

Live, work, play.



KootenaiHealth

kh.org/careers | 2003 Kootenai Health Way | Coeur d'Alene, ID 83814



About Kootenai Health

Kootenai Health provides comprehensive medical services to patients in northern Idaho and throughout the Inland Northwest. Although Kootenai Health's reputation for excellence has been years in the making, how it is being earned has grown. In addition to the medical center, Kootenai Health now includes a variety of specialty centers, inpatient and outpatient services as well as physician practices. All work toward the common goal of improving health one patient at a time.

Kootenai Health Facts

- ▶ 331-bed community-owned "hospital district" hospital
- ▶ Non-profit hospital focused on patient-centered care
- ▶ Currently over 3,700 employees including more than 200 employed providers, making it the largest employer in northern Idaho
- ▶ Kootenai Health facilities serve over 16,000 inpatients and almost 380,000 outpatients each year
- ▶ Accredited by DNV
- ▶ Kootenai received its fourth consecutive Magnet™ designation in 2021. This designation is nursing's top honor, accepted nationally as the gold standard for nursing excellence
- ▶ Member of the Mayo Clinic Care Network
- ▶ Has been named a Gallup Great Workplace four times since 2017, recognizing Kootenai as one of the most engaged and productive workforces in the world

Kootenai Health Mission

We improve health one patient at a time in a friendly and professional culture committed to superior quality and safety.

Kootenai Health Vision

One connected team, boldly transforming the health care experience, to become a premier medical destination.

Kootenai Care Network

Through clinical integration, physicians, hospitals and payers can work together in a more coordinated way to improve clinical outcomes and provide more cost-effective care. Kootenai Care Network members maintain their independence, but work together in a mutually-accountable way. Through data analytics and collaboration, they develop and implement clinical protocols and monitor clinical performance. This helps achieve high quality care in a more efficient manner than can be achieved independently.



Inpatient Services

Kootenai Health is a 331-bed community-owned “district hospital” that serves more than 16,000 inpatients each year. Kootenai’s Emergency Department is one of the busiest in the state of Idaho with more than 60,000 visits annually. As the emergency referral center for the region, Kootenai Health has the staffing and equipment needed to provide rapid, lifesaving response for a broad spectrum of illnesses and injuries.

Behavioral Health

- Youth Acute Psychiatric Inpatient Program
- Adult Acute Psychiatric Inpatient Program
- Addiction Recovery Services
- Crisis Center

Cardiovascular Services

- Open Heart Surgery and Intensive Care
- Electrophysiology
- Cardiac Catheterization
- Post Procedure Rehabilitation

Critical Care

Emergency Services

General Inpatient Care

Palliative Care

Pharmacy

Rehabilitation Services

Surgical Services

- General, Neuro, Robotic and Urology Surgeries
- Total Joint Replacement Program

Transitional Care Services

Women’s and Children’s Services

- Family Birth Center
- Neonatal Intensive Care Unit
- Pediatrics



Outpatient Services

Kootenai Health facilities serve over 318,000 outpatients each year, making outpatients services a critical piece in providing comprehensive care for our patients.

- ▶ **Behavioral Health –
Addiction Recovery Services**
- ▶ **Imaging Services**
 - PET-CT Scanner and CT Scanner
 - MRI
 - Nuclear Medicine
 - Radiofrequency Ablation
 - Ultrasound
 - X-Ray
- ▶ **Infusion Center**
- ▶ **Kootenai Outpatient Surgery**
 - Ear Nose and Throat
 - General Surgery
- ▶ **Laboratory and Pathology Services**
- ▶ **Neurodiagnostics**
 - Continuous Monitoring
- ▶ **Rehabilitation Services**
 - Physical Therapy
 - Aquatic Therapy
 - Occupational Therapy/Industrial Work Injury Rehab
 - Speech Therapy
 - Pediatric Physical Therapy
- ▶ **Sleep Disorders**
- ▶ **Specialty Procedures**



Kootenai Clinic

Kootenai Clinic is a growing network of employed physicians. Our providers offer a wide range of services in a variety of convenient locations. At Kootenai Clinic, our primary care providers, specialists and surgeons work collaboratively on behalf of their patients. This unified health care approach helps to ensure that our patients receive the best care possible. Kootenai Clinic provides care in the following specialty areas:

- ▶ **Cancer Services**
- ▶ **Concussion Medicine**
- ▶ **Dermatology**
- ▶ **Diabetes and Endocrinology**
- ▶ **Family Medicine (Primary Care Providers)**
- ▶ **Family Medicine Coeur d'Alene Residency Program**
- ▶ **Gastroenterology and Endoscopy**
- ▶ **General Surgery**
- ▶ **Hand Surgery**
- ▶ **Heart Services (Cardiology)**
- ▶ **Hospital Medicine**
- ▶ **Infectious Diseases**
- ▶ **Internal Medicine (Primary Care Providers)**
- ▶ **Kootenai Heart Clinics Northwest**
- ▶ **Neonatology**
- ▶ **Nephrology**
- ▶ **Neurology (Brain and Nervous System)**
- ▶ **Neurosurgery**
- ▶ **Obstetrics and Gynecology (Women's Health)**
- ▶ **Orthopedics**
- ▶ **Otolaryngology (Ear, Nose, Throat and Audiology)**
- ▶ **Palliative Care**
- ▶ **Plastic and Reconstructive Surgery**
- ▶ **Psychiatry**
- ▶ **Rheumatology (Arthritis)**
- ▶ **Sleep Medicine**
- ▶ **Sports Medicine**
- ▶ **Vascular Surgery**
- ▶ **Wound Care**

Noteworthy Programs

Nurse Residency Program

The year-long Nurse Residency Program, is provided to nurses who have less than one year of experience and less than six months hospital acute-care experience. Nurse Residents are hired into paid, fully-benefitted, FT (36-40 hours/pay period) staff nurse positions and selected onto specific teams that include:

- Ambulatory Care
- Behavioral Health Services
- Critical Care
- Emergency Department
- Medical/Surgical Services
- Nursing Resource Team
- Women's and Children's float

Kootenai Health is committed to providing Nurse Residents with the teaching, training, mentoring and experience needed for a successful career in nursing.

Periop 101 Cohort Program

This six-month program trains and utilizes RNs in the OR circulator and scrub role. New grads and experienced RNs welcome!

Professional and Leadership Development

Professional and leadership development is the ongoing acquisition of knowledge and skills relating to your current or future profession. Kootenai Health's Leadership Academy courses are dedicated and supportive of your growth, development, and success as an individual and team member at Kootenai Health.

Nursing Fellowship Program

This three-month, full-time program is offered to current Kootenai Health nurses with two or more years of experience. The focus of the program is to provide the opportunity for professional development through a mentoring experience paired with supplemental activities and classroom education. Upon completion of the program, RN fellowship nurses are competent to independently practice nursing in the critical care departments.

Aspiring Nurse Leader Program

The Kootenai Aspiring Nurse Leader Program (ANLP) mentors nurses who are transitioning from the bedside into future leadership positions and is designed to build essential leadership skills necessary to thrive in diverse nursing leadership roles.

Nurse Apprentice Program

The Nurse Apprentice Program provides another step in the pathway towards nurse development. A nurse apprentice is a currently enrolled nursing student who is employed for pay in a non-licensed capacity by an Idaho Board of Nursing approved health care agency.

For apprentices, there is greater exposure to clinical application and critical nurse thinking while in direct partnership with an RN. They experience flexible work hours which allows them to balance school and other life responsibilities. After graduation, an apprentice should have an easier transition to practice as they enter nurse residency.

CNA Apprentice Program

This program is an introductory step in the pathway towards nurse development. The nursing assistant apprentice is an individual hired by Kootenai Health and currently enrolled in a nursing assistant course at North Idaho College Workforce Training Center (WTC).

This 12-week course ends with testing and certification. Program tuition is paid for by Kootenai Health. At the completion of the program the CNA is fully oriented to the role and ready to transition into a CNA position on their unit of hire.

Nurse Mentorship Program

This structured program teaches professional growth and development of its nurses. Mentorship involves the formation of a collaborative relationship between two or more individuals who are accountable for assisting a mentee to achieve mutually defined goals. The mentor is an individual who possesses expertise and knowledge in an area that is desired by the mentee.

The program utilizes evidence-based resources available through our affiliation with Mayo Clinic. Self-identified participants will engage in learning, goal setting, and building trusting relationships by participation in regularly scheduled meetings occurring over the course of a 6–12 month partnership.

Family Medicine Residency

Kootenai Clinic Family Medicine Residency is a three-year residency program affiliated with the University of Washington Family Medicine Residency Network that prepares new physician graduates for family practice.

Pharmacy Residency

Kootenai Health's pharmacy residency program provides an opportunity for students to gain real-world pharmacological experience and training in a community-based health system.

Project Search Program

Kootenai Health is a proud host of the Project Search program. Project Search is a High School Transition Program that provides education and training to young adults with intellectual and developmental disabilities.

Employee Benefits

Build it. Choose It. MyChoice Benefit Plans.

Kootenai Health is committed and proud to offer you and your family with a choice of quality, comprehensive, and competitive benefits and programs, designed to help you thrive and provide meaningful choices to ensure good health and well-being.

Benefit eligible employees have \$10,100/year or \$841.67/month in Kootenai Health Choice Dollars to spend on benefits that work best for you. With your MyChoice Benefit Plans, most full time employees do not pay any amount for employee only medical, dental, and vision coverage.

Employee Investment Plan

Employees are eligible for a 457 employee investment deferral plan. Kootenai Health will match your contributions in an accompanying defined contribution plan based on years of service ranging from 3-6 percent.

Defined Contribution Retirement Plan

In addition to Kootenai Health match dollars, you become eligible for the defined contribution plan after one year of employment. Kootenai Health will contribute an amount equal to two percent of your gross earnings.

Additional Standard Employee Benefits:

- ▶ Life Insurance
- ▶ Long Term Disability
- ▶ Employee Assistance Program (Counseling)

Voluntary Benefits:

- ▶ Flexible Spending Accounts
- ▶ Health Savings Accounts
- ▶ Ideal – Idaho College Savings Program
- ▶ Identity Theft Insurance
- ▶ Home and Auto Insurance Discounts
- ▶ Pet Insurance
- ▶ Additional Life Insurance
- ▶ Pre-Paid Legal
- ▶ Short Term Disability
- ▶ Accident and Critical Illness Insurance





Employee Wellness

Kootenai Health is investing in a culture of wellness. Our employee wellness program, MyHealth, not only provides opportunities for our employees to make healthy choices, but rewards them for their efforts. Healthy individuals are better able to provide exceptional care and ultimately increase positive patient outcomes.

Kootenai employees that participate in the MyHealth Program earn rewarding benefits such as:

- ▶ Quarterly contribution to your HRA or HSA account
- ▶ Access to free health coaching, nutrition advice, weight management, fitness program design and wellness platforms
- ▶ Discounted gym memberships
- ▶ Discounts at several local races and events
- ▶ Discounts on fitness trackers

Pursue your own wellness interests in the great Northwest, or join in on many of the fun MyHealth activities, including:

- ▶ Summer Walking Series
- ▶ Onsite financial seminars and coaching
- ▶ Eat-the-Rainbow Challenge
- ▶ MyHealth Corporate Team
- ▶ Couch to 5K training program

Employee Perks

Nicotine Free Work Day

Your health is our top priority. That's why we have banned all nicotine from our campuses.

Tuition Reimbursement After 90 Days

We help cover tuition costs because we understand the value of higher education.

Kootenai Health Live with CEO

Employees have the opportunity to meet with our leadership team members and ask questions about Kootenai Health and your role.

Employee Discounts

Receive discounts at The Wellness Bar, PEAK Fitness, various cell phone carriers, and more.

Kootenai Kids Childcare

We know that taking care of your family is your number one priority. Gain access to our employee childcare center within walking distance from the hospital.



Living in Coeur d'Alene

Coeur d'Alene is the largest city in the northern Idaho Panhandle with approximately 56,000 residents. The area is surrounded by 55 lakes within easy driving distance, including scenic Lake Coeur d'Alene.

The Idaho Panhandle

Coeur d'Alene (Core-Duh-Lane) is in Kootenai (Koo-Ten-E) county and a part of the Idaho panhandle. The northern Idaho Panhandle consists of five northern counties with population of approximately 253,000 people.

Recreation

From lush green forests, snowy mountain tops, to crystal clear lakes and rivers, there's nothing more exciting than enjoying the outdoors in northern Idaho. With so many choices, outdoors enthusiasts are guaranteed a spectacular adventure. National forests comprise 2.5 million acres of public land in northern Idaho.

Community Events

Coeur d'Alene has been awarded an annual Ironman competition for the last ten years and each year registration has filled prior to race day. Year-round Coeur d'Alene and surrounding communities calendars are filled with events including; art and music festivals, classic car shows, ski racing, wine and beer festivals.

The annual Holiday Lights show is named as one of Good Morning America's best in the nation.

Spokane, Washington

Thirty miles to the west Spokane is the largest city between Seattle and Minneapolis with a metropolitan population of 542,000. Spokane is home to an international airport, vibrant downtown, active symphony, Broadway theater performances, a minor league baseball and hockey team.

Temperature

Coeur d'Alene has four distinct seasons with 142 days of sunshine. Average temperatures each season:

- ▶ July 86 degrees
- ▶ October 61 degrees
- ▶ January 34 degrees
- ▶ April 59 degrees

Kootenai Health Awards and Recognitions



Mayo Clinic Care Network Member
The network includes organizations across the nation that work closely with Mayo Clinic to provide patients a higher level of care close to home.



Magnet means nursing excellence, earned by only 7% of hospitals nationwide.



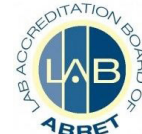
The GO2 Foundation for Lung Cancer Center of Excellence designation means Kootenai Health meets rigorous criteria and works to ensure the highest quality of care with a patient-centric approach.



Accredited by the American College of Surgeons Commission on Cancer.



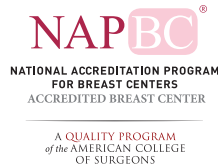
Accredited by the Oncology Nursing Society.



Kootenai Health Neurodiagnostic Services is accredited by ABRET, meeting strict national standards and recognized as a place where patients and physicians can have confidence they are receiving quality diagnostics.



Kootenai Health is accredited by DNV-GL Healthcare. DNV is committed to supporting the development and continual improvement of healthcare quality and patient safety in health care organizations.



Excellence in breast cancer care, rigorous evaluation of performance and outcomes. Only one in the Inland Northwest.



Top 100 ranking means Kootenai Health is among the best in the nation when it comes to providing quality, affordable health care to our community.



The Gallup Exceptional Workplace Award recognizes companies for their extraordinary ability to create an engaged workplace culture.



The American College of Surgeons has verified Kootenai Health as a Level III Trauma Center. Kootenai is also designated as a Level II Trauma Center by the state of Idaho.



Kootenai Outpatient Imaging is one of 300 facilities in the U.S. to be designated as a Breast Imaging Center of Excellence by the American College of Radiology (ACR).



U.S. News & World Report ranked Kootenai Health as the number one hospital in Idaho.



Kootenai Health was named one of the top 50 cardiovascular hospitals in the nation.



Kootenai Health received an "A" Rating for outstanding financial stewardship.