



Department of  
Veterans Affairs  
An Equal Opportunity Employer

# PHARMACISTS

PATIENT-FOCUSED

TECH-SAVVY

AUTONOMOUS



VA CAREER OPPORTUNITIES

*VA – The career you want, the future you deserve*



*To Care for Those Who Shall  
Have Borne the Battle ...*

*- 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 technologically advanced health care systems in the United States with 157 medical centers, almost 900 ambulatory and community-based outpatient clinics, 134 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers.

#### URBAN BEAT

Modern living doesn't get any better than when you live in urban America. VA offers employment opportunities in the most cosmopolitan of cities to America's most livable small towns.



### THE BEST CAREERS

#### VA and the Practice of Pharmacy

When you work for VA, you expand your options as a pharmacist. From staff and clinical careers to management, education and research positions, VA offers its pharmacists a wide range of employment settings and advancement opportunities, as well as the chance to work with the largest pharmacy resident program in the U.S.

VA pharmacists work in a virtually paperless workplace that includes an industry-leading computerized patient record system, a Bar Code Medication Administration system, and fully automated robotic dispensing systems. Because VA utilizes automation and pharmacy technicians to a higher degree than in the private sector, our pharmacists can focus more fully on their patients and their tasks at hand.

Consider a career at VA. In return for your commitment to quality pharmacy care for our Nation's veterans, VA offers competitive salaries, first-rate employment benefits, extensive tuition reimbursement programs, nationwide job transfer opportunities, a wide range of practice settings, and ample paid leave.

## THE BEST OPPORTUNITIES

Pharmacists at VA enjoy a high level of practice that utilizes their training as providers of patient care. As a valued member of the VA interdisciplinary care team, you will make clinical decisions that positively impact patient care. Credentialed clinical pharmacists have prescriptive authority to prescribe and monitor drug therapies. Pharmacists working in VA hospitals and clinics also have a wide range of specialization opportunities, including, but not limited to:

- **Infectious Diseases**
- **Primary Care Specialties**
- **Nutrition Support**
- **Mental Health**
- **Oncology**
- **Transplantation**
- **Pain Management**
- **Geriatrics**

All VA pharmacists can engage in an array of patient-focused activities and career development options, including:

- Providing direct patient education
- Providing direct pharmacy student and resident education
- Conducting therapeutic and pharmacokinetic consulting services
- Developing and facilitating pharmacy-based research projects
- Pursuing career advancement and management training

And at the end of the day, VA pharmacists feel good about their jobs and their ability to balance work and home life through a variety of flexible scheduling opportunities.

These opportunities may include part-time work weeks, seven days on/seven days off, four 10-hour days, shorter shifts, and so on.

## THE BEST SYSTEM

### Pharmacy Times

*"It is hard to beat the VA system when it comes to career opportunities. With over 200 sites across the United States and a reputation for cutting-edge research, VA allows pharmacists a unique opportunity for unparalleled career development within one organization."*

### NBC News

*"The VA health care system now offers what several surveys show to be the best medical care in the country."*

### National Committee for Quality Assurance

*"VA outperforms America's best private hospitals in all 17 performance criteria we measure."*

## Did you know that VA:

- ★ Employs more than 5,000 licensed pharmacists
- ★ Employs a pharmacist workforce that is more diverse than national averages
- ★ Has affiliation agreements with nearly every college or school of pharmacy
- ★ Offers the opportunity to mentor pharmacy students through extern programs
- ★ Trains the largest number of pharmacy residents in the U.S.
- ★ Offers pharmacists the opportunity to run patient clinics, including anticoagulation clinics and medicine management clinics
- ★ Supports pharmacist-based research
- ★ Serves a population of more than 7.7 million veterans, providing inpatient care to about 600,000 veterans and managing more than 50 million outpatient visits each year
- ★ Has facilities in all 50 states, the District of Columbia, and U.S. Territories
- ★ 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 such as hurricanes



*"When I was a pharmacy student with rotations at the Miami VA Medical Center, I was extremely impressed with VA's computerized patient record system. So I was thrilled to get a residency at the VA in Washington, D.C. A year later, I decided to take a position in D.C. because of the wealth of opportunities I knew were here."*

— **Ivan P. Cephas, Pharm.D.**  
**Emergency Pharmacy Specialist**  
**Washington, D.C. VA Medical Center**



# 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 HOLIDAYS

- VA pharmacists earn 13 to 26 days of paid annual (vacation/personal) leave commensurate with years of experience. Annual leave begins to accrue immediately.
- Pharmacists earn 13 days of sick leave each year with no limit on accumulation.
- There are 10 paid Federal holidays.
- The Family and Medical Leave Act and the Family Friendly Leave Act allow employees to balance their work and family lives by taking reasonable amounts 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.
- The Voluntary Leave Transfer Program allows Federal employees to donate annual leave to other Federal employees who are experiencing a medical emergency.
- Military leave is authorized up to 15 days a year for active reservists and National Guard members.



— Bryan Gardner, Pharm.D.  
Outpatient Clinical Pharmacist  
Rochester Community Based Outpatient Clinic  
Rochester, N.Y.

## HEALTH AND LIFE INSURANCE

- VA offers a variety of health insurance plans with premiums cost shared by the Federal Government. You may change plans yearly to fit your situation and need.
- VA employees have the option to use Flexible Spending Accounts, which allow you to use tax-free dollars to pay for medical, dental, and vision care expenses that are not reimbursed by your health insurance plan.
- Term life insurance, family, and additional coverage options are available with the cost shared by the Federal Government.
- Long-term care insurance is available as an option.

## RETIREMENT

VA pharmacists are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement



plan composed of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). Similar to the 401(k) savings plans widely available in the private sector, the TSP allows employees to tax defer as much as \$15,000 of their income each year, subject to the requirements of the Internal Revenue Service. The Federal Government also provides a basic contribution and matching, depending on the amount of the employee contribution. For retired military personnel, these benefits are in addition to full monthly retirement pay or pension. Retirement health care insurance is also available.

## MOBILITY

Where can a pharmacy career at VA take you? How about anywhere you'd like to live in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. An employee may seek employment at any VA location where there is a vacancy and, if hired, transfer without loss of benefits. Only one active state license is necessary to practice in any VA facility.

## LIABILITY PROTECTION

The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. VA pharmacists, therefore, are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Veterans Health Administration.

## 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 can be beach time.



## AWARDS AND HONORS

VA bestows both monetary and honorary recognition for overall superior performance and special or unique achievements. In addition, substantial monetary awards can be earned through participation in VA's Employee Suggestion Program when employees offer creative solutions to problems, or ideas for improving procedures and services.

## ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Free parking at most facilities
- Credit unions
- Child care at some facilities

# EDUCATION

## EDUCATIONAL OPPORTUNITIES

VA conducts an extensive orientation program for all newly appointed pharmacists. Topics include VA's mission, philosophy, and policies. Special training and certification is also offered for all new pharmacists, including former retail pharmacists who are hired into VA outpatient settings.

Additionally, VA offers its pharmacists several education-based incentive and assistance programs:

**Employee Incentive Scholarship Program (EISP)** – This program provides VA employees with scholarships to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

**Other Tuition Reimbursement** – Tuition reimbursement for professional continuing education may be available through each VA facility's education office.



# HIRING POLICIES

## SALARY INFORMATION

- Starting salaries are recommended by a Pharmacist Professional Standards Board based on professional education, training, and experience.
- Special beginning rates are in effect at many locations to ensure competitive salaries within each local labor market.
- VA offers premium pay to pharmacists for overtime, on-call, weekend, and holiday duty.
- Pharmacists are awarded regular increases based on demonstrated performance and may receive accelerated increases for outstanding performance.



### THE HEARTLAND CHOICE

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

## QUALIFICATIONS

Minimum qualifications for appointment as a VA pharmacist are:

- U.S. Citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)
- Graduate of a degree program in pharmacy from an Accreditation Council for Pharmacy Education (ACPE) accredited school
- Full, current, and unrestricted license to practice pharmacy from any U.S. State, Commonwealth, the District of Columbia, or Territory (e.g., Puerto Rico)
- Appropriate professional record for experienced pharmacists
- Personal interview
- Satisfactory physical examination (may include drug screening)
- English language proficiency



*"I was thrilled to stay on staff at the VA Medical Center in Milwaukee as a clinical pharmacist after completing my pharmacy practice residency. I enjoy working with other health care providers in an interdisciplinary environment. VA has provided me with many wonderful and unique opportunities, many of which I don't think I would have experienced as a pharmacist at other institutions."*

— Jennifer A. Dolan, Pharm.D., CGP  
Clinical Pharmacist  
Clement J. Zablocki VA Medical Center  
Milwaukee, Wis.

## HOW TO APPLY

Apply directly to the Human Resources Management Office at the VA health care facility where you desire employment consideration. Hiring decisions are made locally. However, information about VA pharmacy 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, 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The toll-free number is **1-800-949-0002**. Employment information and job applications can also be found on the Internet at [www.VAcareers.va.gov](http://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 any of our VA Medical Centers or ambulatory and community-based outpatient clinics. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Also, telephone numbers are listed for every VA facility in local telephone directories under "U.S. Government."

You can also address correspondence to:  
Human Resource Management Service, VA Medical Center,  
[City, State, ZIP Code] (listed below).

## ALABAMA

Birmingham (35233)  
205-933-8101  
Montgomery (36109)  
334-272-4670  
Tuscaloosa (35404)  
205-554-2000  
Tuskegee (36083)  
334-727-0550

## ALASKA

Anchorage (99508)  
907-257-4700

## ARIZONA

Phoenix (85012)  
602-277-5551  
Prescott (86313)  
928-445-4860  
Tucson (85723)  
520-792-1450

## ARKANSAS

Fayetteville (72703)  
479-443-4301  
Little Rock - Towbin (72114)  
501-257-1000  
Little Rock - McClellan (72205)  
501-257-1000

## CALIFORNIA

Fresno (93703)  
559-225-6100  
Livermore (94550)  
925-477-2560  
Loma Linda (92357)  
909-825-7084  
Long Beach (90822)  
562-826-8000  
Los Angeles (90073)  
310-478-3711  
Martinez (94553)  
925-372-2000  
Menlo Park (94025)  
650-493-5000  
Palo Alto (94304)  
650-493-5000  
San Diego (92161)  
858-552-8585  
San Francisco (94121)  
415-221-4810

## COLORADO

Denver (80220)  
303-399-8020  
Grand Junction (81501)  
970-242-0731

## CONNECTICUT

Newington (06111)  
860-666-6951  
West Haven (06516)  
203-932-5711

## DELAWARE

Wilmington (19805)  
302-994-2511

## DISTRICT OF COLUMBIA

Washington (20422)  
202-745-8000

## FLORIDA

Bay Pines (33744)  
727-398-6661  
Gainesville (32608)  
352-376-1611  
Lake City (32025)  
386-755-3016  
Miami (33125)  
305-575-7000  
Tampa (33612)  
813-972-2000  
West Palm Beach (33410)  
561-882-8262

## GEORGIA

Augusta (30904)  
706-733-0188  
Decatur (30033)  
404-321-6111  
Dublin (31021)  
478-272-1210

## HAWAII

Honolulu (96819)  
808-438-1000

## IDAHO

Boise (83702)  
208-422-1000

## ILLINOIS

Chicago (60612)  
312-569-8387  
Chicago - North (60064)  
847-688-1900  
Danville (61832)  
217-554-3000  
Hines (60141)  
708-202-8387  
Marion (62959)  
618-997-5311

## INDIANA

Fort Wayne (46805)  
260-426-5431  
Indianapolis (46202)  
317-554-0000  
Marion (46953)  
765-674-3321

## IOWA

Des Moines (50310)  
515-699-5999  
Iowa City (52246)  
319-338-0581  
Knoxville (50138)  
641-842-3101

## KANSAS

Leavenworth (66048)  
913-682-2000  
Topeka (66622)  
785-350-3111  
Wichita (67218)  
316-685-2221

## TUCKY

Lexington (40502)  
859-233-4511  
Louisville (40206)  
502-895-3401

## LOUISIANA

Alexandria (71306)  
318-473-0010  
New Orleans (70112)  
504-568-0811  
Shreveport (71101)  
318-221-8411

## MAINE

Augusta (04330)  
207-623-8411

## MARYLAND

Baltimore (21201)  
410-605-7000  
Perry Point (21902)  
410-642-2411

## MASSACHUSETTS

Bedford (01730)  
781-678-2000  
Brockton (02301)  
508-583-4500  
Jamaica Plain (02130)  
617-232-9500  
Leeds (01053)  
413-584-4040  
West Roxbury (02132)  
617-323-7700

## MICHIGAN

Ann Arbor (48105)  
734-769-7100  
Battle Creek (49015)  
616-966-5600  
Detroit (48201)  
313-576-1000  
Iron Mountain (49801)  
906-774-3300  
Saginaw (48602)  
989-497-2500

## MINNESOTA

Minneapolis (55417)  
612-725-2000  
St. Cloud (56303)  
320-252-1670

## MISSISSIPPI

Biloxi (39531)  
228-523-5000  
Jackson (39216)  
601-362-4471

## MISSOURI

Columbia (65201)  
573-814-6000  
Kansas City (64128)  
816-861-4700  
Poplar Bluff (63901)  
573-686-4151  
St. Louis (63125)  
314-652-4100

## KEN-

## MONTANA

Fort Harrison (59636)  
406-442-6410

## NEBRASKA

Grand Island (68803)  
308-382-3660  
Lincoln (68510)  
402-489-3802  
Omaha (68105)  
402-346-8800

## NEVADA

Las Vegas - North (89036)  
702-636-3000  
Reno (89520)  
702-786-7200

## NEW HAMPSHIRE

Manchester (03104)  
603-624-4366

## NEW JERSEY

East Orange (07018)  
973-676-1000  
Lyons (07939)  
908-647-0180

## NEW MEXICO

Albuquerque (87108)  
505-265-1711

## NEW YORK

Albany (12208)  
518-626-5000  
Bath (14810)  
607-664-4000  
Bronx (10468)  
718-584-9000  
Brooklyn (11209)  
718-836-6600  
Buffalo (14215)  
716-834-9200  
Canandaigua (14424)  
585-394-2000  
Castle Point (12511)  
914-831-2000  
Montrose (10548)  
914-737-4400  
New York (10010)  
212-686-7500  
Northport (11768)  
631-261-4400  
St. Albans (11425)  
718-526-1000  
Syracuse (13210)  
315-425-4400

## NORTH CAROLINA

Asheville (28805)  
828-298-7911  
Durham (27705)  
919-286-0411  
Fayetteville (28301)  
910-488-2120  
Salisbury (28144)  
704-638-9000

## NORTH DAKOTA

Fargo (58102)  
701-232-3241

## OHIO

Cincinnati (45220)  
513-861-3100  
Chillicothe (45601)  
740-773-1141  
Cleveland (44106)  
216-791-3800  
Columbus (43203)  
614-257-5200  
Dayton (45428)  
937-268-6511

## OKLAHOMA

Muskogee (74401)  
918-683-3261  
Oklahoma City (73104)  
405-270-0501

## OREGON

Portland (97207)  
503-220-8262  
Roseburg (97470)  
541-440-1000  
White City (97503)  
541-826-2111

## PENNSYLVANIA

Altoona (16602)  
814-943-8164  
Butler (16001)  
724-287-4781  
Coatesville (19320)  
610-384-7711  
Erie (16504)  
814-868-8661  
Lebanon (17042)  
717-272-6621  
Philadelphia (19104)  
215-823-5800  
Pittsburgh - Heinz Center (15215)  
800-309-8398  
Pittsburgh - Highland Drive (15206)  
800-647-6220  
Pittsburgh - University Drive (15240)  
866-482-7488  
Wilkes-Barre (18711)  
877-928-2621

## PHILIPPINES

Manila (96515) (FPO AP)  
011-632-833-4566

## PUERTO RICO

San Juan (00921)  
787-641-7582

## RHODE ISLAND

Providence (02908)  
401-273-7100

## SOUTH CAROLINA

Charleston (29401)  
843-577-5011  
Columbia (29209)  
803-776-4000

## SOUTH DAKOTA

Fort Meade (57741)  
605-347-2511  
Hot Springs (57747)  
605-745-2000  
Sioux Falls (57117)  
605-336-3230

## TENNESSEE

Memphis (38104)  
901-523-8990  
Mountain Home (37684)  
423-926-1171  
Murfreesboro (37129)  
615-867-6000  
Nashville (37212)  
615-327-4751

## CONSOLIDATED MAIL ORDER PHARMACIES (CMOP)

Charleston, SC    Chicago, IL    Murfreesboro, TN  
Chelmsford, MA    Dallas, TX    Tucson, AZ  
Leavenworth, KS

## TEXAS

Amarillo (79106)  
806-355-9703  
Big Spring (79720)  
432-263-7361  
Bonham (75418)  
903-583-2111  
Dallas (75216)  
214-742-8387  
El Paso (79930)  
915-564-6100  
Houston (77030)  
713-791-1414  
Kerrville (78028)  
210-896-2020  
Marlin (76661)  
254-883-3551  
San Antonio (78229)  
210-617-5300  
Temple (76504)  
254-778-4811  
Waco (76711)  
254-752-6581

## UTAH

Salt Lake City (84148)  
801-582-1565

## VERMONT

White River Junction (05009)  
802-295-9363

## VIRGINIA

Hampton (23667)  
757-722-9961  
Richmond (23249)  
804-675-5000  
Salem (24153)  
540-982-2463

## WASHINGTON

Seattle (98108)  
206-762-1010  
Spokane (99205)  
509-434-7000  
Tacoma (98493)  
253-582-8440  
Walla Walla (99362)  
509-525-5200

## WEST VIRGINIA

Beckley (25801)  
304-255-2121  
Clarksburg (26301)  
304-623-3461  
Huntington (25704)  
304-429-6755  
Martinsburg (25401)  
304-263-0811

## WISCONSIN

Madison (53705)  
608-256-1901  
Milwaukee (53295)  
414-384-2000  
Tomah (54660)  
608-372-3971

## WYOMING

Cheyenne (82001)  
307-778-7550  
Sheridan (82801)  
307-672-3473

Learn more about our facilities at  
[www.VAcareers.va.gov](http://www.VAcareers.va.gov)