

Job Description:
FUNCTIONAL MEDICINE NURSE PRACTITIONER
Emergence Health | Full-Time, Virtual Position

Email your resume and cover letter to: careers@emergence.health

ABOUT EMERGENCE HEALTH:

Emergence Health was founded in mid-2020 by Leah Geoghegan, a forward-thinking functional medicine nurse practitioner who anticipated the rapid rise of telemedicine and growing interest in alternative medicine catalyzed by the pandemic. With the advantage of being established as a telemedicine-first company, we at Emergence Health have developed a proprietary methodology for successfully treating patients from a functional medicine lens via virtual services. This is a cutting-edge, progressive practice that prioritizes individualized, holistic patient care that blends the best of conventional and functional care to positively transform patients' lives for long term healing.

The company is expanding into other diverse areas of digital health, while continuing to provide one-on-one virtual appointments with patients as its core service.

Emergence Health is a female-founded and family-run company that has experienced consistent growth, averaging a 25% increase annually over the past four years. With a well-established patient base in the hundreds, we are deeply committed to providing patient-centered care that emphasizes quality, outcomes, and satisfaction.

One of our primary passions is to empower Nurse Practitioners (NPs) to practice at the highest level of their licensure and expertise, playing a vital role in the transformation of both primary care and functional medicine fields.

WHY EMERGENCE HEALTH IS DIFFERENT:

We know this isn't just about finding a job, it's about finding a calling that honors your clinical expertise, your well-being, and your long-term professional vision. Emergence Health was intentionally designed to stand apart from traditional medical models that overwork and under-resource their providers.

At Emergence Health, we:

- **Respect Your Time:** Our full-time practitioners are expected to work a true 40-hour work week, which includes time specifically dedicated to patient care, documentation, and admin. Imagine having your evening hours and weekends not spent finishing charts or burning out.
- **Honor Deep, Patient-Centered Care:** We prioritize quality over quantity. You'll work with a manageable patient book of business (~150 active patients) and have the opportunity to build long-term relationships through extended visits and high-touch care. Our model is concierge, high-integrity, and rooted in compassion, not productivity quotas.

Job Description:
FUNCTIONAL MEDICINE NURSE PRACTITIONER
Emergence Health | Full-Time, Virtual Position

- Offer Real Flexibility & No Commute: We are a telehealth-first company. You'll save countless hours not commuting, and while occasional in-person visits may be required for local patients, the vast majority of your work will be conducted remotely in a way that integrates beautifully with your lifestyle.
- Build Together: We're a growing, tight-knit team building something truly special. As we expand, there are future opportunities for increased leadership and creative contributions. You'll have a voice and a seat at the table.
- If you've been yearning for a practice that reflects your values, allows you to thrive professionally and personally, and want to do meaningful, heart-centered work with a truly stellar team, we'd love to meet you.

POSITION OVERVIEW:

We are seeking a highly skilled, full-time, and virtual Functional Medicine Nurse Practitioner who is passionate about both helping patients and contributing to a growing holistic care and functional medicine business. The ideal candidate is motivated by the opportunity to grow and evolve in an innovative practice, has substantial experience in a private practice setting, and is highly proficient with technology.

- Position: Full-Time (40 hours/week, 5 days/week)
- Work Setting & Location: Virtual (with occasional in-home patient concierge visits within 30-miles of your residence)
- Licensing:
 - Minimum licensing in: NY and/or CT
 - Additional state licenses that are ideal but not required are: NJ, PA, FL, CA, and MA

KEY RESPONSIBILITIES:

- Ability to work independently and manage a patient book of business
- Provide comprehensive functional medicine consultations, focusing on both conventional and functional medicine approaches
- Conduct detailed assessments of patients' medical histories, symptoms, and lifestyle factors
- Develop personalized, patient-centered treatment plans to address the root causes of health concerns based on patients' individual needs and goals
- Provide guidance on nutrition, supplements, and other integrative therapies
- Administer and safely monitor bioidentical hormone replacement therapy (BiHRT) and testosterone replacement therapy (TRT), ensuring patients are fully informed of the risks and benefits of these treatments
- Offer holistic primary care services, including preventative care and chronic disease management
- Collaborate with a multidisciplinary healthcare team to ensure integrated, holistic patient care, and make referrals where necessary

Job Description:
FUNCTIONAL MEDICINE NURSE PRACTITIONER
Emergence Health | Full-Time, Virtual Position

- Maintain thorough, timely and accurate medical records, ensuring compliance with documentation protocols
- Continuously stay up-to-date on advancements in functional medicine, pursuing ongoing professional development and continuing education
- Monitor the effectiveness of treatments and adjust plans as necessary
- Provide patient education to encourage active participation in their health and wellness journey
- Provide health screenings, immunizations, and other disease prevention programs
- Handle patient inquiries and requests through portal messaging
- Assist in all areas of the practice, if needed
- Contribute to the development and evolution of company patient care protocols and guidelines
- Ensure compliance with privacy regulations and maintain the highest standards of patient confidentiality in accordance with HIPAA
- Represent Emergence Health within the broader healthcare community, in person, and online
- A commitment to embodying an overall holistic, healthy lifestyle, encompassing proper nutrition, mindfulness, exercise, and work-life balance

QUALIFICATIONS:

Hard Skills

- Graduation from a state board of nursing approved university
- Licensed as an Adult Primary Care or Family Nurse Practitioner
- Hold an active NP Board Certification: American Nurses Credentialing Center (ANCC) or American Academy of Nurse Practitioners Certification Board (AANPCB)
- Minimum licensing in: NY and/or CT. Additional state licenses that are ideal but not required: NJ, PA, FL, CA, and/or MA
- 7+ years of experience in primary care, with at least 5+ years in functional medicine
- Certified in Basic Life Support (BLS)
- DEA license preferred, but not required
- Preferred: Certification from the Institute for Functional Medicine (IFM)
- Tech-savvy with proficiency in telemedicine platforms, electronic health record systems (EHR), and out-of-network billing/reimbursement

Soft Skills

- Strong interpersonal and communication skills
- High emotional intelligence and the ability to build thoughtful and compassionate relationships with patients. Values quality of patient care over quantity of patients seen
- Self-starter, self-managed, proactive, highly motivated. Thrives in a startup environment
- Creative, out of the box thinker and problem solver

Job Description:
FUNCTIONAL MEDICINE NURSE PRACTITIONER
Emergence Health | Full-Time, Virtual Position

- Strong work ethic and an efficient, productive work style. Detail oriented and organized
- Open minded, compassionate, curious, positive energy, optimistic
- Has the entrepreneurial mindset and desire to collaborate with team members to improve upon systems and processes

COMPENSATION AND BENEFITS:

- Year 1 Starting Salary: \$100,000 - \$120,000, with room to grow in Year 2 and beyond. Our geo-neutral pay model ensures compensation is based on role and experience, not location.
- Benefits:
 - 401k: available for contribution at time of employment; company match begins in year two
 - Subsidized medical insurance
 - Four weeks of paid time off
 - Continuing education allowance
 - Professional development opportunities
 - Opportunity for bonuses and incentives based on personal performance and team performance
 - Future opportunity for practice partnership

CONTACT INFORMATION:

Email your resume and cover letter to: careers@emergence.health.

Website: <https://www.emergence.health>

Instagram: <https://www.instagram.com/emergencehealth.leah>

Reviews: <https://tinyurl.com/Emergence-Health-Reviews>

DIVERSITY & INCLUSION:

At Emergence Health, we encourage diversity and are committed to building a team that reflects a variety of perspectives, backgrounds, and experiences. We are proud to be an equal opportunity employer, and we believe inclusivity enhances our ability to serve our patients effectively.