I'm not just a physician.

I'm pioneering advanced medical technology.

Sonia, Chief of Primary Care

Become a VA physician.

VA

U.S. Department of Veterans Affairs

Veterans Health Administration

Why **VA**?

The **best care** starts with the **best opportunities.**

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 has more than 1,400 medical centers and outpatient clinics across all 50 states, the District of Columbia and U.S. territories, and is the largest, most technologically advanced health care system in the U.S. Whether you're a seasoned clinician or a new physician, we invite you to explore the many opportunities and benefits VA affords, including a higher level of physician practice that is patient-centered.

VA and the practice of **medicine.**

When you work for VA, you expand your options as a physician. VA fosters a collaborative environment where physicians work with a dedicated team of health care professionals – physician assistants, nurse practitioners, nurses, pharmacists, all levels of therapists, and many others – to deliver the highest quality of care to our Veterans. From surgery and internal medicine to management, education and research positions, VA offers its physicians a wide range of employment settings and advancement opportunities, as well as the chance to work with one of the largest employers of doctors in the U.S.

Our physicians practice the kind of medicine that attracted them to the profession in the first place. Patient care is not a business decision at VA. Thanks in part to our Computer Patient Record System (CPRS), telehealth initiatives, and cutting-edge technology, our physicians spend more clinical time caring for patients.

In return for your commitment to quality care for our Nation's Veterans, VA offers competitive salaries, first-rate employment benefits, a wide range of practice settings, ample paid leave, and a work/life balance that is unmatched in the industry.

Simply put, a career within the VA health care system will allow you to make the most of your medical training and experience.

More opportunities **to excel.**

LEADERSHIP

For physicians with an interest in an administrative career track, there are numerous options within VA, including service chief, chief of staff, medical center director, regional chief medical officer, regional director, and VA Central Office program executive.

PRACTICE LOCATIONS

VA offers a wide range of practice locations, from big cities to small rural towns and everywhere in between. With 40 percent of all VA patients living in rural communities, we are deeply committed to hiring physicians interested in the benefits of a rural practice. These include top-flight facilities, lower housing and living costs, higher net income, elevated community status, slower pace of life, and more.

TRAINING

VA physicians have the opportunity to train medical students and residents during their clinical rotations, as well as develop continuing medical education courses and pursue faculty appointments in conjunction with these learning institutions.

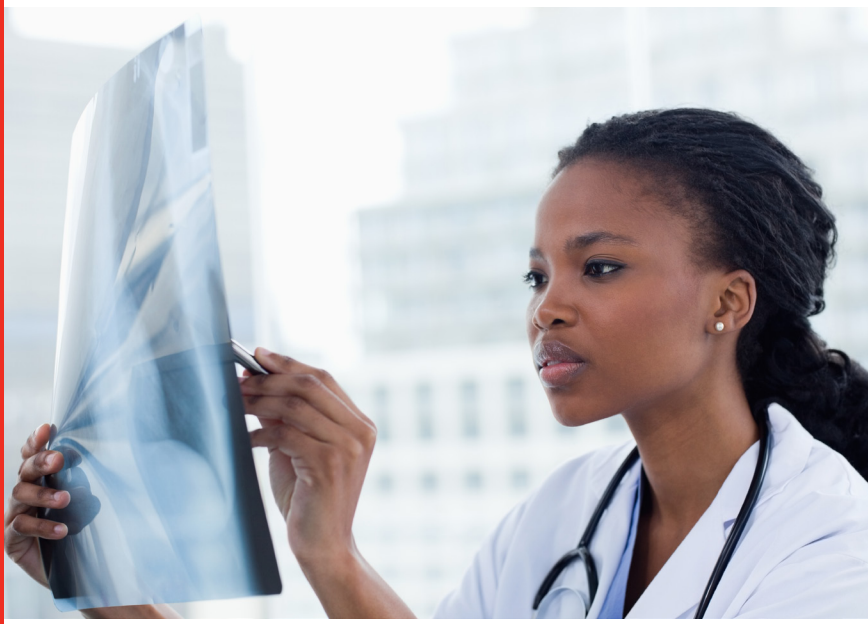
CLINICAL RESEARCH

For physicians who are interested in clinical research, VA offers a proud research history and encourages physicians to pursue this critical aspect of their profession. VA provides access to state-of-the-art equipment and facilities for basic and clinical research.

Hiring the **best physicians.** Providing better **career options.**

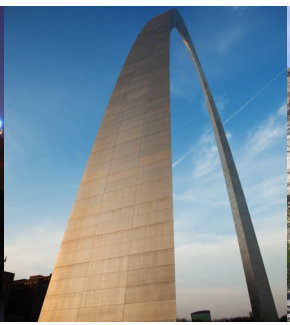
VA offers physicians a broad range of practice options, including primary care and virtually all medical specialties and subspecialties. Choose from:

- **Anesthesiology**
- **Ambulatory Care**
- **Long Term Care**
- **Cardiology**
- **Geriatrics**
- **Internal Medicine**
- **Neurology**
- **Ophthalmology**
- **Otolaryngology**
- **Pathology**
- **Spinal Cord Injury**
- **Cardiovascular and Thoracic Surgery**
- **General Surgery**
- **Neurosurgery**
- **Orthopedic Surgery**
- **Plastic Surgery**
- **Physical Medicine and Rehabilitation**
- **Psychiatry**
- **Radiology (Nuclear Medicine, Diagnostic, and Therapeutic)**
- **Urology**



Did you know **that VA:**

- Employs more than 25,000 physicians, making it one of the largest employers of doctors in the U.S.
- Serves more than 8 million Veterans, providing inpatient care to over 650,000 Veterans and managing over 75 million outpatient visits each year
- Has played a key role in developing the cardiac pacemaker, the nicotine patch, the CT scan, radioimmunoassay, the Seattle Foot, and other advancements in artificial limb technology
- Ensures that the right medicine is administered to the right patient at the right time with its Bar Code Medication Administration system
- Uses electronic information and communication technologies to provide access to care for Veterans living in remote areas
- Has led the health care industry in patient satisfaction scores for six consecutive years
- Exceeds the national average in quality scores according to three different quality assessment organizations
- Utilizes one of the best Computerized Patient Record System (CPRS) in the Nation
- Our CPRS has earned Harvard's prestigious "Innovations in American Government Award"
- Manages the largest medical education training program in the world
- Has affiliation agreements with most of the Nation's medical schools
- Supports physician-based research
- Offers mentorship opportunities for medical students and residents



Mobility is just one of the advantages of working for VA. We offer employment opportunities from coast to coast and beyond. So, whether you enjoy living beachside, in a bustling metropolis or in the serene countryside, there's likely a VA facility nearby.

Make the most of your training.

VA manages the largest medical education and health professionals training program in the Nation, through affiliations with 112 LCME-accredited medical schools and 15 osteopathic medical schools. Most of VA's graduate medical education (GME) programs are sponsored in the name of the affiliate – generally a medical school or teaching hospital. Building on the long-standing, close relationships with these academic institutions, VA plays a leadership role in defining the education of future health care professionals. VA physician faculty members who have joint appointments at universities and at VA train medical students and residents during their clinical rotations. In 2010, 36,747 medical residents and 20,516 medical students received training at VA. In fact, more than half of all practicing physicians in the U.S. acquired at least a portion of their medical training in VA's health care system.

Advance **your training** with our **Advanced Fellowship** Program.

The VA Advanced Fellowship Program helps address the demands of the ever evolving U.S. health care system by offering post-residency fellowships to physicians in emerging health professions of particular importance to VA and the Nation. The program provides outstanding opportunities for post-residency research, education, and clinical training. Through creative partnerships, use of new technology, and innovative educational modalities, the VA Advanced Fellowship Program promotes and fosters the highest standards of leadership, intellectual integrity, research, and patient care.

Fellowship participants serve as trainees on a temporary, full-time employment basis at one of the fellowship sites for the duration of the appointment period. VA provides two or three years of stipend/salary support for each fellow. Most stipends/salaries are based on the post-graduate (PG) level the fellow attained through previous Accreditation Council for Graduate Medical Education (ACGME) residency training. The stipend is related as closely as possible to local affiliate fellowship stipend levels.

Fellowships are available in a variety of specialties including but not limited to:

- **Geriatrics**
- **War-related illness**
- **Polytrauma**
- **Neurosciences**
- **Mental illness**
- **Parkinson's Disease**
- **Multiplesclerosis**

For more information on the VA Advanced Fellowship Program, visit **http://www.va.gov/oaa/specialfellows/default.asp**

More benefits. Better physicians.

VA ensures and encourages a healthy work/life balance by providing physicians with a robust benefits package and fostering an environment where more time is spent on medical practice and less on business tasks. VA does this by offering:

- Ample paid time off
- Predictable scheduling
- Reduced paperwork
- The elimination of billing hassles
- Malpractice insurance
- Long-term relationships with patients

At the end of the day, VA physicians feel good about their jobs and their ability to balance work and home life, which means our Veterans receive the best care.

Better benefits. **The best care.**

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 benefits to all of our employees.

LEAVE AND HOLIDAYS

- VA physicians earn 26 days of paid annual (vacation/personal) leave starting their first year and may accumulate up to 86 days
- Physicians 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

HEALTH AND LIFE INSURANCE

- VA offers a variety of health insurance plans with premium costs shared by the Federal Government. You may change plans yearly to fit your situation and needs
- 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 physicians 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 $17,000 - $22,500 (depending on age) 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 AND LICENSURE

Where can a 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 medical 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 physicians, 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. There is no fee and tail coverage is included.

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.

AWARDS AND HONORS

VA may bestow both monetary and honorary recognition for overall superior performance and special or unique achievements.

ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Credit unions
- Government discounts

VA hiring **policies.**

QUALIFICATIONS

Minimum qualifications for appointment as a VA physician are:

- U.S. citizenship (non-citizens may be hired when it is not possible to recruit qualified citizens)
- Degree of Doctor of Medicine or an equivalent degree from an institution approved by the Association of American Medical Colleges or the American Osteopathic Association for the year in which the degree was granted
- Full, current, and unrestricted license to practice medicine or surgery in any U.S. State, Commonwealth, the District of Columbia, or Territory (e.g., Puerto Rico)
- Appropriate professional record for experienced physicians
- Satisfactory physical examination (may include drug screening)
- English language proficiency

SALARY

- Starting salaries are recommended by a Physician Compensation Panel based on professional education, training, and experience
- In addition to base bay, physicians receive "market pay," which is commensurate with specialty and experience, and is designed to be competitive with the local physician labor market
- Physicians also receive performance pay, which is dependent on one's performance and roles

Join VA and achieve a high level of medical practice that more fully matches your training. Call the Human Resources Management Office at your local VA health care facility or visit VAcareers.va.gov to learn more. For more information, call **1-800-949-0002**.

How to Apply:

VAcareers.va.gov

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 physician 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.

Veteran employment information can also be obtained by contacting

VAplacementservice@va.gov

The toll-free number is **1-800-949-0002.**

Employment information and job applications can also be found on the Internet at

VAcareers.va.gov

VA | **U.S. Department of Veterans Affairs**

Veterans Health Administration

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www.blogs.va.gov/vacareers

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An Equal Opportunity Employer