



Ensuring our Nation's heroes
have the best professionals to
meet their needs.

VHA NATIONAL HEALTHCARE RECRUITMENT SERVICE

VA



U.S. Department of Veterans Affairs

Veterans Health Administration



[VAcareers.va.gov](https://www.va.gov/vacareers)



The best resources lead to the best care.

The National Healthcare Recruitment Service (NHRS) focuses on filling VHA's mission critical and hard-to-fill clinical and leadership vacancies through targeted recruiting, marketing, and advertising. NHRS serves as an in-house search firm that provides internal and external customers the advice, guidance, and tools needed for successful recruitment to VHA. NHRS utilizes innovative outreach and custom recruitments tools based on local needs and market research to provide the pipeline for highly desirable candidates.

National marketing and advertising efforts focus on large-scale initiatives that establish VHA as an attractive employer of choice in the health care market, as well as localized campaigns that pinpoint candidates for facilities with established recruitment challenges. NHRS also serves as a training resource for field-level human resources employees and recruiters, developing and hosting trainings that prepare VHA to be competitive in the recruitment market by encouraging expanded use of private sector-style best practices.

Did you know? NHRS...

Can help you effectively market VA positions to candidates and meet your workforce planning goals





The best tools bring you the best talent.

NHRS uses a variety of channels to help recruit top quality professionals, including:

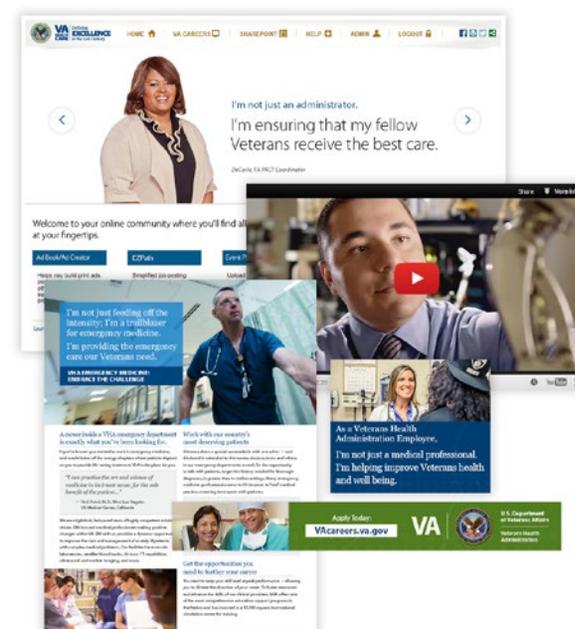
- **VA career website (VAcareers.va.gov):** provides detailed information about all VA positions, giving job seekers the opportunity to ask questions through a live chat feature and apply online. When an applicant responds to a job posting, recruiters are notified via email. In addition, current VA employees can utilize VA Vacancy, an internal jobsite, to pursue positions open for national recruitment.
- **The Health Care Recruiter’s Toolkit:** provides a unique, virtual online management program that coordinates national and local recruitment efforts for health care professionals. The Toolkit also creates an online community for recruiters to order displays for events, print VA flyers and brochures, and download and use VA logos and web banners.

- **Online advertising:** promoting VA job postings on commercial employment sites as well as various websites affiliated with health care associations using web banners, email marketing, and social networking sites.
- **Print advertising:** utilizing both local, direct classified advertising, and national employment branding to promote specific positions as well as provide ongoing exposure of VA messaging to potential hires—establishing VA as a leader in health care and the employer of choice.
- **TV commercials:** 15- and 30-second spots encouraging medical professionals to consider a career with VA by promoting our superior quality of care, advanced technology, system of interconnected facilities, and overall medical excellence.
- **Public service announcements:** used to promote the “preferred health care employer” image of VA; educate the public on the importance of VA’s mission; and emphasize the importance and advantages of careers with VA.

The best recruiters deliver the best results.

The National Recruitment Program (NRP) provides National Healthcare Recruitment Consultants who serve within their designated VISNs, providing advice and recruitment services using best practices used throughout the private sector recruitment industry. Recruitment Consultants work directly with their VISN’s hiring managers, human resources, and leadership to advise and conduct recruitment for Title 38, Title 38 Hybrid, and other difficult-to-fill positions.

NRP Recruitment Consultants are able to engage potential candidates, build their interest in VA positions, conduct screening and due diligence, and ensure the recruitment process continues to move forward once candidates are referred to hiring manager. This provides a more personal experience for candidates and alleviates some of the workload normally assigned to human resources while providing the hiring manager with high-quality and qualified candidates along with advice and coaching throughout the interview, site visit, and offer process.



Did you know? NHRS...
Has comprehensive programs to help you attract and retain quality health care professionals

Key talking points for potential employees

Remember to emphasize these critical points about working at VA when speaking with potential employees.

When you provide the best care, you deserve the best benefits.

In return for helping VHA provide the best possible care for America's Veterans, you'll get an extensive bundle of employee benefits.

- Paid vacation/personal time, paid sick leave (no limit on accumulation), and 10 paid Federal holidays. Vacation time begins to accrue immediately on your start date.
- Voluntary Leave Transfer Program allows you to receive donated days off from other employees in times of medical emergencies.
- Group health insurance plans, including dental, vision, and long-term care, with the majority of premiums paid by the Federal Government. Insurance may become effective as soon as the first, full pay period after beginning duty.
- Term life insurance, with family and additional coverage options available.
- Health care and dependent care Flexible Spending Accounts.
- Liability protection: Employees are protected by the Federal Tort Claims Act, which provides immunity from personal liability for damages arising from medical malpractice or negligence.
- The Federal Employees' Retirement System (FERS): a three-tier retirement plan composed of Social Security, FERS basic benefits, and the Thrift Savings Plan (TSP).

- Tuition reimbursement for full-time VHA employees if funding allows.

Work anywhere—and take your benefits with you.

Mobility is one of the great advantages of being part of VHA. You can work in any of our advanced facilities in all 50 states, the District of Columbia, Puerto Rico, Guam, American Samoa, and the Philippines. Best of all: when you transfer to a location where there is an available position, you won't lose any benefits, vacation accrual, or—in most cases—your current salary rate. Some VHA facilities are even authorized to pay relocation if there is a high need to fill a position.

Whether you want to enjoy living by the beach, near the countryside, or in a bustling metropolis, chances are you'll find a VHA facility nearby.

Perks at VHA facilities.

- A smoke/drug-free workplace
- Child care at some locations
- A child care subsidy program
- Free parking at most locations
- Transit subsidy programs at most locations
- Workforce and leadership development programs
- Credit unions
- Dining options and a tax-free retail store

Did you know? NHRS...

Provides support to top management in the recruitment and marketing of highly qualified health care professionals





Find the best talent to join us in helping
those who have helped our country.

[VAcareers.va.gov](https://www.va.gov/vacareers) | (844) 456-5208 | VAcareers@va.gov

Veterans looking for career assistance outside VA
can visit www.vets.gov or www.fedshirevets.gov.

VA



U.S. Department of Veterans Affairs

Veterans Health Administration

“To care for him who shall have borne the battle and for his widow, and his orphan.”

— Abraham Lincoln

These words became the motto of the Department of Veterans Affairs,
and they are inscribed on the front of our headquarters.



[VAcareers.va.gov](https://www.va.gov/vacareers)