



Staff Provider

Position Profile

The Role

The BlaqOut staff provider is unlike any other provider our members (patients) have seen. The BlaqOut staff provider knows—and believes—that while they are the medical expert, members are the experts on their own lives. They seek to establish a culturally humble relationship with all members, knowing it is their duty to redress the traditional doctor-patient power imbalance in order to establish a mutually beneficial connection among equals, resulting in more open, honest dialogue that gets to the heart of member health concerns. By asking questions like, “what are you hoping to get out of today’s experience?,” the BlaqOut staff provider creates the conditions for members to be empowered to take their healthcare into their own hands. The BlaqOut staff provider is also a peer-leader working alongside the medical and clinical directors, the CEO, and the chief experience officer (CXO) to launch Kansas City’s first medical home for the Black LGBTQ+ community. This role requires an entrepreneurial nurse practitioner or physician assistant with a unique desire to be a part of building something that does not exist. The staff provider will identify, draft, and implement clinical policies and procedures to ensure the clinic’s efficiency and effectiveness.

Essential Skills

The key words that define the position are: relationship builder, healer, and entrepreneur. The staff provider, under the supervision of a collaborating medical director, will provide trauma-informed and culturally humble direct primary care (DPC) to our predominantly Black LGBTQ+ members. The provider must be comfortable and proficient with all aspects of primary care, particularly sexual health. BlaqOut’s staff provider not only has experience working with diverse communities, but it is their passion. They thrive on working with the most marginalized among us, especially members of all genders and gender expressions and with varying levels of medical need and psychosocial complexity, including people with HIV (PWH).

Why Choose BlaqOut?

BlaqOut’s Culture of Care (CoC) is transforming Black LGBTQ+ healthcare delivery and outcomes by:

- prioritizing the wholistic health and wellbeing of our community,
- innovating unique, replicable models of care,
- and optimizing the member experience.

BlaqOut believes that the quality of the care provided is as important as the ethos within which the care is provided. Receiving care—and working—at BlaqOut is a multisensory experience. It’s the inviting fragrances you smell as you walk through the doors, the rhythmic music you hear, the images of Black

queer leaders hung on the walls, and even the tasty snacks provided for your enjoyment. BlaqOut's CoC extends further to our clinical team by providing several unique benefits, including but not limited to:

- Mobile Mondays where all BlaqOut staff work remotely,
- 45-minute member appointments allowing more time to understand each member's unique needs,
- \$2,500 education allowance,
- 8 hours of administrative time per week,
- 5-600 member (patient) panel,
- work/life balance,
- fun atmosphere,
- unlimited snacks,
- non-traditional office space,
- a minimum of two weeks paid time off,
- And employer sponsored medical, dental, vision, and life insurance.

Key Responsibilities

- Under the clinical supervision of the medical director, the provider provides comprehensive medical care to a panel of members (patients) including primary care, chronic disease management, sexual and reproductive health care, and gender affirming services.
- Provides ongoing management to adults (18+) living with HIV including: diagnosing acute HIV infection; initiation and maintenance of appropriate antiretroviral therapy; prevention and treatment of acute infections; monitoring clinical and immunological status; routine preventative health screenings unique to HIV patients.
- Conducts clinical encounters with new and established members, including taking a HPI (history of present illness); completing physical exams; documenting medical, social, family history; ordering diagnostic tests/labs and interpreting results; establishing and documenting plans of care.
- Uses clinical judgment and consults with collaborating physicians when necessary to assess the need for specialist assessment and creates referrals accordingly. Conducts telephone consultations with specialists outside of BlaqOut as needed. Reviews specialists' notes, incorporating findings and recommendations into the overall management of the patient.
- Completes and "signs-off" on all clinical notes, lab results, refill requests, imaging reports, and consults within a timely manner.
- Responds to messages from members and care team members in a timely manner.
- Provides evidence-based care that is in accordance with national standards and internal practice guidelines.
- Seeks consultation from staff physicians as needed, especially when a member's problems are complex or if the member's condition is not responding as expected.
- Provides cross- coverage for the other medical providers in cases of vacations, conferences, and illness, and overflow. This includes review of other providers' lab results, portal messages and medication refill requests.
- Attends staff and other meetings as assigned.
- Other duties as assigned.
- Maintains sufficient Continuing Education Units (CEU) as required by the Missouri Board of Nursing for license renewals and as may be required to maintain any certifications necessary to demonstrate proficiency in a specialty area relevant to NPs clinical practice.

Job Qualifications + Experience

- Knowledge of or experience working with the LGBTQ+ community and familiarity with issues of particular relevance to LGBTQ+ people.
- A passion for BlaqOut's work and its mission to make the world a better place for LGBTQ+ people.
- Excellent verbal and written communication skills, including strong organizational, detail and interpersonal skills.
- Completion of nurse practitioner training from an accredited institution and a license to practice in the state of Missouri.
- Minimum 2 years clinical experience.
- Current DEA license and BLS certification.
- Strong sexual and reproductive health experience including expertise in STI diagnosis and treatment, PEP/PrEP, gender affirming hormone therapy and contraception management, preferred.
- Understanding of the intersectional issues impacting LGBTQ+ people including the ways that racism, sexism, transphobia and income inequality impacts health access and outcomes.

BlaqOut is an Equal Opportunity Employer and is committed to fostering diversity within its staff. Applications are encouraged from all persons regardless of their race, color, ancestry, national origin, sexual orientation, gender identity and expression, sex, pregnancy, childbirth and related medical conditions, religion, disability, age, military or veteran status, including status as a victim of domestic violence, assault or stalking, genetic information (including family medical history), medical or health conditions, and marital status.

BlaqOut has implemented a policy requiring all staff to be up-to-date with COVID-19 vaccinations as a condition of employment, subject to applicable federal, state and local laws.