

OPTOMETRIST (OD) — INDEPENDENT CONTRACTOR

Clarkston Optometry | Inside Costco Clarkston, WA

In-Person, Telemedicine, or Hybrid | 1–5 Days/Week

WHO WE ARE

We're an independent practice opening inside the Clarkston Costco, and we're building it the way eye care should be: time with patients, real conversations, and clinical autonomy for our doctors. The Lewiston-Clarkston valley needs accessible, consistent eye care, and our goal is to be the practice this community relies on for years to come.

We're looking for a long-term doctor who wants to grow a thriving practice with us — and we've structured the compensation to prove it.

THE OPPORTUNITY

- Establish yourself as the community's doctor inside one of the busiest retail locations in the valley
- Flexible practice model: in-person, telemedicine, or hybrid — we'll build the right arrangement around the right doctor
- 1 to 5 days/week (Wed–Sat core schedule, with a 5th day available), 10am–6pm
- Trained technician support all day: your techs handle intake, pretesting, and workup so you can focus on doctoring
- Modern lanes and equipment in a high-traffic, high-visibility location
- Scheduled exams plus steady walk-in flow — the location brings patients to you
- Simple, streamlined operations so your time goes to patient care, not paperwork

COMPENSATION

Built to reward both commitment and a growing practice. We expect to be busy — this location supports it — but our incentives reward productivity without sacrificing quality of care:

- \$500–650/day base — guaranteed. Rate depends on experience and practice model: remote positions start at \$500; in-person positions start at \$600
- Production bonus: \$30 per exam above 16 exams/day — as the practice grows, so does your income
- \$5,000 signing bonus
- Up to \$10,000 annual retention bonus depending on days worked in the year
- For in-person, accommodations and relocation costs can be provided.

Status: 1099 independent contractor. You carry your own professional liability coverage; we handle everything else — staff, equipment, supplies, scheduling, and operations.

WHO WE'RE LOOKING FOR

- Doctor of Optometry licensed in Washington State
- Comfortable with full-scope primary care optometry: refractions, contact lens fittings, ocular health
- Works seamlessly and courteously with tech support — your team handles the workup so you can doctor
- Warm chairside manner (in person or on screen); we want patients who come back because they feel heard
- Motivated to build and sustain a busy, well-loved practice
- Looking for a long-term home, not a stopover

New grads with strong clinical training are welcome to apply. Experienced ODs seeking stability and autonomy are especially encouraged.

WHY CLARKSTON

The Lewiston-Clarkston valley is an underserved market with real demand and grateful patients. Low cost of living, no Washington state income tax, outdoor recreation in every direction (Hells Canyon, the Snake River, Blue Mountains), and a tight-knit community that supports its local providers. And if relocating isn't in the cards, ask us about the telemedicine and hybrid options — we're flexible for the right doctor.

HOW TO APPLY

Email your CV and a few sentences about what you're looking for in your next practice:

Email: peter@humanisticdev.com

Phone: 425-351-0750

Applications reviewed on a rolling basis. We're happy to start with a conversation.

Start date: August 2026