

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 Assistant Opportunities with KIM

Advance your career while delivering care that matters.

Keewatinohk Inniniw Minoayawin Inc. (KIM) is actively recruiting **Physician Assistants** to support the delivery of primary and episodic care in Northern Manitoba First Nations communities. Our evolving Clinical Services Program offers a unique opportunity to work in team-based, culturally grounded care settings—whether on-site or through innovative virtual models.

➔ [APPLY HERE](#)

KIM Clinical Services Program

The Clinical Services Program at KIM is dynamic and community-led, built around the principles of First Nations Sovereignty, First Nations-specific anti-racism, and responsiveness to Indigenous health priorities.

All employees and contractors—including PAs—are expected to demonstrate a strong commitment to these values through culturally safe and collaborative practice.

Compensation & Benefits

- Independent Contractor Rate: \$49.52–\$118.17/hr (6-step scale based on experience)
- Daily Per Diem: \$95/day (in addition to hourly rate)
- Optional Employee Model: Includes pension & health benefits
- Education Reimbursement: BLS, ACLS, PALS, and eligible development programs
- After-hours work billable at the regular rate
- Travel, accommodation, and eligible expenses covered

Work Schedule & Travel

- Full-time equivalent: 2,080 hours/year (includes travel time)
- Typical schedule: Monday to Thursday travel (or Friday), with flexibility
- Extended rotations of 7–14+ days encouraged for out-of-province candidates
- 40+ hour workweek on average, including on-call, clinical work, and travel
- All in-province and out-of-province travel covered

Clinical Programs You Can Support

- Visiting Professional Services (VPS) – On-site episodic and primary care
- KIM Virtual Care Clinic – Remote primary care
- Visiting Professional Support Services (VPSS) – Off-site administrative and planning roles
- Digital Health Integration – Work with tools such as eCHART, ACCURO, TigerConnect, UpToDate, PHIMS, EDIS, VVPP/TelehealthMB

On-Call Structure & Compensation

PAs contribute to on-call rotations that include both on-site and off-site roles:

- 1st On-call (on-site): Clinic + overnight (24 hrs)
- 2nd On-call (on-site): Backup coverage

- 1st On-call (off-site): Minimum 8 hrs billable/day
- 2nd On-call (off-site): No guaranteed hours

On-Call Stipends

- Weekday 1st: \$200/day | 2nd: \$100/day
- Weekend 1st: \$300/day | 2nd: \$150/day
- Additional hours billable in 15-minute increments after 8 hrs
- PA hourly Independent Contractor Clinical Rate: \$49.52 - \$118.17 (6 step scale)

Support & Career Growth

- Integrated Care Teams: Work alongside MDs, NPs, RNs, DSWs/MOAs; pharmacy services in development
- In-house support: Finance, IT, Operations, Communications
- 24/7 Travel & Logistics Coordination
- Opportunities for leadership, teaching, mentorship, and research
- Ongoing CME and education through internal and partner programs
- Collaboration with STARS underway for future 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?

At KIM, you'll be part of a mission to strengthen Indigenous health systems—while gaining meaningful professional experience and long-term career development.