



Staff Acupuncturist Position Available

Join our heart-centered, collaborative, and supportive team as a Staff Acupuncturist.

We are staffing a new type of acupuncture clinic – one that values the work of a diverse and collaborative team, reduces competition, recognizes the challenges our profession faces, and makes conscious efforts to change the profession as well as the healthcare ecosystem. Our generative model prioritizes the work of the team and clinic over the work of each individual practitioner, and every member of our team is a valuable asset – from our cleaning staff to our administrative support staff to our clinical team to our managers.

In alignment with our Mission and Vision, we accept a wide range of patients and insurances. We are an insurance driven clinic and are IN-NETWORK with most major insurance plans. Insurance billing accounts for approximately 80% of our income allowing us to treat a variety of patients that would not otherwise be able to access care. Our model is about providing patients and prospective patients with access to our medicine. Acceptance of these patients and insurances are a conscious effort to position our clinic to take advantage of Acupuncture for our Seniors Act (H.R. 4803) when it finally becomes law.

Our wage and benefit package for established Staff Acupuncturists is approximately 20% higher than the median wage (U.S. Bureau of Labor Statistics, 2025; median DC-area acupuncturist wage: \$37.60 per hour). Benefits include paid time off, malpractice insurance coverage, licensing and certification renewals, and company-sponsored 401k program. In addition, we offer the potential for bonuses or profit sharing. This position qualifies for advancement as an Associate Acupuncturist after 18 months of employment.

Our clinic is one of the top-reviewed East Asian Medical clinics in downtown Washington DC. We are a high-volume clinic with satellite clinics throughout the greater Washington, DC metropolitan area. Our intuitive electronic health record system allows our staff to streamline patient intakes, SOAP notes, and insurance billing while allowing the clinical team to easily read and understand each other's patient notes.

If these features sound appealing and you would like to join our innovative and collaborative team, Please apply through our web portal at

<https://www.dc-acupuncture.com/part-time-or-full-time-staff-acupuncturist>

Essential Job Functions:

- Assess patient condition by conducting complete health history through interview and observation; and interpret the findings to develop a treatment plan
- Administer acupuncture treatment using sterile, single use needles or other Chinese medical devices
- Evaluate effects of treatments by observing and evaluating patient's progress; modifying treatment plan when necessary
- Educate patients on the quality of life benefits of consistent acupuncture care. Provide a treatment plan and recommended course of treatment
- Educate patients on topics such as meditation, ergonomics, stretching, exercise, nutrition, the healing process, breathing, and relaxation techniques
- Formulate and dispense herbal formulas to treat conditions. Inform patients of dosages and frequencies, treatment duration, possible side effects, and drug interactions.
- Document patient treatments and progress in electronic health records
- Adhere to strict guidelines regarding patient health information
- Maintain safe and clean treatment environment and adhere to Clean Needle Technique protocols, complying with company procedures and rules, including pertinent regulations and laws
- Maintain and follow standard quality, safety, environmental and infection control policies and procedures
- Provide clinical coverage for vacations as directed by the Chief Clinical Director
- Clean and restock supplies as needed
- Other duties as instructed

Minimum Requirements

- Master's Degree in Acupuncture or Oriental Medicine from an accredited institution
- Certified by NCBAM (National Certification Board for Acupuncture and Herbal Medicine)
- Acupuncture license in the District of Columbia or ability to obtain one
- Ability to make patients feel safe and comfortable during acupuncture treatments
- Confident in presenting treatment plans and recommending products and services
- Exceptional time management and ability to treat multiple patients per hour
- Willingness to learn and implement new techniques and treatment protocols
- Confident and positive disposition