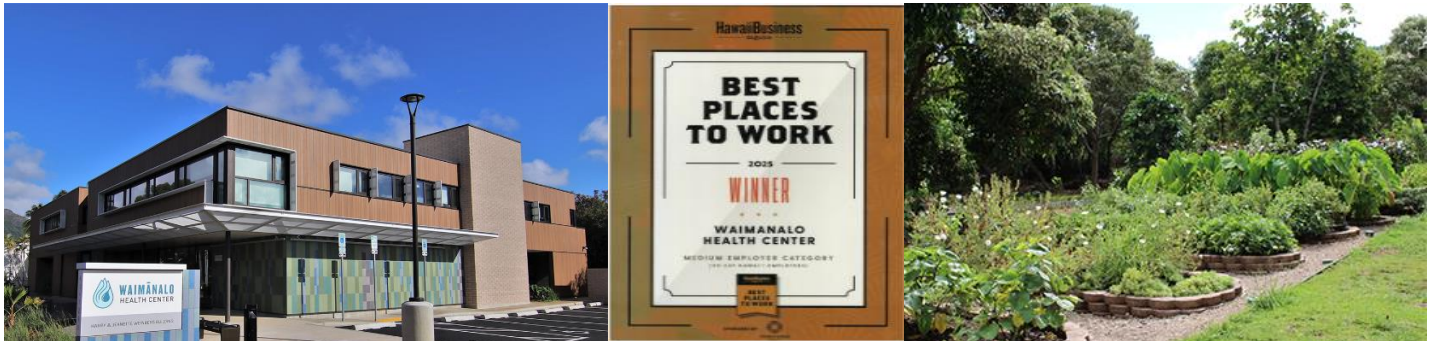
[Apply Now](#)



- Waimānalo Health Center Careers webpage <https://waimanalohealth.org/careers>
- Malulani Eccleshall, MEccleshall@waimanalohealth.org, (808) 954-7173

## **Looking for a patient-centered, community-minded physician to serve as our Primary Care Physician - Associate Medical Director**

**Salary \$220k with full benefits and employer matching for 403(b) accounts**



We are a federally qualified community health center located in Waimānalo on the Island of O‘ahu. We pride ourselves on delivering the highest quality of primary care in a culturally-informed way to all in the community, and we are seeking a dedicated, talented, and team-oriented Physician to join our ‘ohana. Patients, their families, and the community always come first, and we want someone who shares that same perspective. Come work alongside others who share your passion for serving the underserved, recognizing all dimensions of health and well-being, and embracing a teamwork approach using the combined efforts of a multidisciplinary group including physicians, psychologists, nutritionist, traditional Hawaiian medicine practitioners, care coordinators, outreach workers and more.

### **What makes Waimānalo Health Center unique?**

- We serve a unique patient population with over 50% of patients identifying as Hawaiian.
- Our Family Physicians get to practice full-spectrum Family Medicine, including panels of pediatric patients and outpatient prenatal and postpartum care.
- We believe integrating native Hawaiian healing in a primary care setting can provide the best holistic care. We have fully integrated lomilomi, lā‘au lapa‘au, and no‘ono‘o pono into our care.
- Waimānalo Health Center received the 2025 Gold Health Center Quality Leader Award, ranking in the top 10% of health centers nationally. WHC is the only Federally Qualified Health Center to receive this distinction in Hawai‘i.
- Voted as one of the Best Places to Work in Hawaii in 2025

**Hear from our staff directly!** These videos give a glimpse into everyday life at the health center and how our values resonate with staff, guiding our health center and all we do. [WHC Value Videos](#)

## **Primary Care Physician - Primary Care Physician - Associate Medical Director Overview**

- Under the direction of the Chief Medical Officer (CMO), the Primary Care Physician - Associate Medical Director plays a three-tiered role for WHC providing direct patient care, managing medical providers, and leading health center-wide efforts.
- The Primary Care Physician - Associate Medical Director first and foremost is a healthcare provider. They must lead by example by providing high quality comprehensive and compassionate patient care, effectively coordinating with the broader clinical team, and adhering to all WHC policies and procedures.
  - 12-16 patients per day
  - Phone call only - on a rotation with the other providers
- As the direct supervisor for the medical providers, the Primary Care Physician - Associate Medical Director must be an effective manager with attention to detail, planning and evaluation, knowledge of WHC policies and procedures, and the ability to develop and maintain good working relationships with medical providers.
- The Primary Care Physician - Associate Medical Director is recognized as a leader of the health center and is broadly responsible for ensuring the quality of care delivered by WHC medical providers. They must possess a combination of analytical, programmatic and communication skills that allows them to take personal and managerial experience in combination with data to formulate or modify organizational policies and programs in order to improve patient care, community health, finances, and provider well-being.

## **CERTIFICATES, LICENSES, REGISTRATIONS**

- Certificate of graduation from an accredited medical school (MD or DO) is required.
- Certificate of graduation from an accredited residency is required.
- Board Certification in a primary care specialty (Family Medicine, Internal Medicine, Pediatrics) is required.
- Valid Hawaii MD or DO license, Federal DEA, and State Narcotics license required.
- Basic Life Support (BLS) certification required.
- Two-Step Tuberculosis (TB) clearance is required.
- Proof of immunity to hepatitis B with immunization records of 3 hepatitis B vaccinations and a surface antibody blood test is required.

## **QUALIFICATIONS**

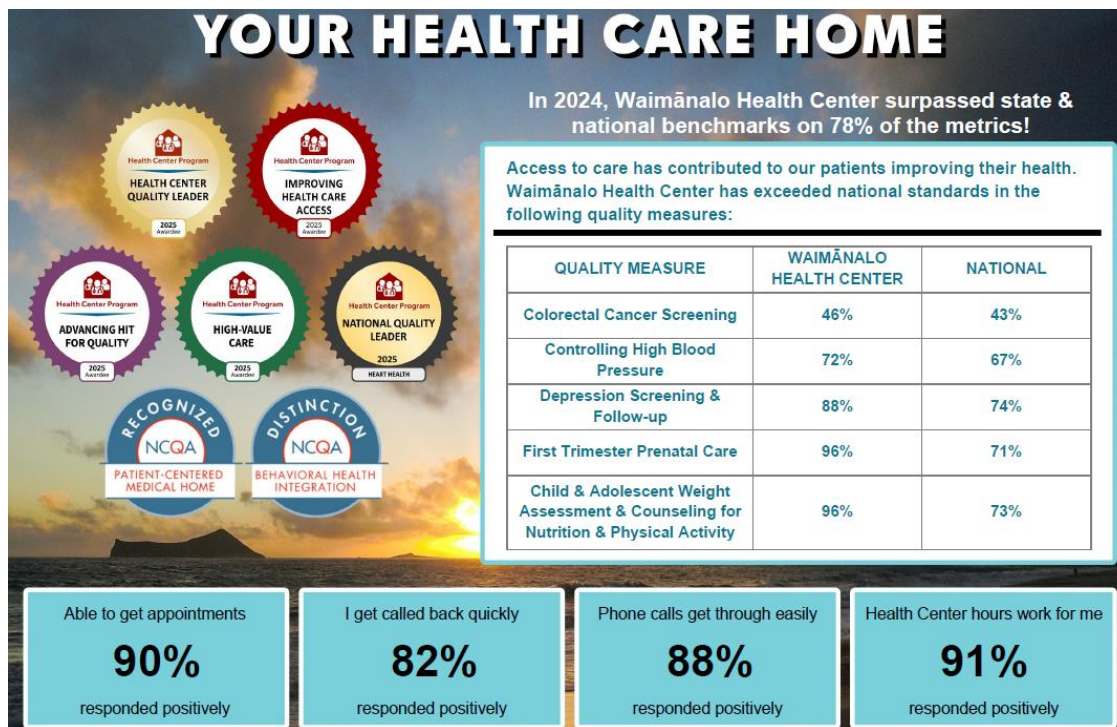
- Commitment to care for underserved communities is required.
- Experience working in a Federally Qualified Health Center is preferred.
- Familiarity with the Waimānalo area and Hawaii in general is preferred.
- Leadership experience is preferred.
- Basic computer skills such as use of email, web browser, word processor, and spreadsheet are required.
- Ability to use an Electronic Medical Record (EMR) is required. Prior experience with our specific EMR (Nextgen) is preferred.
- Ability to communicate effectively with individuals, groups, and professionals in a culturally appropriate manner is required.
- Ability to work effectively as a member of a team is required.

## **BENEFITS**

- Health Benefits (Medical, Dental Drug, Vision) – Employee coverage paid by WHC
- Medical Waiver Incentive – Employees who waive medical insurance through WHC are eligible for a \$200 per month incentive.
- Employee Retirement Savings Plan 403(b) – Employer match 66.67% of employee contribution up to a maximum of 6% of employee wages after six months of employment.
- CME Benefits - \$4000 and 5 days PTO per 1.0 FTE
- Flexible Spending Program
- Paid Holidays – 9 full days and 2 half days
- Paid Time Off (PTO): Accrual based on working 40 hours per week
  - 1 to 3 years – Max. Accrual = 128 hours
  - 3 to 8 years – Max. Accrual = 168 hours
  - 8 + years – Max. Accrual = 208 hours
- Paid Wellness Hours (2 hours per pay period based on FTE).
- Wellness Bucks – Up to \$200 annually.
- Bereavement Leave – Up to 3 paid days
- Hui Pū Kū Makahiki – Paid Employee Appreciation Day
- Jury Duty Pay – Up to 2 weeks
- Casual Dress Friday
- Longevity Benefit – Employee with 5 or more years of service are eligible for an annual bonus
- Tuition Assistance Program – Up to \$500 per year after 1 year of employment
- Discounted Medical, Dental and Vision services provided by WHC – Up to \$400 per year
- Employee Assistance Program (EAP)
- Group Term Life Insurance – Employee \$15,000, Spouse \$5,000, Children \$2,500
- Supplemental Group Term Life Insurance & AD&D Insurance
- Lifestyle benefits
- Free parking
- and more.....

## **Other**

- HPSA Score 19
- Public Service Loan Forgiveness
- Hawaii State Loan Repayment Program
- Tax credit for teaching and precepting students and residents, up to \$5000 per year
- 0.25% off Interest Rate discount for home loans
- And by far the most appreciative patients you've ever met!



## Mission

Waimānalo Health Center is rooted in Native Hawaiian values and devoted to improving the health and wellness of all people, regardless of ability to pay, by providing comprehensive primary and preventive health care services of the highest quality.

## Vision

Waimānalo Health Center is dedicated to the continuous advancement in quality healthcare while assuring universal access for all. We believe that our values of Aloha, Mālama I Ka Pono, Mālama I Ka 'Ohana, and Mālama I Ka 'Āina, enable our patient-centered healthcare home services to deeply focus on the shared role of healing oneself, 'ohana, community, and 'āina over generations.

## Core Values and Guiding Principles

Our values at Waimānalo Health Center promote Hawaiian-centered diversity, equity, and inclusion by welcoming all members of the Ko'olaupoko community to access our holistic services ranging from traditional Hawaiian healing practices to Western medicine.

**Aloha:** We listen to people with our full attention, seeking to know them and understand their health care and wellness needs and aspirations for themselves, their family and community. We will respond, to the best of our abilities, as caring, compassionate, engaged, and professional partners in healthcare.

**Mālama I Ka Pono:** We know that quality healthcare starts with people's trust in our services and the excellence of our care for them and the resources entrusted to us to meet their needs. We are committed to maintaining their trust by treating people with respect and confidentiality, and by being open about our organizational practices and results, seeking to continuously improve our work.

**Mālama I Ka 'Ohana:** We believe that wellness embraces the whole family, and we welcome their participation in the healthcare of their loved ones. Our belief extends from the Ahupua'a of Waimānalo throughout Ko'olaupoko where we build the foundation for good health and wellness for everyone, and we seek collaborative partners who share our values and vision.

**Mālama I Ka 'Āina:** We understand the importance of one's sense of place and the holistic nature of health and wellbeing. Through integrative services we support the balance of body, mind, and spirit, while respecting

one's cultural connectedness to the 'āina of Hawai'i. Ka Maui O Ka 'Āina A He Maui Kānaka: The Life of the Land is the Life of the People.

