Immanuel Lutheran Communities (ILC) opened as one of the nation's first nursing homes in 1957 and has long been the Flathead Valley's Life Plan Community of choice. To many we’re known as “The Lutheran Home”. We have a legacy of being the area's leader in the progression of care needs, and most of our neighbors have family or friends who have stayed with us. We are the largest non-hospital healthcare provider & employer in western Montana. All of our services are over-requested, and we are now in the 3rd year of a 5-year new construction and remodeling project to expand and update all of our living options.

We are a caring, non-profit mission of the Evangelical Lutheran Church of America; but you don't need to be a Lutheran to work or stay with us! We value colleagues and guests of all faiths and cultures.

We have immediate openings for CNA's on all shifts (8 hour and 12 hour shifts), as we staff for current and future needs.

Base Pay for CNA's is $12.70 per hour. Starting pay is higher for experienced CNA’s. Team members are assigned to one shift; but may volunteer for extra hours on other shifts. Extra pay for the evening and night shifts, and for weekends and holidays. Up to $1000 in school costs reimbursement for new grad CNA's choosing us as their first full-time position after completing CNA training.

We encourage continuing education, and offer tuition scholarships after 6 months of full-time or 12 months of part-time work, making us also an ideal employer for CNA's, LPN's and RN's working through college.

Health insurance benefits are available for $50/month to full-time employees starting in their third month of work. Cost is lower for those making the Healthy Choices Pledge.

We are a drug-free, tobacco & smoke-free campus. Flu shots are required, and are given annually, at no cost.

If you are considering working with our nursing team, we encourage you to come in to see us and complete an application. We are at 185 Crestline Ave., Kalispell: two blocks south of the KRMC emergency room and helipad. You can also call our HR group for more information, at 4O6.752.9144.