

**APPLY IN PERSON AT:**  
Human Resource Department  
909 Packerland Drive  
Green Bay, WI 54303



**OR MAIL TO:**  
Human Resource Department  
P.O. Box 365  
Oneida, WI 54155-0365

**APPLY ONLINE AT:**  
<http://oneida-nsn.gov>

A good mind. A good heart. A strong fire.

Phone: (920) 496-7900  
Fax: (920) 496-7490

**SECOND POSTING OPEN TO ALL APPLICANTS**

**POSITION TITLE:** Certified Medical Assistant  
**POSITION NUMBER:** 02398  
**DEPARTMENT:** Employee Health Nursing  
**LOCATION:** 701 Packerland Drive Green Bay WI  
**DIVISION:** Comprehensive Health  
**RESPONSIBLE TO:** Nursing Manager  
**SALARY:** NE06 \$15.41Hr (NEGOTIABLE)  
(Employees will receive 5% below the negotiated pay rate during their probationary status.)  
**CLASSIFICATION:** Non-Exempt  
**POSTING DATE:** January 15, 2021  
**CLOSING DATE:** Until Filled  
**Transfer Deadline:** January 22, 2021  
**Proposed Start Date:** As soon as possible

**EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

**POSITION SUMMARY**

Assists with health screening, drug/alcohol testing, provides direct patient care and performs procedures of a routine nature as dictated by established clinical protocol. Maintain confidentiality of all privileged information. Continuation of this position is contingent upon funding allocations.

**DUTIES AND RESPONSIBILITIES:**

1. Assist with direct patient care procedures and related tasks; obtaining patient histories, vital signs, and assist with medical examinations.
2. Perform routine procedures; venipuncture, wound care, and sterile dressing changes.
3. Maintain stocks of vaccines and medical supplies as necessary.
4. Advise patient on specified medical issues within established parameters.
5. Schedule and monitor patient appointments; may coordinate routine office activities and administrative functions in support of unit activities.
6. Practice safety, environmental, and/or infection control methods.
7. Obtain accurate demographic, update information on computer system.
8. Administer TB skin testing/assessments, immunizations and perform blood pressure, blood sugar and cholesterol screenings.
9. Maintain accurate record and filing system for patient charts. Ensure that they are up to date with all procedures.
10. Properly label specimen and record, store and transport all specimens to proper area.
11. Contribute to a team effort and accomplishes related results as required.
12. Perform and documents drug and alcohol testing per protocol.
13. Perform phlebotomy procedures which include venipuncture, obtain blood specimen and centrifuge according to procedures.
14. May be required to become certified and assist in teaching CPR and First Aid to employees; and Automatic External Defibrillator.
15. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
16. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.
17. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.

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**Certified Medical Assistant**  
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**PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:**

1. Frequently sit; use hands handle, reach with hands and arms; and talk, hear and walk.
2. Occasionally stand, stoop, kneel, crouch, crawl; lift and/or move up to fifty (50) pounds.
3. Work is generally performed in an office, clinic with exposure to potentially dangerous materials and situations that require following extensive safety precautions and may include the use of protective equipment and exposure to blood borne pathogens. Exposure to latex products on a routine basis.
4. Evening and/or weekend work and extended hours and irregular shifts may be required.
5. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter as required.

**STANDARD QUALIFICATIONS:**

1. Knowledge of applicable Oneida, federal, state, county and local laws, regulations, and requirements.
2. Knowledge of patient care charts and patient histories.
3. Knowledge of inventory management practices.
4. Knowledge of related accreditation and certification requirements.
5. Knowledge of outpatient clinical administrative procedures.
6. Skill in preparing and maintaining patient records.
7. Skill in operating business computers and office machines, including in a Windows environment, specifically Word, Excel, Access, and presentation software (such as PowerPoint).
8. Ability to perform standard clinical procedures according to established protocols.
9. Ability to perform routine invasive procedures, such as venipuncture in accordance with established clinical protocol.
10. Ability to schedule appointments.
11. Ability to observe and record symptoms, reactions, and progress.
12. Ability to react calmly and effectively in emergency situations.
13. Ability to maintain quality, safety, and/or infection control standards.
14. Ability to clearly communicate medical information to professional practitioners and/or the general public.
15. Ability to communicate effectively in the English language, both verbally and in writing.
16. Ability to establish and maintain professional relationships with individuals of varying social and cultural backgrounds and with vendors and co-workers at all levels.
17. Ability to work both independently and in a team environment.
18. Ability and willingness to provide strong customer service orientation.
19. Ability to demonstrate excellence in everything, and continually seek improvement in results.
20. Must maintain current CPR Certification through AHA or ARC.
21. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
22. Must complete Health Insurance Portability and Accountability Act (HIPAA) training prior to employment and annually thereafter.
23. Must be willing and able to obtain additional education and training.
24. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol-Free Workplace Policy during employment.
25. Employees are required to have proof of immunity or dates of 2 doses of MMR and proof of immunity or dates of 2 doses of Varicella prior to starting in any position within the Oneida Comprehensive Health Division. Any refusal of vaccination(s) or failure to provide proof of immunity may disqualify the applicant.
26. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation Gaming Division.
27. A valid driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a personal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Law prior to actual start date. Must maintain driver's eligibility as a condition of employment.

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**PREFERRED QUALIFICATIONS:**

**Applicants please clearly state on the application/resume if you meet these qualifications.**

1.

**MINIMUM QUALIFICATIONS:**

**Applicants please clearly state how you meet these qualifications on the application/resume.**

1. High School Diploma, HSED Diploma or GED Certification is required. Applicants age fifty (50) and older are exempt from this requirement.
2. Certified Medical Assistant Diploma.

**ITEMS TO BE SUBMITTED:**

1. **Must provide a copy of diploma, license, degree or certification upon employment.**