

Join Our Mission-Driven Team at KIM

Make a meaningful impact while advancing your career.

We're looking for passionate healthcare professionals to join our dynamic and collaborative team. Whether you're drawn to remote clinical practice, program development, leadership, or education, we offer flexible opportunities to grow while serving First Nations communities across Manitoba.

Physician Opportunities with KIM

Lead meaningful change. Deliver care where it matters most.

Keewatinohk Inniniw Minoayawin Inc. (KIM) invites passionate, values-driven physicians to join our evolving healthcare team dedicated to First Nations communities in Northern Manitoba. This is a unique opportunity to deliver high-impact care, drive systemic transformation, and contribute to a growing network of clinical innovation and support.

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KIM Clinical Services Program

KIM's Clinical Services Program is continually evolving in response to community needs and priorities. The model is grounded in the principles of First Nations Sovereignty, First Nations-specific anti-racism, and accountability to community-led health system transformation.

All contractors and employees (MDs, PAs, NPs) must demonstrate a commitment to these principles and a willingness to work collaboratively with Indigenous leadership and health partners.

Remuneration & Benefits

- Physician Rate (Independent Contractor): \$237.36/hr (single-step scale)

- Optional employee model: Includes pension & benefits
- Education reimbursement: BLS, ACLS, PALS
- Billable after-hours work at standard hourly rate
- Accommodation, travel & expenses covered (with few exceptions)

Work Schedule & Travel

- Full-time equivalent: 2,080 hours/year, inclusive of travel
- Travel typically Monday to Thursday (or Friday); longer rotations (7–14+ days) encouraged for out-of-province physicians
- Average 40+ hour work week, including travel and on-call
- All in-province and out-of-province travel covered

Clinical Programs You Can Join

- Visiting Professional Services (VPS) – On-site episodic and primary care
- KIM Virtual Care Clinic – Virtual Primary Care (off-site)
- Visiting Professional Support Services (VPSS) – Clinical administration (off-site)
- Digital Health & Innovation – eCHART, ACCURO, PHIA, TigerConnect, UpToDate, EDIS, PHIMS, VVPP/TelehealthMB

On-Call Structure & Compensation

Coverage required 24/7/365 for multiple communities & programs:

- On-site: 1st and 2nd on-call rotations (clinic, overnight)
- Off-site: Remote on-call with guaranteed 8 billable hrs/day for 1st on-call

On-Call Stipends:

- Weekday 1st: \$200 | 2nd: \$100
- Weekend 1st: \$300 | 2nd: \$150
- Additional work billable in 15-minute increments after 8 hrs per 24 hrs
- MD hourly Independent Contractor Clinical Rate: \$237.36 (single step scale)

Support & Professional Development

- Team-Based Care: PAs, NPs, RNs, DSWs/MOAs, with pharmacy support in development
- In-house teams: IT, Finance, Operations, Communications
- 24/7 Program Coordination: For travel and logistics
- Leadership, mentorship & teaching roles available
- In-house education programs with evolving partnerships, including STARS for critical care support

Our Current Team

- 4 Physicians (MDs)
- 4 Physician Assistants (PAs)
- 2 Nurse Practitioners (NPs)

Ready to make a difference in Northern First Nations Healthcare?

Join a forward-thinking, culturally grounded organization where your clinical expertise and commitment to health equity will drive meaningful results—both in the lives of patients and in the transformation of care delivery systems.