Department of Veterans Affairs
An Equal Opportunity Employer

ADVANCED PRACTICE NURSING

COLLABORATIVE

INNOVATIVE

CLINICIANS

The Best Care
The Best Careers

VA CAREER OPPORTUNITIES

VA – The career you want, the future you deserve

WHY VA?

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 readjustment 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 1930, 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 scopes of practice. They also have unequalled support from nursing peers, a wealth of professional resources, a computerized patient record system that is unsurpassed, and exceptional collaboration within the framework of interdisciplinary care teams.

As health care researchers, VA APNs conduct research impacting nursing issues 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 literature and through presentations.

As educators, VA APNs have the opportunity to guide the future generation of nurse practitioners and clinical nurse specialists. VA provides clinical experiences to one out of every four professional nurses in the U.S. through affiliations with nursing schools. As a result, VA APNs play an important role in nursing students' development. Some VA APNs hold university 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 attend VA conferences and may be members 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.

Consider an APN career at VA. In return for your commitment to quality nursing 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

VA APNs have the opportunity to work in a variety of practice arenas, including but not limited to:

Primary Care Providers

- Primary Care
- Preventive Care
- Patient and Family Education
- Geriatrics
- Home Based Primary Care
- Psychiatry/Mental Health Services
- Women's Health

Sub-Specialties

- Anesthesiology
- Cardiology
- Care Coordination
- Case Management
- Critical Care
- Endocrinology
- Dermatology
- HIV
- Occupational Health
- Nursing Home/Long-Term Care Units
- Oncology
- Orthopedics
- Pain Management
- Palliative Care
- Polytrauma
- Psychiatry/Mental Health Services
- Rehabilitation
- Spinal Cord Injury
- Surgery

THE BEST SYSTEM

VA fosters a culture of excellence for both veterans and its nursing staff. It does so through a range of initiatives, such as:

- VA nursing staff are key participants in system-wide advancements for the Institute for Healthcare Improvement (IHI) 5 Million Lives Campaign and the Transforming Care at the Bedside (TCAB) projects.
- APNs' system-side influence is maximized by the implementation of the unit-based Clinical Nurse Leader (CNL) role.
- The VA Nursing Outcomes Database (VANOD) Program is building a national database of nursing-sensitive indicators to support strategic decision making through benchmarking for all care across the continuum.
- VA has embraced Magnet™ principles, which supports the achievement of Magnet designation at VA facilities.
- The Safe Patient Handling and Movement Program focuses on preventing musculoskeletal injuries to nursing staff.
- VA has invested in the cutting-edge technology needed to support its nurses and the entire patient care team, including a Bar Code Medication Administration system, a computerized patient record system, wireless handheld connectivity, telehealth, and more.
- Many VA facilities offer flexible work schedules.

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."

Washington Monthly

"VA provides the best care anywhere. Today, they're producing the highest quality care in the country ... [VA] points the way toward solving America's health care crisis."

Did you know that VA:

- Is the largest employer of APNs in the Nation, with more than 3,700 nurse practitioners and clinical nurse specialists on staff
- Is the largest employer of nursing staff in the Nation, with more than 61,000 RNs, LPNs/LVNs, and nursing assistants
- Offers many APNs the opportunity to serve as primary care providers in inpatient and nursing home units
- Has APN-run clinics dedicated to improving health care delivery in specialty areas, including pain management and geriatrics
- Requires one active, unrestricted state license to practice anywhere in the U.S. and Puerto Rico
- Serves a population of more than 7.8 million veterans, providing inpatient care to about 600,000 veterans and managing more than 57 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

"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

BENEFITS

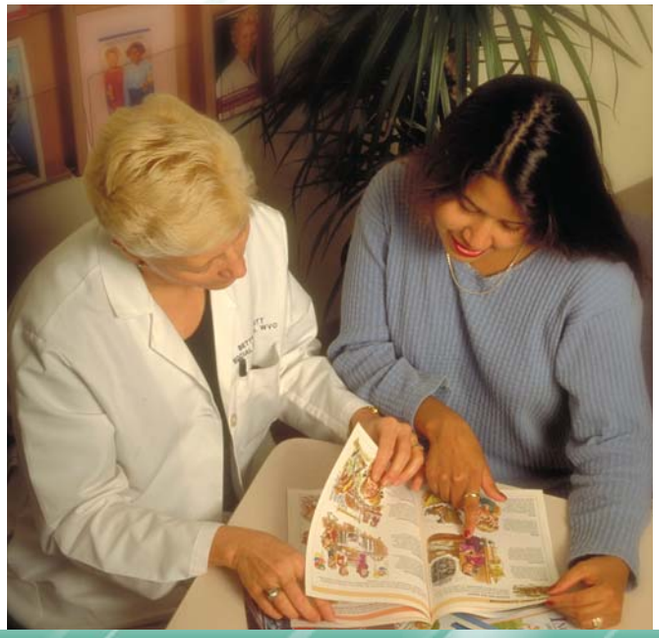
VA's mission is to provide the best possible care for America's veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

LEAVE AND HOLIDAYS

- VA 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.

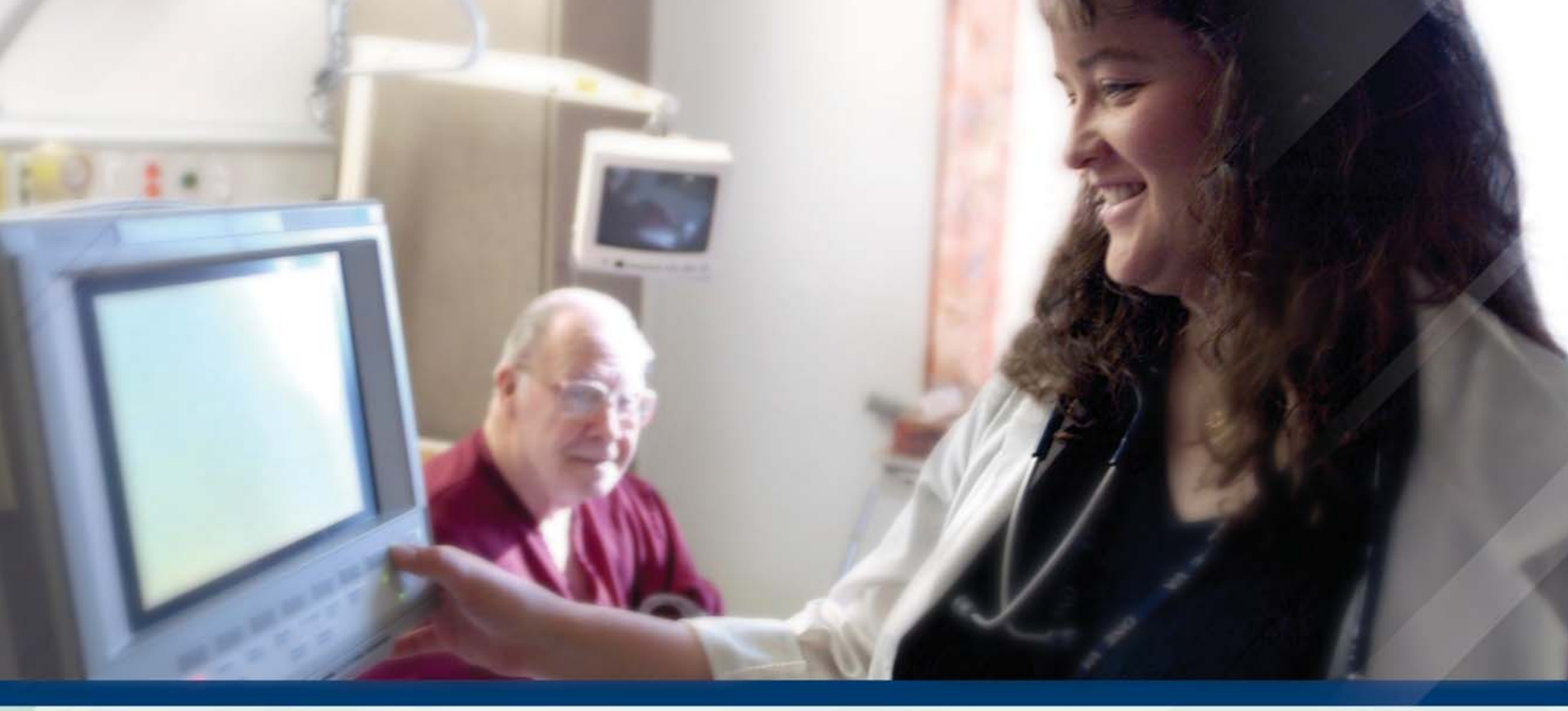
Employee Incentive Scholarship Program (EISP) – This program provides VA employees with scholarships to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

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

URBAN BEAT

COASTAL LIVING

THE HEARTLAND CHOICE

NATIONWIDE OPPORTUNITIES

HOW TO APPLY

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. So, whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you can explore VA nursing opportunities.

Because hiring decisions are made locally, you should apply to the Human Resources Management Office at the VA health care facility where you desire employment consideration. 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, 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**.

"A friend of mine told me about a new position in the emergency department at the VA hospital in Fresno and encouraged me to apply. At the time, I had young children and was not sure whether changing employers was a good idea. Taking this job was one of the best professional decisions I have ever made. My flexible work schedule has been very important to me, as I am active with my children's school. And I am thrilled with VA's technology."

— Vanessa Alvarado-Greer
MSN, FNP, ACNP, BC
Acute Care Nurse Practitioner
Emergency/Pulmonary Services

vacareers
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
Loma Linda (92357)
909-825-7084
Long Beach (90822)
562-826-8000
Los Angeles (90073)
310-478-3711
Palo Alto (94304)
650-493-5000
Sacramento (95655)
916-843-7000
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
Orlando (32803)
407-629-1599
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)
808-433-1000

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

KENTUCKY
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

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

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

IB 10-46
P54523
September 2007