



NOW ACCEPTING APPLICATIONS

for

**Mobile Integrated Healthcare Program
Physician Associate or
Advanced Registered Nurse Practitioner**

**COMPETITIVE SALARY & EXCELLENT
BENEFITS PACKAGE**

APPLICATIONS OPEN UNTIL FILLED

Serving North Mason
Communities



Physician Associates and Advanced Practice Registered Nurses,

Are you ready to move beyond the traditional healthcare model and provide truly patient-centered, relationship-based care? If so, thank you for considering joining our Mobile Integrated Health Program (MIHP), serving the North Mason communities.



We are proud to be one of the first 911 emergency service system in Washington State delivering this level of innovative medical care directly in the community and in patients' homes. As part of our team, you will have the opportunity to practice at the top of your license, providing meaningful care that changes lives. If you are ready to be part of this groundbreaking movement, we invite you to apply and help us redefine healthcare delivery in rural communities.

Your work with us will be trailblazing as we continue to expand how community medicine is delivered. You'll work side-by-side with emergency service crews and advanced medical providers, with the latitude to do what's necessary to improve patient outcomes. We are committed to offering an environment free of barriers, where innovation is encouraged, patient care always comes first, and every team member has the tools they need to succeed. To learn more about our program and see the impact of Mobile Integrated Health firsthand, I encourage you to watch our short documentary:

bit.ly/filmbeyond911

As our selection process moves forward, we are excited to get to know you, both as a medical professional and as an individual. While we'll evaluate your clinical knowledge and experience, we're equally interested in learning how we can help you succeed as a member of our team. Our hiring process is designed to introduce you to our values and culture, because we believe our greatest asset is our people. Our team members are the heart of our mission to care for the Mason County community; the place my family and I are proud to call home.

This is not a traditional clinic-based role. You will meet patients where they are, delivering care in homes and community settings. We encourage our team to pursue continuous learning, personal and professional goals, and "big thinking." We value creativity, compassion, and adaptability in everything we do.

If you want a career where no two days are alike... if you're passionate about helping people where they need it most... if you thrive on teamwork, innovation, and problem-solving... and if you want to help shape the future of community medicine, we invite you to join our team.

Thank you again for considering this opportunity. I look forward to meeting you and introducing you to our team. If I can be of assistance during the process, please don't hesitate to reach out.

Sincerely,

A handwritten signature in black ink, appearing to read "Beau Bakken".

Beau Bakken
Fire Chief, North Mason Regional Fire Authority

Qualifications and Education Requirements

- Minimum high school degree or equivalent.
- Maintain a valid Washington State Driver's License.
- Certificate of completion of accredited PA or ARNP program.
- Current Washington State PA or ARNP License.
- Current DEA Registration Certificate.
- Current CPR and First Aid Certifications.
- Previous urgent care or emergency fieldwork experience is highly desirable.
- Previous work with patients experiencing substance use and mental health disorders is highly desirable.
- Ability to establish and maintain effective relationships with staff, patients, and families.
- Willingness to take responsibility for actions; act positively upon feedback from others.
- Able to withstand physical and mental demands: standing, walking, stooping, bending, and working outdoors. Requires the ability to move equipment and transfer patients. Occasional stress in working with patients in crisis.
- Ability to work in patient's homes.
- Basic computer knowledge.
- Experience with using electronic health record system is highly desirable.



Important Dates

- Opening Date: July 2, 2026
- Closing Date: OPEN UNTIL FILLED
- Assessment Center: TBD
- Final Interviews: TBD



For the past three years, the North Mason Regional Fire Authority (NMRFA) has operated a Mobile Integrated Health Program (MIHP) in North Mason County. The MIHP, the first and only of its kind currently operating in Washington State, has been recognized in the Seattle Times for its innovative approach to healthcare. Our program is redefining how medicine is delivered in rural communities by pairing traditional emergency response with proactive, patient-centered care.

The North Mason MIHP team includes an Advanced Registered Nurse Practitioner, a nurse, and a PEER Specialist/Community Health Worker. Together with paramedics and EMTs from our 911 emergency system, they provide mobile medical care directly in the community. The program is guided by four goals:

1. **Expanding access to medical care**
2. **Reducing non-emergency 911 utilization**
3. **Decreasing healthcare costs**
4. **Improving patient outcomes**

Due to the continued success of the Mobile Integrated Health Program (MIHP), North Mason Regional Fire Authority is seeking a Physician Associate (PA-C) or Nurse Practitioner (ARNP) to join our established North Mason team.

The Opportunity

This is a trailblazing role. You will:

- **Redefine rural healthcare delivery** by practicing without the constraints of high-volume clinics.
- **Collaborate closely** with emergency services and advanced medical providers to improve outcomes for patients.
- Manage a **small, intentionally limited patient panel (6–8 patients daily)**, allowing for meaningful, holistic care.
- **Spend as much time with patients as needed** – hours or even consecutive visits, free from traditional productivity metrics or time limits.
- Work in a supportive, well-resourced environment that values innovation, teamwork, and patient well-being above all else.

About the Role

- **Location:** Based in Belfair, serving North Mason communities.
- **Schedule:** 40 hours per week, Monday–Friday.
- **Team Support:** You will be joined by a nurse, and PEER Specialist/Community Health Worker.
- **Employment:** Medical providers are employed and insured by NMRFA. Physician Associates will practice under the licensure of a Mason County emergency room physician.

What We're Looking For

We seek a provider who is:

- Excited to continue to **build and grow a rural healthcare program** from the ground up.
- Ready to **challenge the status quo** of medicine delivery.
- Comfortable practicing the **full scope of their license** in diverse environments.
- Passionate about **holistic, patient-centered care** and committed to improving health outcomes.

If you are looking for an opportunity to practice medicine differently, to spend more time with patients, innovate in care delivery, and make a lasting impact in a rural community, we invite you to join us. Feel free to visit and connect with our MIHP team members before applying. An informal connection and conversation by prospective providers before submitting an application and resume is encouraged. We want to be sure that this position is the right fit for you. Reach out to Fire Chief Beau Bakken at bbakken@northmasonrfa.com to connect.



Salary and Benefits:

- 2026 Annual Salary (depending on qualifications): \$130,000 to \$155,000
- No Social Security participation or payroll deduction (6.2%)
- Deferred Compensation Program with Authority Contribution up to 3.5% of annual salary
- Public Service Loan Forgiveness (PSLF) opportunity
- 100% employer paid Medical, Dental, and Vision for individual and family
- Authority-Paid Life Insurance
- WA State PERS Retirement Plan participation
- Federally recognized holidays off
- Paid sick leave and vacation

To Apply:

Completion of an Authority Employment Application, a professional resume and cover letter is required for all applicants. For additional information regarding the testing process and/or to obtain a complete application packet, visit the North Mason Regional Fire Authority's website at www.northmasonrfa.com.

Please submit your application with all required materials in-person at:
NMRFA Fire Station 21, ATTN: Angie McCormick
490 NE Old Belfair Hwy, Belfair, WA 98528
or by mail to

NMRFA Fire Station 21, ATTN: Angie McCormick, PO Box 277, Belfair, WA 98528

Completed application packets are until position is filled. Please contact Beau Bakken, Fire Chief at bbakken@northmasonrfa.com with any questions regarding the application or testing process.

The North Mason Regional Fire Authority is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, sex, age, color, religion, national origin, marital status, disability status or any other basis prohibited by federal, state, or local law. The provisions of this job announcement do not constitute an expressed or implied contract. Any provision contained herein may be modified and/or revoked without notice.

Mason County is home to 65,000 residents spread across 1051 square miles of land and water. Mason County serves as a bedroom and recreational community for the Seattle-Tacoma-Bremerton metropolitan area, and it is home to the Hood Canal, Olympic National Forest, and Olympic National Park. Mason County is a paradise for outdoor enthusiasts, boasting more miles of water shoreline than any other county in Washington State. It is home to one incorporated city, Shelton, and several vibrant communities, including Belfair, Grapeview, Allyn, Matlock, Hoodspport, and Kamilche. The majority of the county is made up of rural farmland and timberland. Mason County also honors its rich history as the ancestral homeland of the Skokomish and Squaxin Island Tribal Nations.



Mason County is served by 9 different Fire and EMS agencies that are governed by elected Fire Commissioners. An MIHP serving North Mason County was established in 2022 and the establishment of a team serving Central and South Mason County took place in early 2025. Mason County is served by Mason Health (Mason General Hospital) and the County maintains two public hospital districts. The County is governed by a three-member Board of Commissioners who oversee the County's Public Health Department.

