

Did you get into healthcare because you wanted to care for people — but now feel burned out by rushed visits, overwhelming workloads, and the “check-the-box” demands of the traditional system?

If you're craving slower-paced, relationship-driven, *real* patient care, Flex Family Health may be the change you've been waiting for.

Flex Family Health is Yellowstone County's first—and Montana's largest—Direct Primary Care (DPC) clinic. Our model eliminates insurance billing, overbooked schedules, and the constant pressure to “get through” patients. Instead, we prioritize time, connection, and doing what's right.

We're growing, and we're looking for an RN, MA, or LPN who wants to love healthcare again.

Why This Role Feels Different

If you've worked in traditional healthcare, you know the drill:

- Overbooked schedules
- 7-minute appointments
- Endless portal messages
- Constant burnout
- Feeling like a task-doer instead of a caregiver

DPC flips that script.

Here, you'll build meaningful relationships, spend real time with patients, and work in a setting where whole-person care is not only possible — it's expected.

A Team Culture Where Everyone Helps, Always

We operate with a fully collaborative, “we're all in this together” mindset.

In a small, relationship-based clinic like ours, no task is too small — whether it's answering phones, wiping down a room, scanning documents, helping with scheduling, or stepping in for a teammate who needs support.

If you appreciate a place where everyone rolls up their sleeves and supports one another, you'll fit right in.

What You'll Do...

- Welcome patients and support them through their visit—from vitals to medical history review
- Assist providers with exams, treatments, and in-office procedures

- Draw labs, process specimens, and coordinate results
- Provide education, reassurance, and compassionate patient support
- **Pitch in wherever needed—answering phones, scheduling, scanning, organizing, cleaning, and helping keep the clinic running smoothly**
- Maintain a clean, well-stocked, ready-to-serve clinical environment
- Work closely with a small, supportive team that values communication, flexibility, and shared responsibility

What We're Looking For

- **CMA/RMA, RN, or LPN** licensed in Montana
- **BLS certification**
- Clinical experience preferred, but passion and willingness to learn matter more
- Personable, reliable, and kind—someone who thrives in a relationship-centered environment
- Comfortable wearing multiple hats (clinical + administrative)
- EMR experience or willingness to learn

Why Flex Family Health?

- **Practice healthcare the way it was meant to be** — longer visits, deeper relationships, and true impact
- **Regular weekday hours** – no weekends or major holidays
- **Competitive pay** based on experience (\$17–\$35/hr)
- **Free primary care** for you and your immediate family
- **Monthly wellness bonus**
- **Paid Time Off**
- **Supportive, positive team culture** where everyone helps, and everyone matters
- **Mission-driven environment** committed to restoring joy in healthcare

If you miss the heart of healthcare... this is your place.

We'd love to meet you.