

Full-Time Family Medicine Physician Opportunity

Patient-centered, community-minded physician group practice at a Community Health Center

Salary \$220k-230k with full benefits

[Apply Now](#)



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

Make a Difference Where it Matters Most

Waimānalo Health Center is a Federally Qualified Health Center serving the community of Waimānalo on the island of O‘ahu. We are committed to providing high-quality, compassionate primary care that honors culture, strengthens families, and promotes whole-person health.

At Waimānalo Health Center, our patients, their families, and our community are at the heart of everything we do. We believe excellent care happens when we listen, understand the individual and their culture, and work together to address the full spectrum of a patient’s needs.

We are seeking a dedicated, talented, and team-oriented Physician who shares these values. You’ll be part of a collaborative, multidisciplinary team of physicians, psychologists, dietitians, traditional Hawaiian medicine practitioners, care managers, and outreach workers who work together to provide comprehensive, culturally responsive care for the people we serve.

If you are looking for an opportunity to make a meaningful difference while working alongside colleagues who share your passion for community health and whole-person care, we invite you to become part of the Waimānalo Health Center ‘ohana.

What makes Waimānalo Health Center unique?

- We serve a patient population with over 50% of patients identifying as Hawaiian.
- Our physicians can practice full-spectrum Family Medicine, including 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 integrated lomilomi, lā‘au lapa‘au, and no‘ono‘o pono into our care.
- Waimānalo Health Center consistently receives Health Center Quality Leader Awards, ranking in the top tier of health centers nationally, and the only Federally Qualified Health Center in Hawai‘i to receive this distinction.

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](#)

Family Medicine Physician Overview

Full spectrum Family Medicine in a team environment including pediatrics and prenatal/postpartum care.

- Average of 16 patients per day.
- Phone call only – on a rotation with the other providers.

CERTIFICATES, LICENSES, REGISTRATIONS REQUIREMENTS

- Certificate of graduation from an accredited medical school (MD or DO).
- Certificate of graduation from an accredited Family Medicine residency.
- Board eligibility is required, board certification is preferred.
- Valid Hawaii MD or DO license, Federal DEA, and State Narcotics license.
- Basic Life Support (BLS) certification.
- Two-Step Tuberculosis (TB) clearance.
- Proof of immunity to hepatitis B with immunization records of hepatitis B vaccination series and a surface antibody blood test.

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.
- 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.
- Basic computer skills including email, web browser, word processor, and spreadsheet are required.
- Ability to use an Electronic Medical Record (EMR) is required. Experience with our specific EMR (Nextgen) is a bonus. We will be switching to Epic in April 2027.

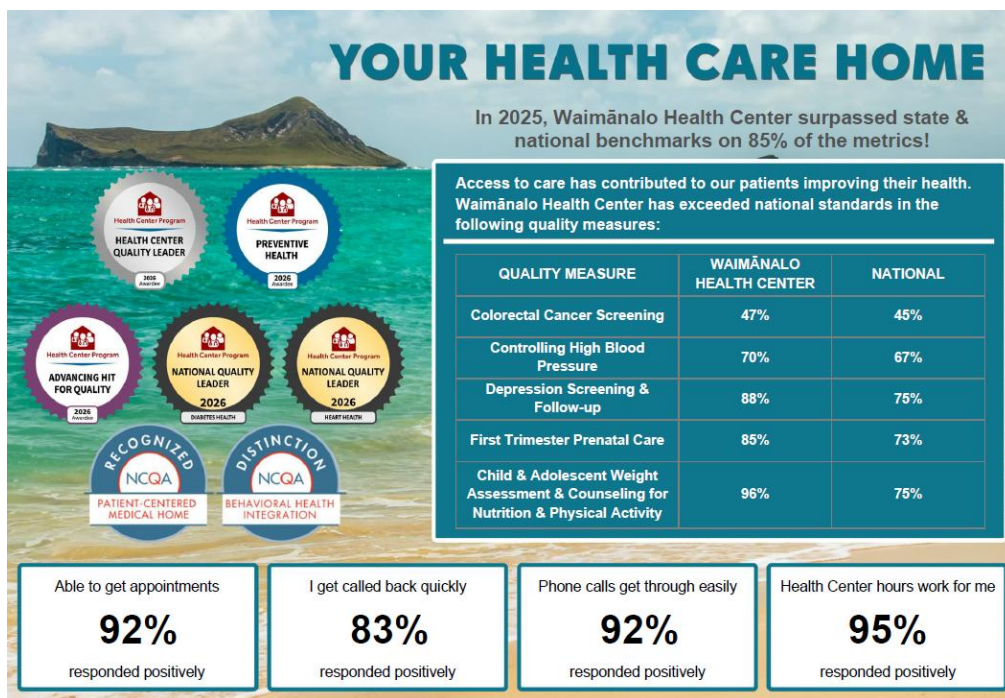
BENEFITS

- \$220k-230k annual salary.
- 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.
- 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.
- 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 = 152 hours
 - 3 to 8 years – Max. Accrual = 200 hours
 - 8 to 13 years – Max. Accrual = 248 hours
 - 13+ years – Max Accrual = 296 hours
- Paid Wellness Hours (2 hours per pay period based on FTE) – 52 hours per year.
- 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.
- 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 and AD&D Insurance.
- Lifestyle benefits.
- Free parking.

Other

- Public Service Loan Forgiveness.
- Hawaii State Loan Repayment Program.
- Tax credit for teaching and precepting students and residents, up to \$5000 per year.
- Interest Rate discount 0.25% 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 Mauli O Ka 'Āina A He Mauli Kānaka: The Life of the Land is the Life of the People.

