



## Kako'o La'au Lapa'au

*Waimānalo Health Center is dedicated to offering employees an exceptional work environment and offers competitive salaries and benefits. We are seeking a dedicated, talented, and team-oriented Kako'o La'au Lapa'au to join our 'ohana (family) to support our mission and values.*

### 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 Mauli O Ka 'Āina A He Mauli Kānaka: The Life of the Land is the Life of the People

### Summary

The kāko'o lā'au lapa'au is responsible for assisting the Director of Cultural Health with the implementation of the Kapapahuliah Native Hawaiian Climate Resilience Program from 10/01/2024-10/31/2027. The purpose of this project is to perpetuate the planting and growth of appropriate native plants, food as medicine, with the community to address the impact of climate change on health and wellness. This purpose will be demonstrated at WHC, then spread to the elementary schools and their

families through a series of special event activities, and to the larger community, through classes and educational sessions conducted by Cultural Health staff. (Refer to the Kapapahuliau Project Narrative)

The kāko'o lā'au lapa'au will be responsible for the care of Māla Ho'ōla and assist the Director of Cultural Health with patient and staff education, lā'au lapa'au community classes and training program, WHC special events and Farmers' Market. Participates and collaborates with community partners.

Our healing practices connect to five key characteristics that are deeply associated with ALOHA. These foundational themes contribute to your growth and understanding as a Hawaiian Health Practitioner.

### **Kaunānā**

Perception: Paying attention with the mind, body, and spirit.

### **Mākaukau**

Readiness: Foresight that comes from spiritual discipline.

### **Ha'aha'a**

Humility: The bridling of the ego.

### **Ho'omaika'i Akahai**

Respect: Foundational in healing and essential in Hawaiian healing traditions.

### **Ahonui**

Patience: Accepting that everything will have its time, we cannot measure or have expectations of patient's process. Hawaiian healing is holistic in nature, a process and commitment that involves self, 'ohana, 'āina and Akua. It is the individual's responsibility to take an active role in their healing.

## **Benefits**

- Health Benefits (Medical, Dental Drug, Vision)
- Employee Retirement Savings Plan 403(b) – Employer matches 66.67% of employee's contribution up to a maximum of 6% of employee wages after six months of employment.
- Flexible Spending Program
- Paid Holidays – 10 Full days and 2 Half Days
- Paid Time Off (PTO): Accrual based on working 40 hours per week
  - 1 to 3 years – Max. Accrual = 120 hours
  - 3 to 8 years – Max. Accrual = 160 hours
  - 8 + years – Max. Accrual = 200 hours
- Paid Wellness Hours (2 hours per pay period based on FTE)
- Wellness Bucks – Up to \$200 annually
- Bereavement Leave
- Makahiki – Employee Appreciation Day
- Jury Duty Pay, Casual Dress Friday, Longevity Benefit After 5 or more years of service
- Tuition Assistance Program
- Discounted Medical,
- Dental and Vision services provided by WHC Employee Assistance Program (EAP)
- Group Term Life Insurance Supplemental Group Term Life Insurance & AD&D Insurance
- Lifestyle Benefits
- Free Parking

## **Qualifications**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

- Ability to demonstrate resource management from a Hawaiian perspective.
- Ability to demonstrate traditional training in lā'au lapa'au through apprenticeship and practice.
- Ability to read and interpret 'Ōlelo Hawai'i is preferred.
- Skilled in the identification, cultivation, and propagation of a variety of native plants.
- Demonstrated ability to communicate effectively with individuals, groups, and professionals in a culturally appropriate manner.
- Demonstrated ability to work effectively as a member of a team.
- Experience working in a Federally Qualified Health Center and/or experience working in underserved communities is preferred.
- Familiarity with the communities to be served is preferred.
- Must have basic computer skills, word processing, spreadsheets, data extraction and reports (Word, PowerPoint, Excel, etc.).

### **Certificates, Licenses, Registration**

- Ancestral knowledge of healing practices and/or certificate of graduation from an accredited associate or bachelor's program related to Health or Hawaiian Studies is preferred.
- Two-Step Tuberculosis clearance is required.