Department of Veterans Affairs

An Equal Opportunity Employer

PHYSICAL THERAPY

LEADING-EDGE

COMPREHENSIVE

COLLABORATIVE

The Best Care The Best Careers

VA CAREER OPPORTUNITIES

The Career You Want. The Future You Deserve.

"To Care for Him Who Shall Have Borne the Battle and for His Widow, and His Orphan."

- Abraham Lincoln, March 1865

WHY VA?

THE BEST CARE

VA – Keeping the Promise to Those Who Served

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has been to keep that promise. Today, VA offers veterans one of the largest, most comprehensive health care systems in the United States with more than 158 hospitals, 800-plus ambulatory and community-based outpatient clinics, 132 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers.

THE BEST EMPLOYMENT

VA and Physical Therapy

The size of the VA health care system translates into comprehensive career choices across the continuum of health care settings for physical therapists. It also means working within a dynamic rehabilitation program and in a collaborative team environment. Guided by integrity and lifelong learning, VA physical therapists render evidence-based, culturally sensitive care distinguished by trust, respect, and an appreciation for individual differences. They experience a freedom of practice that is backed by the support and experience of a multi-specialty staff and management. Many VA physical therapists are also recognized leaders in clinical research and education. In return for their commitment to quality health care for our Nation's veterans, VA offers its physical therapists competitive salaries, first-rate employment benefits, nationwide job transfer opportunities, and ample paid leave. Consider a career as a VA physical therapist and be rewarded by the essential role you'll play in helping VA keep the promise to those who served.

THE BEST PATIENTS

Young or old, male or female, it doesn't matter: Veterans have a special camaraderie with each other. And as any VA physical therapist will esxplain, veterans extend that bond to their rehabilitation care team. From injured active duty personnel to middle age and elderly veterans, our patients rely on their VA caregivers to develop unique and resourceful treatment interventions, often for complex medical conditions. Our patients also rely on VA physical therapists to develop programs that will help them prevent injury and further loss of movement. Regardless of financial resources, the enrolled veteran is assured treatment from the onset of a condition through goal achievement, or until maximum benefit from interventions is achieved. As a result, VA physical therapists form strong bonds with many brave, grateful individuals who have served our Nation.

THE BEST TECHNOLOGY

VA is committed to technology-driven care that enhances staff performance and improves patient results. After years of development, VA now has the most comprehensive computerized patient records system in the Nation. The system puts each veteran's medical records, lab results, x-rays, EKGs, and more at the fingertips of physical therapists and the entire patient care team as they work together to design treatment interventions. In addition, VA rehabilitation teams experience the benefit of working with today's state-of-the-art assistive and adaptive technologies to achieve patient goals.

THE BEST NETWORKING

Like no other health care system, VA offers vast networking opportunities for physical therapists. Through online mail groups and regular conference calls, VA's physical therapists have access to hundreds of their peers to share and learn new information and rehabilitative techniques. Many VA physical therapists are leaders in the field who serve as in-house mentors and regularly share their research and best practices. The National VA Physical Therapy Advisory Council also partners with the American Physical Therapy Association (APTA) to advocate for needed change at the national level. A number of VA physical therapists even serve in leadership roles in APTA as officers for sections and state delegates, as well as officers in state and district groups. When you join the VA health care team, you join a large, organized voice for physical therapy.

"Nowhere else in the rehabilitation community do you have the professional autonomy to fully treat as you see fit to best meet the needs of your patients. Physical therapy at VA is a truly rewarding experience."

— Karee L. Kenney
PT, Portland

Urban Beat

Nightlife doesn't get any better when you live in urban America. From New York City to Chicago, VA offers employment opportunities in rhythm with the Nation's coolest hotspots.

AMERICAN
PHYSICAL THERAPY
ASSOCIATION
P T
75 YEARS OF HEALING
THE GENERATIONS
DOLOMITE

OPPORTUNITIES

OFFERING THE FULL CONTINUUM OF CARE FOR PHYSICAL THERAPISTS

As one of the largest health care systems in the Nation, VA provides physical therapists with a wider range of opportunities across the continuum of care, from primary care and wellness programs to disease prevention and post-trauma rehabilitation. Clinical care practice settings include:

- **Inpatient acute care**
- **Primary care**
- **Comprehensive inpatient and outpatient rehabilitation programs**
- **Spinal cord injury centers**
- **Geriatric/extended care**

Team-based rehabilitation methodologies are stressed at VA. Many VA physical therapists work directly with acute medical, surgical, neurological, orthopedic, and cardiopulmonary teams. They are also key members of home-based patient care, amputee teams, traumatic brain injury care, palliative care, podiatry teams, and primary care practice teams.

PROVIDING A RICH ENVIRONMENT FOR CLINICAL EDUCATION AND RESEARCH

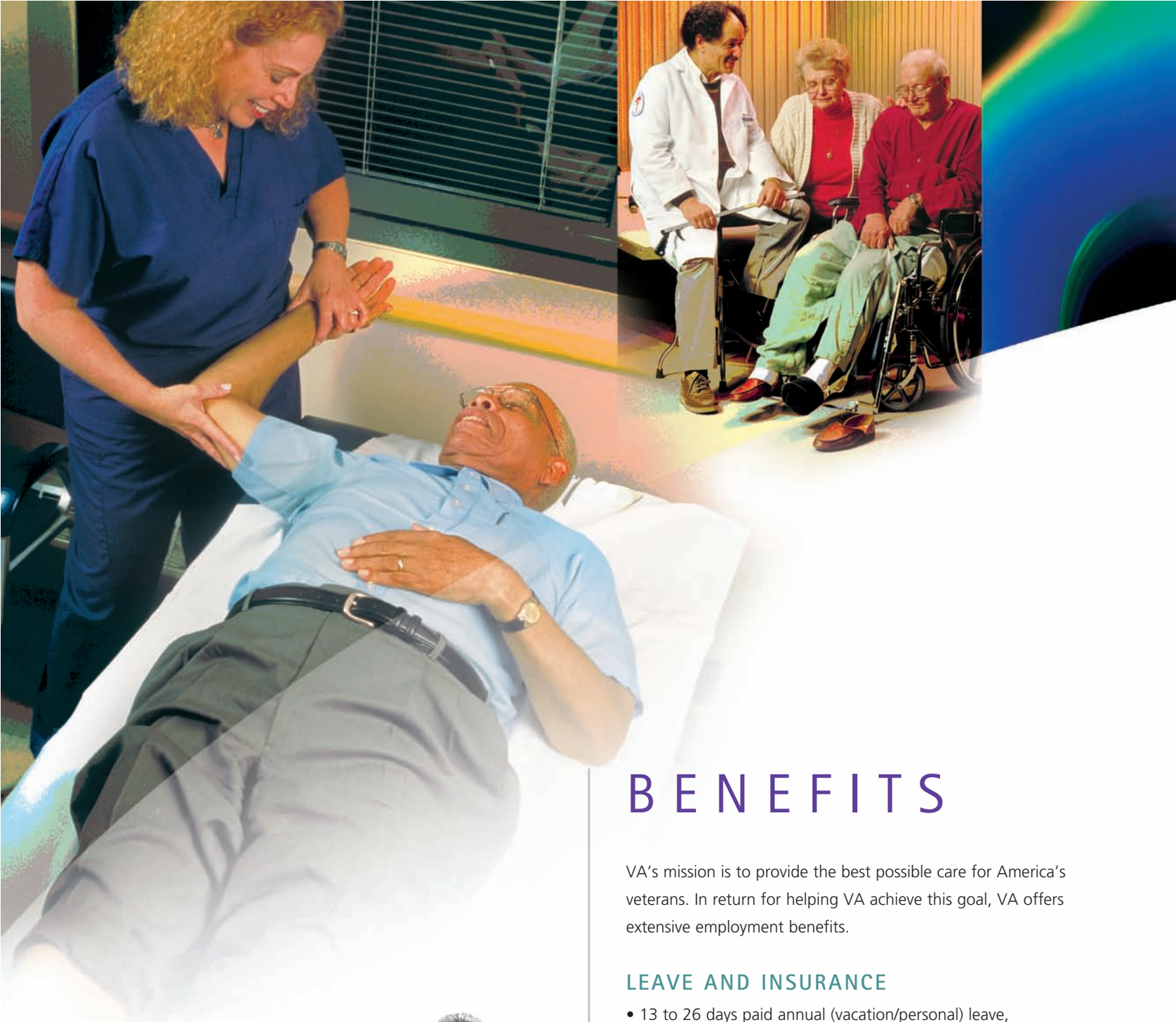
Physical therapists with a special interest in clinical education or research find a rich environment at VA because of our numerous affiliations with colleges and universities. Many VA physical therapists guide students' clinical residencies, as well as conduct national and international continuing education courses. Many others conduct ongoing research in conjunction with various learning institutions in cardiopulmonary rehabilitation, spinal cord injury, and sensory motor disturbances. VA is also a nationally recognized leader in prosthetics research and development through the PACT (Preservation-Amputation Care and Treatment) program.

"I chose VA because there is a wide variety of settings to work in and the therapists are top notch. VA isn't just a place to work; it's my second family."

— Lisa Haack
PT, NCS, Milwaukee

Did you know that VA:

- Employs nearly 1,000 licensed physical therapists
- Provides clinical education to more than 400 physical therapy students each year
- Has achieved industry-leading accreditations from the Commission on Accreditation of Rehabilitation Facilities (CARF) and the Joint Commission on Accreditation of Health Care Organizations (JCAHCO)
- Provides inpatient care to about 750,000 veterans and manages more than 40 million outpatient visits each year through medical centers and supporting facilities
- Has facilities in all 50 states, U.S. territories, and the District of Columbia
- Is committed to improving patient care through the use of technology, including a computerized patient record system, wireless handheld connectivity, and more
- Works cooperatively with the Department of Defense to provide special care programs to active duty military personnel with spinal cord injuries, traumatic head injuries, and amputations
- Provides medical care backup to military hospitals during national emergencies, and operates command centers to coordinate services through the National Disaster Medical Service during major disasters



BENEFITS

VA's mission is to provide the best possible care for America's veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

LEAVE AND INSURANCE

- 13 to 26 days paid annual (vacation/personal) leave, depending on years of service
- 13 days paid annual sick leave
- 10 paid annual Federal holidays
- 15 days paid annual military leave
- Family and Medical Leave Act, which allows employees to take up to 12 weeks of leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Choice of group health insurance plans 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, family, and additional coverage options are available with the cost shared by the Federal Government

"VA fosters a supportive working environment where new clinicians can develop their skills under the guidance of master clinicians in the field. I cannot imagine a population with which I would rather work. And, of course, the stories that the veterans share are unbeatable!"

— Sarah Lindau
PT, DPT, GCS, Milwaukee

RETIREMENT

Employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Saving Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.

MOBILITY AND LICENSURE

VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. An employee may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Multiple licenses are not required. VA physical therapists may practice in any VA medical facility, regardless of location, with a current, full, active, and unrestricted license to practice physical therapy from any State, Commonwealth, or Territory (e.g., Puerto Rico) of the United States, or the District of Columbia.

LIABILITY PROTECTION

VA physical therapists are protected by the Federal Tort Claims Act when functioning within their Federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

WORKPLACE BENEFITS

- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy programs at most facilities
- Uniform allowance (if applicable)
- Credit unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs

"I have been a VA employee for 26 years, and I can still honestly say I look forward to coming to work each day. The veterans' appreciation makes it all worth it."

— Kathleen A. Reinecke
PT, Fargo

Coastal Living

Hot sun, sandy beaches, and great times with friends – all are yours when you live near the coast. Choose a VA facility near the West Coast or East Coast and all your downtime is beach time.

The Heartland Choice

Sun-soaked prairies in summer, snow-covered rolling hills in winter – the Midwest is a nature lover's dream. Working for VA, you have a broad choice of locations in the Nation's heartland.

"I chose to work at VA after an excellent experience as a student. I was challenged by the staff and patients, and that challenge has continued throughout my career. I can't imagine finding another workplace with better teamwork and friendship among the staff."

— Meg McMahon
PT, Milwaukee

EDUCATION

EDUCATIONAL OPPORTUNITIES

The Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both veteran patients and employees. VA encourages career development for physical therapists through the following programs:

Upward Mobility Training Programs – These programs offer, on a competitive basis, opportunities to advance to higher level positions.

In-service Education Programs – These programs are offered locally and through the VA Employee Education System (EES).

Employee Incentive Scholarship Program (EISP) – This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

Tuition Support Program – Employees in health care disciplines identified as VA shortage categories are eligible for funding to enroll in job-related courses, continuing education courses, and conferences.

Education Debt Reduction Program (EDRP) – The EDRP allows VA to provide education loan repayments for newly appointed health care professionals. The education loan(s) must be for courses that led directly to qualifying for the appointed position.

Additional educational opportunities for VA physical therapists include:

- Tuition support for job-related and continuing education courses
- National and regional education programs developed for physical therapy staff
- Paid time off for approved continuing education programs
- On-site formal and informal education programs

STROKE

PERSONNEL POLICIES

QUALIFICATIONS

Minimum qualifications for appointment as a VA physical therapist are:

- U.S. citizenship (non-citizens may be appointed on a temporary basis when qualified citizens are not available)
- A baccalaureate degree, or equivalent certificate in physical therapy, from an accredited college or university, and completion of a physical therapy clinical practice program; education and clinical practice program must be approved by the Commission on Accreditation in Physical Therapy Education
- Current, full, active, and unrestricted license to practice physical therapy in a State, Commonwealth, or Territory of the United States, or the District of Columbia
- English language proficiency
- Personal interview
- Satisfactory physical examination; may include drug screening

"I came to VA shortly after graduating from physical therapy school because I had heard there were good opportunities for personal growth and development. While that certainly has proven true, it's no longer just a career for me, but a calling. As a veteran myself, I feel it is truly a gift to serve those who served us and positively influence their quality of life."

— Brian Murphy
MPT, Salt Lake City

SALARY INFORMATION

- VA offers competitive salaries that meet or exceed the community standard.
- Starting salaries and grades are recommended by the Physical Therapy Professional Standards Board based on professional education, training, and experience.
- Special entrance salary rates and ongoing special salary rates are in effect at many locations based on pay-related staffing needs and based on locality cost of living.
- The GS scale is revised periodically based on the rate of increase in private sector salaries.
- Physical therapists are awarded regular increases within each grade based on demonstrated performance. Accelerated increases within each grade may be awarded for outstanding performance and achievement. Achievement increases may be given for research, publication, academic appointments, advanced degrees, and election to an office of a professional organization.
- Physical therapists receive periodic consideration for promotion to higher grades with correspondingly higher salaries as experience requirements and performance standards are met.
- VA offers premium pay for physical therapists asked to work overtime, on-call, night, weekend, or holiday duty.

HOW TO APPLY

You should apply directly to the physical therapy supervisor or to the Human Resource Management Service at the VA health care facility where you desire employment consideration. Hiring decisions are made locally. However, information about VA physical therapy programs and application procedures may be obtained from any VA facility. Arrangements can be made to have the required personal interview and physical examination conducted at the facility most convenient to you.

Employment information can also be obtained by contacting the Department of Veterans Affairs, Placement Service (10A2D), 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The toll-free number is **1-800-949-0002**. Employment information can also be found on the Internet at **www.VAcareers.va.gov**.

vacareers
www.vacareers.va.gov

VA HEALTH CARE FACILITIES

To gain a first-hand view of VA health care, you are invited and encouraged to visit. Please call or write to arrange for an appointment. Telephone numbers for each facility are listed in local telephone directories under "U.S. Government." Or you can address correspondence to: Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

ALABAMA
Birmingham (35233)
Montgomery (36109)
Tuscaloosa (35404)
Tuskegee (36083)

ALASKA
Anchorage (99508)

ARIZONA
Phoenix (85012)
Prescott (86313)
Tucson (85723)

ARKANSAS
Fayetteville (72703)
Little Rock (72205)

CALIFORNIA
Bakersfield (93301)
Fresno (93703)
Livermore (94550)
Loma Linda (92357)
Long Beach (90822)
Los Angeles (90012)
Martinez (94553)
Menlo Park (94025)
Palo Alto (94304)
San Diego (92161)
San Francisco (94121)
Santa Barbara (93110)
Sepulveda (91343)
West Los Angeles (90073)

COLORADO
Denver (80220)
Grand Junction (81501)
Pueblo (81004)

CONNECTICUT
Newington (06111)
West Haven (06516)

DELAWARE
Wilmington (19805)

DISTRICT OF COLUMBIA
Washington (20422)

FLORIDA
Bay Pines (33708)
Gainesville (32608)
Lake City (32055)
Miami (33125)
Tampa (33612)
West Palm Beach (33410)

GEORGIA
Augusta (30904)
Decatur (Atlanta 30033)
Dublin (31021)

HAWAII
Honolulu (96819)

IDAHO
Boise (83702)

ILLINOIS
Chicago (Lakeside 60611)
Chicago (West Side 60612)
Danville (61832)
Hines (60141)
Marion (62959)
North Chicago (60064)

INDIANA
Fort Wayne (46805)
Indianapolis (46202)
Marion (46953)

IOWA
Des Moines (50310)
Iowa City (52246)
Knoxville (50138)

KANSAS
Leavenworth (66048)
Topeka (66622)
Wichita (67218)

KENTUCKY
Lexington (40511)
Louisville (40206)

LOUISIANA
Alexandria (71306)
New Orleans (70146)
Shreveport (71101)

MAINE
Togus (04330)

MARYLAND
Baltimore (21201)
Fort Howard (21052)
Perry Point (21902)

MASSACHUSETTS
Bedford (01730)
Boston (02130)
Northhampton (01053)
Brockton (02401)
West Roxbury (02132)

MICHIGAN
Ann Arbor (48105)
Battle Creek (49015)
Detroit (48201)
Iron Mountain (49801)
Saginaw (48602)

MINNESOTA
Minneapolis (55417)
St. Cloud (56303)

MISSISSIPPI
Biloxi (39531)
Jackson (39216)

MISSOURI
Columbia (65201)
Kansas City (64128)
Poplar Bluff (63901)
St. Louis (63125)

MONTANA
Fort Harrison (59636)
Miles City (59301)

NEBRASKA
Grand Island (68803)
Lincoln (68510)
Omaha (68105)

NEVADA
Las Vegas (89106)
Reno (89520)

NEW HAMPSHIRE
Manchester (03104)

NEW JERSEY
East Orange (07018)
Lyons (07939)

NEW MEXICO
Albuquerque (87108)

NEW YORK
Albany (12208)
Bath (14810)
Bronx (10468)
Brooklyn (11209)
Buffalo (14215)
Canandaigua (14424)
Castle Point (12511)
Montrose (10548)
New York (Manhattan 10010)
Northport (Long Island 11768)
St. Albans (11425)
Syracuse (13210)

NORTH CAROLINA
Asheville (28805)
Durham (27705)
Fayetteville (28301)
Salisbury (28144)

NORTH DAKOTA
Fargo (58102)

OHIO
Chillicothe (45601)
Cincinnati (45220)
Cleveland (44106)
Columbus (43203)
Dayton (45428)

OKLAHOMA
Muskogee (74401)
Oklahoma City (73104)

OREGON
Portland (97207)
Roseburg (97470)
White City (97503)

PENNSYLVANIA
Altoona (16602)
Butler (16001)
Coatesville (19320)
Erie (16504)
Lebanon (17042)
Philadelphia (19104)
Pittsburgh (Highland Drive 15206)
Pittsburgh (University Drive 15240)
Wilkes-Barre (18711)

PHILLIPPINES
Manila (96515) (FPO AF)

PUERTO RICO
San Juan (00921)

RHODE ISLAND
Providence (02908)

SOUTH CAROLINA
Charleston (29401)
Columbia (29209)

SOUTH DAKOTA
Fort Meade (57741)
Hot Spring (57747)
Sioux Falls (57117)

TENNESSEE
Memphis (38104)
Mountain Home (37684)
Murfreesboro (37129)
Nashville (37212)

TEXAS
Amarillo (79106)
Austin (78741)
Big Springs (79720)
Bonham (75418)
Dallas (75216)
El Paso (79925)
Houston (77030)
Kerrville (78028)
Martin (76661)
San Antonio (78284)
Temple (76504)
Waco (76711)

UTAH
Salt Lake City (84148)

VERMONT
White River Junction (05009)

VIRGINIA
Hampton (23667)
Richmond (23249)
Salem (24153)

WASHINGTON
American Lake (Tacoma 98493)
Seattle (98108)
Spokane (99205)
Walla Walla (99362)

WEST VIRGINIA
Beckley (25801)
Clarksburg (26301)
Huntington (25704)
Martinsburg (25401)

WISCONSIN
Madison (53705)
Milwaukee (53295)
Tomah (54660)

WYOMING
Cheyenne (82001)
Sheridan (82801)

Learn more online about about our VA Health Care facilities at www.VAcareers.va.gov

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