

How to be Considered for a

Network Director or Medical Center Director

To fulfill President's Lincoln's promise - "To care for him who shall borne the battle, and for his widow, and his orphan" - by serving and honoring the men and women who are American's Veterans. The Network Director and Medical Center Director are critical positions located within the U.S. Department of Veterans Affairs (VA), Veterans Health Administration (VHA).

1. What are the duties and responsibilities for a Network Director

Answer: The Veterans Integrated Service Network (VISN) Director serves as the Chief executive of the VISN, an integrated health care system for Veterans spanning a broad geographic area. The incumbent is responsible for the effective management of multiple components of the VISN primary, secondary, and

tertiary care medical centers; multi-specialty and sole practitioner clinics; nursing homes; counseling centers; and other linked access points providing care for Veterans. As the responsible field official reporting to the Office of the Deputy Under Secretary for Health Operations and Management (DUSHOM), the Network Director leads a management team organized for the purpose of providing patient care, graduate medical education and research in a way that achieves maximum effectiveness in each area. The Network Director serves as the system manager, utilizing health administration skills, creativity and innovation to ensure that VA employees and physical assets provide Veterans with high quality, compassionate and efficient services. Other duties include the following:

- o Formulated and implements major operating plans and policies to be executed by the 10,000+ employees involved in both providing Veteran patient services and analyzing the provision of those services;
- o Develops and administers a balanced financial and business plan for a multi-billion dollar budget;
- o Determines program goals and objectives; and
- o Develops short-range and long-range plans for achieving strategic direction consistent with the DUSHOM, VHA, and VA Strategic, Performance and Operating goals; and
- o Provides Leadership and management skills in the following areas: systems and business management; strategic planning; quality assessment/improvement; performance measurements/ improvements; human resources and professional staff management; and personal leadership and ethics.

2. What are the duties and responsibilities for a Medical Center Director

Answer: The Medical Center Director has the full delegated authority and responsibility for executive level management of the VA Medical Center (VAMC). The Director has overall responsibility for planning, organizing, coordinating, controlling, reviewing, evaluating, and improving the medical, administrative and support operations of the facility. Other duties include the following:

- o Makes final decisions which have a direct and substantial impact on the healthcare organization and programs;
- o Establishes VAMC policies and procedures consistent with the Veterans Integrated Services Network (VISN), VHA and VA corporate guidelines;
- o Determines program goals and objectives; and
- o Develops short-range and long-range plans for achieving strategic direction consistent with the VISN, VHA, and VA Strategic, Performance and Operating goals.

3. Can you tell me a little about this direct hiring authority that I am hearing so much about?

Answer: On June 23, President Donald J. Trump signed into law S. 1094, the “Department of Veterans Affairs Accountability and Whistleblower Protection Act of 2017”, which provided the Veterans Affairs Secretary the flexibility to directly hire MCDs and NDs without going through a lengthy recruitment process.

4. What is the salary range for Medical Center Director and Network Director positions hired under the Direct Hire Authority?

Answer: The salary range for a non-physician is: \$124,406.00 to \$187,000.00 per year. If you are a physician, the salary range is determined by the compensation panel.

5. Is there an Education requirement:

Answer: For non-physician Medical Center Director or Network Director applicants, the answer is no. For physicians applying for a Medical Center Director or Network Director position, the qualifications are as follows:

Degree of doctor of medicine, completed residency training, and possesses a current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.

6. Now that I know about this exciting position, how do I apply?

Answer: You must submit a five page resume addressing the leadership Executive Core Qualifications (ECQs) along with a written narrative addressing the Technical Qualifications below.

A. EXECUTIVE CORE QUALIFICATIONS:

- o **ECQ 1. LEADING CHANGE:** Ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

o **ECQ 2. LEADING PEOPLE:** Ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

o **ECQ 3. RESULTS DRIVEN:** Ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

o **ECQ 4. BUSINESS ACUMEN:** Ability to manage human, financial, and information resources strategically. Applicants may focus on resource management, with particular emphasis on financial management (budget).

o **ECQ 5. BUILDING COALITIONS:** Ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals. Applicants may demonstrate that they have external contacts as well as internal interactions.

B. Technical Qualifications

o Knowledge of mission, organization, programs and requirements of health care delivery systems.

o The ability to manage and direct a large health care facility.

7. What locations are currently available for Medical Center Director positions?

Answer: The following locations are subject to change:

- o Loma Linda, CA
- Louisville, KY
- Saginaw, MI
- Danville, IL
- Augusta, ME
- Fayetteville, NC
- Bath, NY/Canandaigua, NY - *Occasional travel between Bath and Canandaigua. Locations have merged to form the Finger Lakes Healthcare System. One selectee will be chosen to direct both locations requiring 50 percent travel between sites*
- Northport, NY
- Chillicothe, OH
- Philadelphia, PA
- Pittsburgh, PA
- Richmond, VA

- White River Junction, VT

8. What locations are currently available for Network Director positions?

Answer: The following locations are subject to change:

- o Bedford, MA
- o Mare Island, CA
- o Long Beach, CA
- o Minneapolis, MN

9. Where do I send my resume for consideration:

Answer: Your resume can be sent to the VAPLACEMENTSERVICE@va.gov or for more information you may contact the VHA Virtual Recruitment Center at 844-

456-5208.

10. How long will it take for me to be notified if I am selected for an interview?

Answer: You will be notified within 5 days if you are deemed qualified and forwarded to the supervisor of record for an interview.

11. How soon are you looking to fill this position?

Answer: We are looking to fill these critical positions immediately.