NATIONWIDE OPPORTUNITIES

HOW TO APPLY
We are hiring hospital personnel in most areas in the United States, the District of Columbia, and U.S. Territories. If you believe you are qualified and want to apply, contact the Human Resources Management Office at the VA clinic/hospital of your choice. Addresses, telephone numbers, and other useful contact information can be obtained from any VA facility. To locate a VA facility, you can call toll-free 1-800-243-8762 or visit the Department of Veterans Affairs, Placement Service, 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The telephone number is 1-800-949-0002. Employment information and job applications can also be found on the Internet at www.VAcareers.va.gov. Learn more about our facilities at www.VAcareers.va.gov

To gain a fundamental view of VA health care, you are invited and encouraged to visit any of the VA Medical Centers or community-based outpatient clinics. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Telephone numbers are valid only at the facility in local telephone directories under "U.S. Government.

You can also address correspondence to the Human Resource Management Service, 15 Medical Center, (City, State, ZIP Code) (listed below).

You are encouraged to apply for one of the VA’s many nursing positions. Information about VA nursing and application procedures may be obtained from the Department of Veterans Affairs, Placement Service, 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The telephone number is 1-800-949-0002. Employment information and job applications can also be found on the Internet at www.VAcareers.va.gov

VA HEALTH CARE FACILITIES

VA – The career you want, the future you deserve

ADVANCED PRACTICE NURSING

COLLABORATIVE INNOVATIVE CLINICIANS

VA CAREER OPPORTUNITIES

VA – The career you want, the future you deserve
THE BEST CARE

VA – Keeping the Promise to Those Who Served

The Department of Veterans Affairs (VA) is one of the largest, most technologically advanced health care systems in the United States. Our employees work at 154 medical centers, 875 ambulatory and community-based outpatient clinics, 136 nursing homes, and many other facilities, such as domiciliaries and deployment counseling centers. 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 1865, VA’s mission has been to keep that promise.

THE BEST CAREERS

VA and Advanced Practice Nursing

The nationwide service and health care complexity of the VA system provides our Advanced Practice Nurses (APNs) with an unparalleled range of practice settings and practice areas. No matter where they work in the VA system, our APNs – both nurse practitioners and clinical nurse specialists – deliver patient-centered care through their dedication to direct care, research, education, and leadership.

As direct care providers, VA APNs enjoy autonomy within their defined scope of practice. They also have unparalleled support from expert peers, a wealth of professional resources, and exceptional collaboration within the framework of interdisciplinary care teams. As health care researchers, VA APNs conduct research impacting nursing and outcomes of care. Master’s and doctorally prepared nurses have the opportunity to be the principal investigators of research projects, as well as translate their findings into practice. As one of the largest research organizations in the U.S., VA offers funded research opportunities and encourages nurse researchers and clinicians to disseminate their findings in leadership and peer-reviewed journals. As educators, VA APNs have the opportunity to guide the future generation of nurse practitioners and clinical nurse specialists. VA provides clinical experiences to over one million professional nurses in the U.S. through affiliations with nursing schools. As a result, VA APNs play an important role in nursing students’ development. Lastly, VA APNs hold a variety of faculty positions.

As health care leaders, VA APNs shape policy, facilitate access to VA health care, and impact resource management. They have a strong voice within VA, both locally and nationally. Many direct-care VA conferences and may be leaders of the APN Advisory Group, the Nursing Research Advisory Group, and other local, regional, and national committees and task forces. Additionally, all APNs are encouraged to be active in professional nursing organizations.

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Consider an APN career at VA. In return for your commitment to quality nursing care for our Nation’s veterans, VA offers competitive salaries, flexible employment benefits, extensive tuition reimbursement programs, national and local leadership opportunities, a wide range of practice settings, and ample paid leave.

WHY VA?

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My nurse managers encouraged me to become a nurse practitioner. Now I have a passion for helping other nurses advance their careers within VA. As Lead NP at our facility, I serve as a preceptor and mentor to both undergraduate and graduate nurses. I also serve as adjunct faculty at local nursing schools. I feel greatly blessed that I am a part of this amazing VA culture.”

— Lakshi Aldredge, RN, MSN, ANP-C
Adult Nurse Practitioner
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 APNs earn 26 days of paid annual (vacation/personal) leave and may accumulate up to 85 days. This leave begins to accrue immediately and can be used as it is earned, with supervisory approval.
- APNs 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 for specific medical circumstances involving fellow employees or their family.
- Military leave is authorized up to 15 days a year for active reservists and National Guard members.

**HEALTH AND LIFE INSURANCE**

- VA offers a wide variety of health insurance plans with premiums partially paid 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 set aside 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 APNs 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 up to a fixed dollar amount 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 nursing career at VA take you? How about anywhere you’d like to live in all 50 states, the District of Columbia, and Puerto Rico. 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, unrestricted state license is required to practice in a VA facility in the above locations.

**LIABILITY PROTECTION**

As Federal employees, VA nurses 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 of the Department of Veterans Affairs. The United States Government accepts responsibility and liability for its employees’ negligent or wrongful acts or omissions during the exercise of their official duties. This applies when employees’ actions are in accord with the policies of the institution in which they are practicing.

**AWARDS AND HONORS**

VA bestows both monetary and honorary recognition for overall superior performance and special or unique achievements. Annual VA nursing award programs include the Secretary's Award for Excellence in Nursing, the Secretary's Award for Advancement of Nursing Programs, the Office of Nursing Services Innovation Awards, and National Nursing Awards. In addition, monetary awards can be earned through participation in VA's Employee Suggestion Program.

**ADDITIONAL BENEFITS**

- Free parking at most facilities
- Smoke-free and drug-free workplace
- Child care at some facilities
- Uniform allowance
- Employee associations
- Annual physical examination
- Employee wellness programs
- Fitness centers at some facilities
- Compensation for job-related illness and injury
- Credit unions
- Dining facilities and retail stores
- Public transit subsidies at some facilities
EDUCATION

EDUCATIONAL OPPORTUNITIES

VA is committed to extending educational opportunities that enhance APNs' knowledge and, in turn, improve care. In addition to extensive orientation programs for all newly hired APNs, VA offers APN in-service education courses, leadership courses, and National Employee Education Services courses. VA also leads the industry in providing educational assistance and incentive programs that help nurses repay their loans and obtain advanced degrees.

National Nursing Education Initiative (NNEI) – The NNEI scholarship is awarded to permanent full- and part-time registered nurses who have worked for VA for at least one year to cover tuition costs and related educational expenses for courses in which they are currently enrolled.

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.

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

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

“Since starting my career at VA 25 years ago, my clinical practice has evolved much the same as the role of nurse practitioner: increased independence and autonomy. VA has been supportive over the years in providing me with the time, clinical training and other educational opportunities to enhance my skills and specialty knowledge. As a veteran myself, it is both an honor and a privilege to care for this patient population.”

— Charles Tevebaugh, APN
Gerontological Nurse Practitioner
HIRING POLICIES

EDUCATIONAL OPPORTUNITIES

Minimum qualifications for appointment as a VA APN are:

• U.S. Citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)

• Clinical nurse specialists (CNS) and nurse practitioners (NP) must possess a master’s degree from an academic program accredited by the NLNAC or CCNE, and must maintain full and current certification as either a CNS or NP from the American Nurses Association or another nationally recognized certifying body.

• Certification must be in the specialty for which the individual is being appointed or selected.

• Current licensure from any U.S. State, Commonwealth, the District of Columbia, or Territory (e.g., Puerto Rico)

• Evidence of successful performance

• Personal interview

• Satisfactory physical examination (may include drug screening)

• English language proficiency

SALARY INFORMATION

• VA APNs are compensated according to a Locality Pay System (LPS) that ensures they are paid competitive rates within each local labor market. With this system, salary ranges vary according to facility location. Pay is reviewed periodically to ensure competitiveness with salary rates in effect in the local community.

• Starting salaries and pay grades are recommended by peer review, accomplished though the Nurse Professional Standards Board, based on the nature and extent of professional education and experience.

• VA offers premium pay to nurses for on-call, weekend, overtime, and holiday duty. Nurses receive 10 percent of their base hourly pay rate for night shifts, 25 percent for weekends, 50 percent for overtime, and double pay for holidays.

• Accelerated increases within each grade may be awarded for length of service, enhanced qualifications or assignment, specialized skills, professional achievements, or high levels of performance.

• APNs also receive consideration for promotion to higher grades with correspondingly higher salaries as administrative and professional performance qualifications are met.

• Cash bonuses may be authorized for certification, exemplary job performance, or exemplary job achievement.

“When we separated from active duty service as Captains in the USAF Nurse Corps, we both really wanted to pursue nursing careers dedicated to serving fellow veterans. Although we both became certified nurse practitioners while at VA, one of us opted to remain clinically focused, while the other switched to an administrative career path. VA has provided both of us with unparalleled advancement opportunity, career flexibility, and the education necessary to fulfill our career dreams.”

—Terry Terpstra, APRN BC
Advanced Practice Nurse for Extended Care

—Tammy Terpstra, APRN BC
Chief of Extended Care Service
VA Health Care Facilities

Nationwide Opportunities

How to apply
We have nursing positions in nearly 1,400 sites, VA
Health Care Facilities in all 50 states, the District of
Columbia, and U.S. Territories. If you are interested in
nursing in an urban, coastal, or Midwestern setting, you can
explore VA nursing opportunities. You can also
consideration. Information about VA nursing and application
procedures may be obtained from any VA facility.

To gain a limited view of our health care, you are invited and
encouraged to visit any of our 173 Medical Centers across the
country, the 58 veterans Integrated Care Facilities,
and community-based outpatient clinics. Please call or write
to arrange an appointment.

International travel restrictions may apply.

Telephone numbers are listed below for each medical center.
Information can also be obtained by contacting
Human Resource Management Services, VA Medical Centers,
(1-877-573-7707; DOD-Code 7770717).

To view positions available, go to
vaCareers.va.gov. Learn more about our facilities at
vaCareers.va.gov.
To gain a foothold in the health-care world, you are invited and encouraged to apply to any of the nation’s Medical Centers, satellite, and community-based outpatient clinics. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Telephone numbers are listed to direct any visitor to facility in local telephone directories under “U.S. Government.”

You can also address correspondence to: Human Resource Management Service, 16th Medical Center, (CFO, 1162, ZIP Code) United States.

VA can take you anywhere you want to live and work. We have facilities in all 50 states, the District of Columbia, and U.S. Territories. If you, or someone you know, is a certified nurse, contact our Veterans Health Administration. You can explore VA nursing opportunities. If you are fond of the beach, or in search of peaceful Midwestern landscapes, you can work as a nurse in these facilities.

HOW TO APPLY

NATIONWIDE OPPORTUNITIES

HOW TO APPLY

We are seeking registered nurses in all levels of care. VA offers opportunities to work in facilities scattered throughout the nation. You may, however, want to talk with potential colleagues and other nurses you know about the location and type of care you are interested in before applying for your first VA job. You can work in settings as diverse as emergency departments, long-term care facilities, or community-based outpatient clinics. Further information about VA nursing and application procedures may be obtained from any VA facility.

Employment information can also be obtained by contacting the Department of Veterans Affairs Human Resources Secretariat, OPM 100 Independence Avenue, S.W., Washington, D.C. 20503. The toll-free number is 1-800-949-0002. Employment information and job application forms are also available on the Internet at www.VAcareers.va.gov.

VA HEALTH CARE FACILITIES

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VA CAREER OPPORTUNITIES

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