

Cherokee Indian Hospital Authority

The Community

The Cherokee Indian Hospital Authority (CIHA) blends state-of-the-art healthcare within a system of inpatient and outpatient resources across the Qualla Boundary and its outlying clinics.



With an emphasis on Cherokee history, arts, crafts, and the unique healing aspects of Cherokee culture, including consideration for the mind, body, and spirit, CIHA addresses the health and wellness needs of the Tribe—and does so to the highest national standards of healthcare.

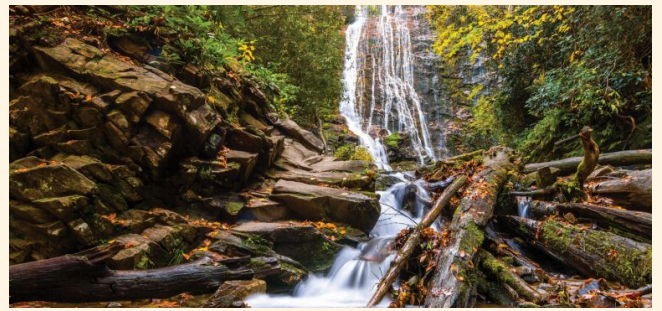
Cherokee, North Carolina, situated in the Oconaluftee River Valley at the junction of U.S. Routes 19 and 441, is a picturesque destination offering natural beauty, family attractions, outdoor activities, and a rich history within the Great Smoky Mountains.

In addition to its cultural significance, Cherokee is a popular tourist spot, serving as a gateway to the Great Smoky Mountains National Park. The community features various accommodations like campgrounds, motels, and hotels. The Cherokee Historical Association manages attractions such as the Oconaluftee Indian Village, a living-history museum, and the outdoor drama *Unto These Hills*.

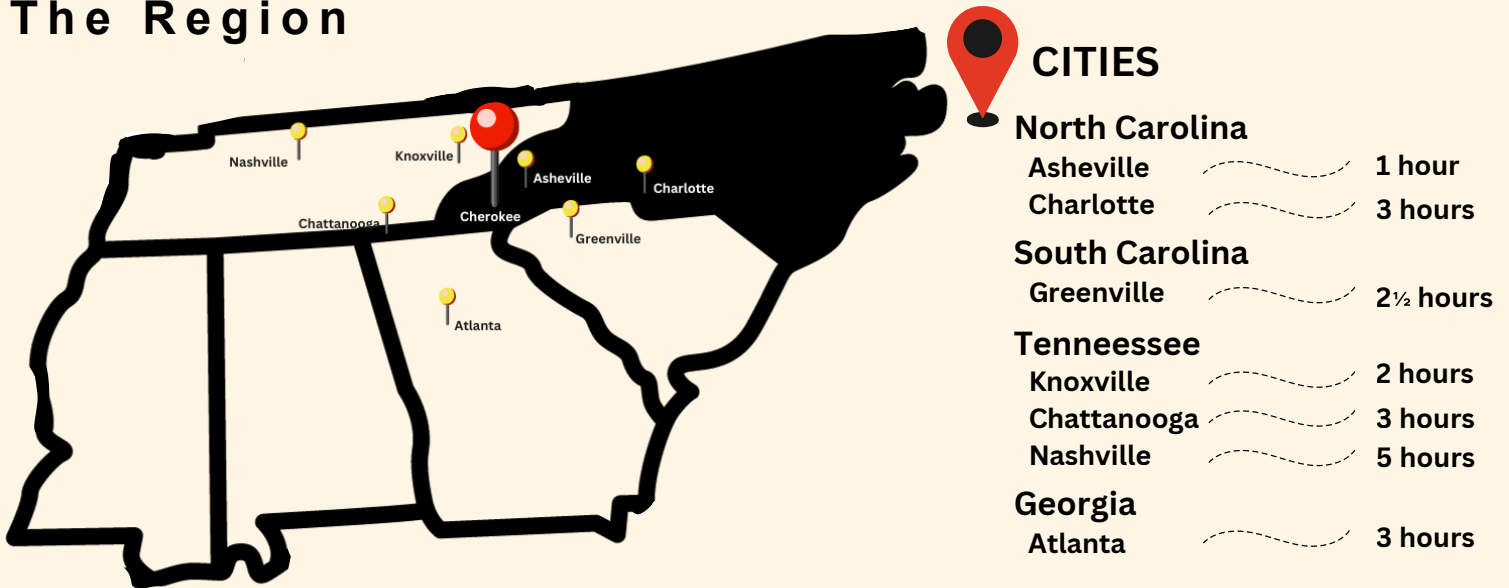
Aside from the spectacular views, shopping, and cultural attractions, Cherokee is home to entertainment options Harrah's Cherokee Casino Resort and Sequoyah National Golf Club.

Moreover, it is the southern terminus of the Blue Ridge Parkway with outdoor recreational opportunities such as the Oconaluftee River running through town for tubing and fishing or the Fire Mountain Trails, Cherokee's source for big adventure—a multiuse trail system that's made to mountain bike, hike, or run.





The Region



The Benefits

Working at the Cherokee Indian Hospital Authority Organization offers a comprehensive benefits package designed to support employees' well-being, financial security, and work-life balance. Employees receive comprehensive medical and dental benefits to ensure their healthcare needs are met, along with optional plans for life insurance, short- and long-term disability for added peace of mind. CIHA provides flexible schedule options, allowing for better work-life integration, and offers a 401(k) with employer matching as well as a pension plan to support long-term financial stability. Employees enjoy paid annual and sick leave, 13 paid holidays annually, and employer-covered CEUs to foster continued professional growth. Additional perks include annual performance bonuses, access to the Employee Assistance Program, free gym membership, and exclusive vendor discounts. For those working nights and weekends, shift differentials offer additional compensation, making the Cherokee Indian Hospital Organization a rewarding and supportive workplace.



CHEROKEE INDIAN HOSPITAL AUTHORITY EMPLOYEE BENEFITS



Free Medical, Dental* , Vision, Life*, AD&D, and Prescription Insurance

Dental and Life with Buy-ups available*Life insurance -3 times salary up to \$200,000, employees also have access to EAN



Free & Discounted Gym Memberships

Free Gym Membership to the Cherokee Fitness Complex and discounted Membership to Jackson County Rec Center



Accrued Sick Leave, Accrued Vacation Leave*, 13 Paid Holidays, Paid Education Leave & Employer paid CEU's

Veterans Accrue Vacation Leave at an Enhanced Rate



Short-Term Disability and Long Term-Disability

Short Term: 60% of your weekly salary to a maximum of \$300 per week for the first 26 weeks of a disability after the one week waiting period (with buy up options) Long Term: 60% of base salary to a maximum of \$5,000 per month if disabled and unable to work more than 180 days- offset by other income sources.



401k Employer Match up to 5%

Retirement benefits and additional protections that help employees plan for the future



Pension

Employees are vested after 10 years



Annual Performance Bonuses

Employees have the opportunity to earn an annual performance bonus for the dedication, quality, and commitment.

MORE

AND MUCH MORE

INCLUDING EMPLOYEE PERKS, DISCOUNTS, ETC.





Our Guiding Principles

Guiding Principle One: U wa shv u da nv te lv (oo wa shuh oo da nuh tay luh)

“The one who helps you from the heart”

Cherokees have been misled and mistreated over the centuries by opportunists disguised as well-meaning subject matter experts. For this reason, to be effective in this community requires genuine, evident commitment to the best interest of the community.

“This community doesn’t care what you know until it knows you care”

CIHA believes that care and service delivered most effectively is delivered from the heart.

Guiding Principle Two: To hi (toe hee)

“A state of peace and balance”

Cherokee believe that all things endeavor to achieve this ultimate state of peace where all things are in balance and as they should be.

CIHA believes “to hi” can only be achieved through healthy relationships and is fundamental to living healthy lives.

Guiding Principle Three: Ni hi tsa tse li (nee hee zah zay lee or nee hee ja jay lee)

“It belongs to you”

Cherokee, like most Native American tribes, enjoy the first pre-purchased healthcare in this country. Healthcare was purchased by ancestors through treaties with the United States, as recompense for the atrocities that resulted from horrific “Indian Policy” in this country.

CIHA believes that all health care services belong to the people and CIHA is a steward of their inheritance charged with safe guarding it and providing it to them when and how they need it.

Guiding Principle Four: di qwa tse li i yu s di (dee gwa jay lee ee you sdee)

“Like family to me” “He, she, they, are like my own family”

CIHA is committed to being the healthcare partner of choice for this community and enjoying the relationships found in healthy families.

