



I'm not just advancing my nursing career.

I'm advancing clinical practice for Veterans.

**VHA NURSE PRACTITIONER CAREERS**

**VA**



U.S. Department of Veterans Affairs

Veterans Health Administration



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



## United by passion. Fueled by purpose.

The Department of Veterans Affairs (VA) is the largest, most technologically advanced health care system in the United States. We've grown from 54 domestic hospitals in 1930, to over 1,200 VA health care facilities across the U.S., its territories and possessions, and the Philippines. We strive to provide a professional, supportive environment where our patients — and you — can thrive.

When you join us, you'll receive a robust compensation package — competitive salaries, first-rate employment benefits, extensive education support, tuition reimbursement programs, nationwide job transfer opportunities, generous paid leave, and a variety of programs to help guide your professional growth and advancement.

But VA also has something that no other health care system can offer: the opportunity to serve our Nation's Veterans.

VA is amending its medical regulations to permit full practice authority of three roles of VA advanced practice registered nurses (APRN) when they are acting within the scope of their VA employment. This rulemaking increases Veterans access to VA healthcare by expanding the pool of qualified healthcare professionals who are authorized to provide primary healthcare and other related healthcare services to the full extent of their education, training and certification, without the clinical supervision of physicians.





## Leading the way to a better tomorrow for Veterans.

As a Nurse Practitioner at VA, you have the unique opportunity to improve the lives of those who've served while moving your clinical career—and field—forward. It's the kind of work that inspires our nurses to be at their best for patients every day. So, if you share our unwavering commitment to a better tomorrow for Veterans, we invite you to pursue an open position on our team.

For primary to specialty care, we offer promising roles in several different areas, including:

- Acute Care
- Behavioral Health
- Cardiology
- Critical Care
- Geriatrics
- Hospice Care
- Infection Prevention and Control
- Mental Health
- Nephrology
- Oncology
- Podiatry
- Risk Management
- Surgical Care
- Urology
- Women's Health
- Wound Care

What's more, as one of the country's largest research organizations, VA provides nurses with a wealth of funded research opportunities. Through your contributions, you'll help us continue to inform evidence-based practices that advance Veterans care.

## Come meet our extraordinary patients. They'll show you why a VA career is so rewarding.

If you've ever mingled with a group of Veterans, you've witnessed the special camaraderie they share with one another. That bond extends to all of our employees. From injured active-duty personnel to Veterans of all ages, our patients rely on dedicated VA professionals to help them live healthy, fulfilling lives.

As a result, the entire VA care team receives the deepest appreciation from the many brave, grateful individuals who have served our nation.

## Lifetime of learning.

To help you advance your career as you address the needs of America's Veterans, VA provides robust continuing-education opportunities and exceptional programs for training and leadership development, including:

- **Education Debt Reduction Program (EDRP):**  
Reduce your qualifying school loan debt with a VHA loan reimbursement program. To qualify, EDRP must be offered within the recruiting VHA Medical Center's vacancy announcement for a qualifying position that provides patient care services.
- **Tuition Reimbursement Program:**  
Tuition reimbursement may be available to full-time

VA employees who are enrolled in accredited degree programs, from associate to doctoral degrees. Prerequisite courses needed for acceptance into a degree program are also funded.

- **Employee Incentive Scholarship Program:**  
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.
- **Upward Mobility Training Programs:**  
These programs offer opportunities for employees to advance to higher-level positions within VA (opportunities are offered on a competitive basis).



### Did you know? VHA...

Has affiliations with our country's leading universities, giving nurses the chance to conduct research that will change the future of Veterans care.

## 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.

### 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

To learn more about VHA career opportunities, visit [VAcareers.va.gov](https://www.va.gov/vacareers) or call (844) 456-5208.

### 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.

### Did you know? VHA...

Installed an electronic patient record system that is one of the best in the nation, earning Harvard's prestigious Innovations in American Government Award.





## Join us in helping those who have helped our country.

Apply today and discover the kind of immense personal fulfillment that can only come from working with our Nation's Veterans.

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

Veterans looking for career assistance outside VA can visit [www.vets.gov](http://www.vets.gov) or [www.fedshirevets.gov](http://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://VAcareers.va.gov)