

U. S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
OKLAHOMA CITY AREA INDIAN HEALTH SERVICE
DIVISION OF HUMAN RESOURCES



RECRUITMENT ANNOUNCEMENT: SER-09-0014-COA*

* This cancels Announcement SER-08-0014-COA*

OPENING DATE: 11-07-08

CLOSING DATE: OPEN
CONTINUOUSLY

POSITION: Medical Officer, GS-602-13/14/15

(All specializations, but primarily those under the Description of Assignment)

(Multiple positions -See CONDITIONS OF EMPLOYMENT for types of positions and tours of duty covered)

Cut-off Dates: This Continuous Open announcement (COA) allows acceptance of applications throughout the year with eligible applicants being placed on the COA register and referred for consideration as vacancies occur. The first Cut-off date for receipt/referral of applications to be considered for available vacant positions will be 12-01-08. Other Cut-off dates will be established based on the date requests for List of Eligibles are received to fill other vacancies.

STARTING SALARIES: (May be adjusted on Present/Former Federal Employees)

TITLE 5: GS-13: \$86,929, GS-14: \$100,014; GS-15: \$108,110 Per Annum

TITLE 38: Salary may range from \$91,530 to \$305,000 Per Annum depending on specialty

Physicians may be eligible for the following compensation in addition to base salary, if they meet the IHS mission specific criteria:

Recruitment, Relocation and Retention Incentives

Physician Comparability Allowance (PCA)

Title 38

IHS Loan Repayment Program

(For further information on the above see **Employment Advantages** stated in this vacancy announcement.)

PROMOTION POTENTIAL: None Beyond GS-15

RELOCATION EXPENSES: May be Authorized in Accordance
with Federal Regulations

SUPERVISORY/MANAGERIAL: No

AREA OF CONSIDERATION: OPEN TO ALL U.S. CITIZENS

DUTY LOCATION: Positions will be filled at the following locations as vacancies occur:

HOSPITALS: Claremore and Lawton in Oklahoma

HEALTH CENTERS (Outpatient Facilities): Anadarko, Carnegie, Clinton, El Reno, Pawhuska, Pawnee, Watonga, and Wewoka in Oklahoma; also White Cloud and Lawrence, Kansas

OTHER LOCATIONS: Possible other locations throughout Oklahoma and Kansas

DESCRIPTION OF ASSIGNMENT: Provides direct medical services including diagnostic, preventive, and therapeutic services within their specialized areas to both inpatients and outpatients at the hospitals and/or ambulatory health centers to neo-natal, pediatric, geriatric, adolescent and adult patients. Serves on appropriate hospital/ambulatory/Service Unit committees as directed. Supervises ancillary hospital or field personnel when actually providing direct patient care. Depending upon the field of the applicant, incumbent may serve as a:

Medical Officer (Obstetrics and Gynecology) - directly responsible for treatment and care of obstetrical and gynecological patients.

Medical Officer (General Surgery) - performing full-range of general surgery which includes out patient clinics.

Medical Officer (Orthopedic) - examination, diagnosis, and treatment of diseases and injuries of musculo-skeletal system by surgical and conservative means; and/or management of orthopedic surgery services.

Medical Officer (Pediatrics) - providing medical services to children.

Medical Officer (Internal Medicine) - examining, diagnosing and treating patients with a wide-range of health problems in various stages of acuity in the adult population.

Medical Officer (Psychiatric-Adult/Child) - examining, diagnosing and treating adults and children with psychiatric disorders.

Medical Officer (Radiology) - performing full-range of general radiography with evaluations and interpretations.

Medical Officer (Family Practice) - providing comprehensive medical care to outpatients and in-patients of all ages with a variety of health problems (emergent, urgent, chronic).

Medical Officer (Anesthesiology) - administering local and general anesthetics in the management of surgical patients.

Medical Officer (Emergency Medicine) - directly responsible for the full range of medical diagnoses and treatments including the most difficult of cases within the area of medical emergency care.

Medical Officer (Ophthalmology) - examination, diagnosis, and treatment by surgical and conservative means, diseases and injuries of the eye.

THIS POSITION IS IN A TOBACCO-FREE ENVIRONMENT

ADDITIONAL SELECTIONS OF CANDIDATES MAY BE POSSIBLE WITHIN 90 DAYS FROM DATE THE CERTIFICATE OF ELIGIBLES IS ISSUED FROM THE VACANCY ANNOUNCEMENT, FOR FILLING ADDITIONAL SIMILAR VACANCIES.

INDIAN PREFERENCE: In the filling of this position by appointment, promotion, transfer, reassignment, reinstatement, or any other personnel action, we are required by law to give absolute preference in selection to qualified Indian preference candidates. Eligibility will be determined from current Indian Health Service Policy. (See APPLICATION FORMS for information on how to claim Indian Preference)

EQUAL EMPLOYMENT: Except for Indian Preference, consideration will be made without regard to any non-merit factor such as race, color, religion, sex, sexual orientation, national origin, politics, disabilities, marital status, age, or membership or non-membership in any employee organization.

REASONABLE ACCOMMODATIONS: Reasonable accommodation is provided to applicants with disabilities, except when so doing would impose an undue hardship on the Indian Health Service. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be made on a case-by-case basis.

SELECTIVE SERVICE CERTIFICATION: If you are a male born after December 31, 1959, and you want to be employed by the Federal Government, you must (subject to certain exemptions) be registered with the Selective Service System.

MULTIPLE-GRADE ANNOUNCEMENT: Announcement at the multiple-grade interval is intended as a mechanism of providing consideration for the greatest number of potential candidates. This position may be filled at any level, dependent upon the applicant's demonstrated ability, experience, and other qualifying criteria. If the position is filled at less than the upper level, there is NO commitment for future promotions, based solely on selection resulting from this announcement. Conversely, if the employee demonstrates the ability to perform at a higher level, is recommended by the supervisor, and otherwise meets the qualifications, he/she may be promoted without further competition under the Area Merit Promotion Program, however for temporary positions, conversion without competition may not be possible unless the selectee was within reach at the higher grade on the initial certificate of eligibles. Also, no further competition is required if it becomes necessary through the reclassification process to upgrade the position.

WHO MAY APPLY:

OPEN TO ALL U.S. CITIZENS - This vacancy may be filled through Office of Personnel Management's delegated Direct Hire Authority. If so, the following is applicable: all applicants who meet the basic qualification requirements will be forwarded to the Selecting Official for consideration. The "rule of three", Veterans' preference and traditional rating and ranking of applications will not apply to Direct Hire applicants to this vacancy. For more information of OPM's authorization on Direct Hire Authority, please visit <http://www.opm.gov/hrmc/2003/NewHRFlex-DirectHire.asp>.

MERIT PROMOTION PLAN (MPP) CANDIDATES - Applications will be accepted from status eligibles (e.g. reinstatement eligibles and current permanent employees in the competitive Federal service), from current IHS employees who are eligible for Indian Preference, and from individuals who are eligible for excepted appointment in IHS under some other authority (e.g. handicapped authority, etc.) Those MPP candidates eligible for Indian Preference, who so desire, may also apply under ESEP provisions by indicating on their application, "Consideration under both MPP and ESEP".

Under the **Veterans Employment Opportunities Act (VEOA)**, veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply for permanent positions as an MPP candidate; however veterans' preference is not a factor in these appointments. Candidates must submit a copy of their DD-214 or other proof of eligibility.

EXCEPTED SERVICE EXAMINING PLAN (ESEP) CANDIDATES - Applications will be accepted from individuals entitled to Indian Preference who wish consideration for excepted appointment in IHS, under the authority of 5 C.F.R., Part 213, Schedule A 213.3116(B)(8). (See APPLICATION FORMS for information on how to claim Indian Preference)

To Claim Veterans' Preference – applicants must submit a copy of their DD-214 or other proof of eligibility. Veterans with service connected disability and others claiming 10 point preference, must submit a completed SF-15, "Application for 10-Point Veterans' Preference", with all supporting documents. For more specifics on all Veterans employment issues such as Veterans' preference or special appointing authorities, please refer to this hyperlink: VetsInfoGuide at: <http://www.opm.gov/veterans/html/vetguide.asp>

COMMISSIONED CORPS CANDIDATES - See instructions at the end of this announcement.

CAREER TRANSITION ASSISTANCE PLAN (CTAP)/INTERAGENCY CAREER TRANSITION PLAN (ICTAP) - Surplus or displaced employees covered by the U.S. Department of Health & Human Services CTAP program or the ICTAP program for all agencies, may apply and will be given special selection priority if determined to be eligible and well qualified. Well qualified is defined as meeting all education, experience, knowledge's, skills & abilities (KSA's) with a score in the above average range of a four-level crediting plan for all KSA's. For information on how to apply and required proof of eligibility, please refer to these hyperlinks: for **CTAP** at: <http://www.ihs.gov/JobCareerDevelop/JobAtIHS/doc/ctap.doc>, and for **ICTAP** at <http://career.psc.gov/chpublic/ictap.html>.

CONDITIONS OF EMPLOYMENT:

1. Positions may be Permanent, Temporary, Excepted Temporary, Excepted Time-Limited, or Term with tour of duty of Full-Time, Part-Time or Intermittent. The Agency has option of extending Time-Limited and Term appointments for up to a maximum of four years. Temporary positions NTE 12 months or less are subject to termination at any time. Positions filled by Commissioned Corps will be Full Time Permanent Positions only.

2. **IMMUNIZATION REQUIREMENT** - In accordance with the IHS Employee Immunization policy, selectee will be required to be immunized against measles and rubella by providing documentation/proof of immunity to measles and rubella prior to entrance on duty. Exceptions are persons born before 1957 who are not required to take the measles vaccine or provide proof of immunity. Special consideration may be allowed to individuals who are allergic to a component of vaccine or have a history of severe reaction to a vaccine or who are currently pregnant. This applies to candidates for positions in any Service Unit or any Area Office position which requires regular work at a Service Unit
3. In accordance with the Child Services Act, applicants must complete the attached addendum and submit it to the Human Resources Office with their application. (See item 4. under APPLICATION PROCEDURES/APPLICATION FORMS)
4. Candidates must possess and maintain a current, valid, active, unrestricted licensure in any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States. New graduates must also possess this licensure as indicated with no grace period allowed.
5. Subject to rotating shifts, call-back, holiday and weekend work. Overtime may be required during peak periods of work.
6. **Medical Privileges:** This position requires that the selected individual obtain and maintain medical staff clinical privileges. If privileges are not obtained or maintained during employment, the employee may be subject to an adverse action, up to and including removal from Federal service.

FACILITIES: The two Oklahoma City Area Hospitals located in Claremore and Lawton, range from 25-50 beds. Full services are available at all the hospitals including general medicine and surgery, obstetrics and gynecology, pediatrics, and outpatient service. Health Centers located throughout the Area provide ambulatory care service. Public Health Nursing programs are located within each of the hospitals and health centers.

LEGAL AND REGULATORY REQUIREMENTS: Candidates must meet all requirements cited in the following "QUALIFICATION REQUIRED" and "TIME-IN-GRADE REQUIREMENTS" sections, within 30 days after the applicable Cut-off Date used for this announcement.

QUALIFICATION REQUIREMENTS

Excepted Service Indian Preference applicants, both those who apply under the Excepted Service Examining Plan (ESEP) and those who are currently on permanent appointment in Indian Health Service, will be rated in accordance with the Indian Health Service Excepted Service Qualification Standards (if established). Normally, Competitive Service Indian Preference applicants will be rated in accordance with the Office of Personnel Management (OPM) Qualification Standards Handbook; however, these applicants who wish to be considered under the ESEP will be rated separately under the IHS Excepted Service Qualification Standards, or under both standards, if requested. All Non-Indian Preference applicants will be considered under OPM Qualification Standards. The two Qualification Standards are essentially the same; however, any Time-In-Grade requirements will not apply to ESEP/DHA applicants. Your description of work experience, level of responsibility, and accomplishments will be used to determine that you meet these requirements.

QUALIFICATIONS REQUIRED:

BASIC REQUIREMENTS: Degree - Doctor of Medicine or Doctor of Osteopathy from a school in the United States or Canada approved by a recognized accrediting body in the year of the applicant's graduation. [A Doctor of Medicine or equivalent degree from a foreign medical school that provided education and medical knowledge substantially equivalent to accredited schools in the United States may be demonstrated by permanent certification by the Educational Commission for Foreign Medical Graduates (ECFMG*) (or a fifth pathway certificate for Americans who completed premedical education in the United States and graduate education in a foreign country).]

*Possession of a valid and current U.S. professional license by a graduate of a foreign professional school or program is sufficient proof that the foreign education has been determined to be equivalent to the requisite U.S. professional education in that occupational field.

Graduate Training: Subsequent to obtaining a Doctor of Medicine or Doctor of Osteopathy degree, a candidate must have had at least one year of supervised experience providing direct service in a clinical setting, i.e., a one-year internship or the first year of a residency program in an institution accredited for such training. Graduate training programs include only those internship, residency, and fellowship programs that are approved by accrediting bodies recognized within the United States or Canada. Listings of accredited programs are published yearly in the Directory of Residency Training Programs and the Yearbook and Directory of Osteopathic Physicians.

- An Internship program involves broadly based clinical practice in which physicians acquire experience in treating a variety of medical problems under supervision (e.g., internal medicine, surgery, general practice, obstetrics-gynecology, and pediatrics). Such programs are in hospitals or other institutions accredited for internship training by a recognized body of the American Osteopathic Association.
- A residency program involves training in a specialized field of medicine in an institution accredited for training in the specialty by a recognized body of the American Medical Association (AMA) or the American Osteopathic Association (AOA).
- A fellowship program involves advanced training (beyond residency training) in a given medical specialty in either a clinical or research setting in a hospital or other institution accredited in the United States for such training.

Licensure: Candidates must have a permanent, current, full and unrestricted license to practice medicine in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Additional Requirements for Grades GS-13 and Above: Candidates must have knowledge, skills, and abilities appropriate to the position(s)

being filled. Experience and training must have been progressive and responsible, demonstrating good knowledge of current principles, practices, methods, and techniques in the field of medicine.

- *Clinical and Training Programs*-Within Federal clinical and training programs, **Specialist positions require** graduate training and experience related to the specialty and subspecialty of the position to be filled. Experience may not be substituted for training essential for performing specialized duties. The length and content of residency programs depends upon the specialization and requirements of recognized accrediting American medical specialty boards. These boards are authorized to conduct examinations to determine the competence of physicians in the specialty, to issue certificates of qualification, to participate in evaluating the quality of residency programs, and to determine the requirements for certification.

Specialist Positions: Medical officers in clinical and training programs are generally concerned with individual specialties such as anesthesiology, dermatology, emergency medicine, family practice, immunology and allergy, internal medicine, neurology, nuclear medicine, obstetrics-gynecology, ophthalmology, otolaryngology, pathology, pediatrics, physical medicine and rehabilitation, preventive medicine, psychiatry, radiology, surgery, and urology.

GS-13: 3 years of residency training in the specialty of the position to be filled or equivalent experience and training *

GS-14: 4 years of residency training in the specialty of the position to be filled or equivalent experience and training.*

GS-15: 5 years of residency training in the specialty of the position to be filled or equivalent experience and training.*

* Applicants must clearly show possession of training and experience equivalent to the specified residency requirements.

TIME-IN-GRADE REQUIREMENTS: MPP candidates must have completed at least one year of service at GS-12 for GS-13, and one year of service at GS-13 for GS-14, and one year of service at GS-14 for GS-15. **Time-in-grade provisions do not apply under ESEP/DHA.**

EVALUATION METHODS: When required by Personnel Regulations, an evaluation will also be made to the extent to which experience, education, training, self-development, outside activities, and/or awards demonstrate that basically qualified applicants possess the Ranking Knowledge, Skills, and Abilities (KSA's) as described in the **attached** "Ranking Factors for Medical Officer." This will determine the *highly* qualified applicants among the *basically* qualified eligibles. Measurement of possession of the KSA's will be accomplished through review of the Application forms, performance appraisals (MPP candidates only), the "Ranking Factors for Medical Officer" related to the KSA's, employment interviews and reference check results.

- *Please complete attached required form "Ranking factors for Medical Officers".

APPLICATION PROCEDURES

SUBMIT APPLICATION TO THE FOLLOWING ADDRESS: Oklahoma City Area Indian Health Service, Southeast Region Division of Human Resources, 701 Market Drive, Oklahoma City, OK 73114. All applications become property of the Division of Human Resources and will not be returned except for **incomplete applications which will be returned**. Therefore, all original documents and the completed application forms should be duplicated before being submitted. **ELECTRONICALLY FILED APPLICATIONS (email attachments) WILL BE ACCEPTED. FAXED APPLICATIONS WILL BE ACCEPTED AT 405-951-3953.** We do not fax vacancy announcements. For further information or application forms contact the Southeast Region Division of Human Resources at 405-951-3750. Forms may also be available at the nearest IHS facility. Vacancy announcements may also be downloaded from the OPM Website – USAJOBS at <http://www.usajobs.opm.gov> or IHS Website at <http://www.ihs.gov>. The IHS Website has current vacancy locations listed.

EMAIL APPLICATIONS: These applications must be sent as an email attachment to: aov@ihs.gov. The Recruitment Announcement Number must be included in the subject line of the e-mail. Additional required forms may be sent as e-mail attachments or mailed as hard copies. Application materials provided by different means must be cross-referenced so they may be combined at the Human Resources office. Applicants are responsible for ensuring that application materials are formatted in a manner that will transmit successfully.

FOR PROGRAM INFORMATION: Or application forms, contact **Melissa Langley, Health Professions Recruiter at 405-951-6040 or 1-800-722-3357** or **John Farris, M.D., Area Chief Medical Officer Consultant at 405-951-3776.**

APPLICATION FORMS LISTED BELOW MUST BE SUBMITTED AND INDIVIDUALLY IDENTIFIED BY ANNOUNCEMENT #SER-09-0014-COA

1. **The Federal Government does not require a standard application form for most jobs, but certain information is needed to evaluate your qualifications and determine if you meet legal requirements for Federal employment.** Applicants must submit one of the following: (1) OE-612 (Optional Application for Federal Employment), (2) Resume, or (3) any other written application format. **For (2) and (3) see "ADDITIONAL INFORMATION REQUIRED FOR RESUMES AND OTHER APPLICATION FORMATS" section below.** Position Descriptions will not be accepted.

2. “Declaration for Federal Employment” - OF-306 (revised January 2001), must be fully completed and submitted with current dated signature to determine your suitability for Federal employment, to authorize a background investigation, and to certify the accuracy of all the information in your application. **If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed.** Form may be downloaded from: the IHS Human Resources Website at: <http://www.ihs.gov/NonMedicalPrograms/DHR/index.cfm?module=applicants>.
3. Verification of Indian Preference: If claiming Indian Preference, applicants must submit a copy of a properly completed and signed Bureau of Indian Affairs (BIA) certification form, 4432, "Verification of Indian Preference for Employment in BIA and IHS". Current employees with acceptable proof (as identified above) on file in their Official Personnel Folder are still required to submit a copy of the required BIA form 4432 with their applications. **Indian Preference will not be given unless the BIA form 4432, as previously explained, is attached to the application/resume.**
4. The attached “Addendum to Declaration for Federal Employment (IHS) in Child Care and Indian Child Care Worker Positions” for Civil Service and Commissioned Corps applicants. This OMB Approved form No. 0917-0028 (expires 2/28/09) is available at nearest IHS Facility, and must be fully completed and submitted with current dated signature. Form may also be downloaded from the IHS HR Website at: <http://www.ihs.gov/NonMedicalPrograms/DHR/Documents/ApplicantInfo/PL101-630.pdf>.
5. If claiming Veteran’s Preference or eligibility for VEOA or other special appointing authority for Veterans, a copy of all DD-214 forms, one for each period of service, and if claiming 10-point Veterans’ preference, a completed SF-15 with all supporting documents.
6. Copy of latest Personnel Action (SF-50), if a current or former Federal Employee, or if requesting Reinstatement Eligibility, the SF-50 proof of Career or Career-Conditional Status must be submitted.
7. A copy of your most recent performance appraisal (for current Federal employees).
8. Required (attached) “Ranking Factors for Medical Officer”, related to the Quality Ranking Knowledges, Skills, and Abilities (KSA's) as outlined in Evaluation Methods.
9. A copy of college transcript(s), listing college courses and credits earned is required in order to receive appropriate credit for education. When allowed by Qualification Standards, copies of training certificates (non-college) must be submitted for appropriate credit. Although a transcript is always preferred, a list of courses and credit hours earned is sufficient at the time of application; however, by the time of appointment an appointee must provide an official college transcript (not a copy).
10. A copy of certificate(s) indicating completion of Internship, Residency Training and Fellowships is required to receive appropriate credit for education. When allowed by Qualification Standards, copies of training certificates (non-college) must be submitted for appropriate credit.
11. Licensure: Candidates must submit verification of current, valid, active, unrestricted licensure, listing expiration date from any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States. New graduates must also submit verification of this licensure as indicated with no grace period allowed. **Applications submitted without verification of licensure will be considered incomplete.**
12. Required Work Location Availability Statement Form (attached)
13. To request CTAP/ICTAP special selection priority, you must submit a copy of the RIF separation notice, Certification of Expected Separation (CES) or Notice of Proposed Separation for declining a Directed Reassignment or Transfer of Function outside the local commuting area.

ADDITIONAL INFORMATION REQUIRED FOR RESUMES AND OTHER APPLICATION FORMATS:

Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the Division of Human Resources to make a determination that you have the required qualifications for the position. Applicants for positions in some occupational series must meet certification, licensure, or registration requirements, if required by law, in addition to meeting experience and/or educational requirements. SPECIFICALLY, THE INFORMATION PROVIDED UNDER #6 (HIGH SCHOOL), #7 (COLLEGES AND UNIVERSITIES), #8 (WORK EXPERIENCE), AND #10 (JOB-RELATED TRAINING) WILL BE USED TO EVALUATE YOUR QUALIFICATIONS FOR THIS POSITION. FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION. **ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.**

1. Announcement Number, Title and Grade of the job for which you are applying.
2. Full Name, Mailing Address (with Zip Code) and Day and Evening Phone Numbers (with Area Codes).
3. Social Security Number.
4. Country of Citizenship.
5. Highest Federal civilian grade held (give Job Series and Dates held).
6. High School - Name, City, State (Zip Code if known), and date of Diploma or GED.
7. College and University Credit/Degrees - Name, City, State (Zip Code if known), Majors, Type and Year of any Degrees received (if no Degree show Total Semester or Quarter-Hours earned).
8. Work Experience (paid and non-paid) - Job Title (include series and grade if Federal job), Duties and Accomplishments, Employer's Name and Address, Supervisor's Name and Phone Number, Starting and Ending Dates (month, day and year), Hours Per Week, and Salary.
9. Indicate if we may contact your current Supervisor.
10. Job-related Training Courses, Skills, Honors, Awards, Special Accomplishments.

EMPLOYMENT ADVANTAGES

1. Opportunities for professional growth & development while being part of a health team providing health service for the American

Indian.

2. Opportunity to gain insight into the social-economic & emotional problems confronting the American Indian and a chance to help serve their needs.
3. Periodic salary increases and promotional opportunities.
4. Eligibility for Federal Life Insurance and Health Insurance policies.
5. Annual leave and sick leave. Annual leave begins at the rate of 13 working days per year for the first 3 years, then 20 days per year after 3 years, then 26 days after 15 years. Sick leave is at the rate of 13 working days per year.
6. Ten paid Federal holidays.
7. Retirement plan. Retirement contribution refundable if you leave Government service before eligible to retire. Also, Social Security coverage is required.
8. Thrift Savings Plan (TSP) is optional and similar to a 401 K plan, with the government matching your contributions up to certain specified percentages. Highly recommended as a supplement to the retirement system.
9. On-going in-service education and training opportunities.
10. Malpractice coverage provided by the Federal government through the Federal Torts Claim Act.
11. Physician Comparability Allowance (PCA): This additional compensation may be possible for those physicians meeting IHS mission specific criteria regarding Specialty, locale, duties, board certification and years of service. For those eligible, service agreements are established from one to four years in length. Retired members of the Uniformed Services and those applicants with a federal payback obligation are not eligible for PCA. In addition, those employees who elect receipt of Title 38 Market Pay are not eligible for PCA.
12. Recruitment, Relocation and Retention Incentives (3 R's): Civil Service employees are eligible for lump-sum recruitment or relocation incentives or bi-weekly allotments of retention incentives of up to 25% of base pay. Exceptional recruiting difficulty may result in payment of a recruitment or relocation incentive. Retention Incentives are available when essential to retain an employee in a specific position.
14. IHS LOAN REPAYMENT PROGRAM (LRP): Funding is available for qualified physicians not serving a PHS obligation to participate in the Indian Health Service Loan Repayment Program (LRP). Participants in the LRP will be paid up to \$20,000 per year and up to \$4,000 for federal taxes; toward qualified government and commercial education loan for each year of service (minimum two-year contract) at eligible Indian health facilities as determined by the agency. The professional staffing needs of the IHS will be prioritized. Priorities will be established in each discipline. Applicants must be health professionals who are:
 1. U.S. citizen
 2. Matched to an eligible Indian health facility;
 3. Free to begin service in a full-time clinical practice for at least two continuous years in an eligible Indian health facility.
 4. Have a valid, unrestricted license to practice in one of the 50 states.

For further information about the IHS LRP contact: Jess Brien
Indian Health Service
Loan Repayment Program
801 Thompson Avenue, TMP Suite 450A
Rockville, MD 20852
301/443-2556
301/443-4815 Fax

INSTRUCTIONS FOR PHS COMMISSIONED CORPS CANDIDATES

Selection for this position will be in accordance with the Indian Preference policies of the Indian Health Service and the Oklahoma Area. Applications from Commissioned Corps Officers, who wish to receive Indian preference, will be evaluated by the Oklahoma City Area Indian Health Service Human Resources Office using the same criteria as that stated in this announcement section for EXCEPTED SERVICE EXAMINING PLAN (ESEP) civil service applicants. For information on application procedures for the USPHS Commissioned Corps, please contact **Laura Goddard at (405) 951-3742**.

APPLICANTS MUST SUBMIT THE FOLLOWING:

1. Curriculum Vitae: which states Announcement Number, Title and Grade of the job for which you are applying; Full Name, Mailing Address, Day and Evening Phone Numbers; Social Security Number; Work Experience (paid and nonpaid) listing Positions held, Duties and Accomplishments, Employer's Name and Address, Supervisor's Name and Phone Number, Starting and Ending Dates (month and year), Hours Per Week and Salary; and Job related Training Courses, Skills, Honors, Awards, Special Accomplishments.
2. Verification of Indian Preference: If claiming Indian Preference, applicants must submit a copy of a properly completed and signed Bureau of Indian Affairs (BIA) certification form, 4432, "Verification of Indian Preference for Employment in BIA and IHS". Current employees with acceptable proof (as identified above) on file in their Official Personnel Folder are still required to submit a copy of the required BIA form 4432 with their applications. **Indian Preference will not be given unless the BIA form 4432, as previously explained, is attached to the application/resume.**
3. The attached "Addendum to Declaration for Federal Employment (IHS) in Child Care and Indian Child Care Worker Positions" for Civil Service and Commissioned Corps applicants. This OMB Approved form No. 0917-0028 (expires 2/28/09) is available at nearest IHS Facility, and must be fully completed and submitted with current dated signature. Form may also be downloaded from the IHS HR

Website at: <http://www.ihs.gov/NonMedicalPrograms/DHR/Documents/ApplicantInfo/PL101-630.pdf>

4. Current students and new graduates must submit a copy of college transcript(s) listing the college courses and credits earned in order to receive appropriate credit for education.
5. Licensure: Candidates must submit verification of current, valid, active, unrestricted licensure, listing expiration date, from any State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States or meet appointment standards as described in Commissioned Corps Personnel Manual chapter 23.3, Instruction 4 "Appointment Standards and Appointment Boards.
6. Required Work Location Availability Statement Form (attached).

NOTE: PERSONS WHO SUBMIT INCOMPLETE APPLICATIONS WILL BE GIVEN CREDIT ONLY FOR THE INFORMATION THEY PROVIDE AND MAY NOT, THEREFORE, RECEIVE FULL CREDIT FOR THEIR VETERANS' PREFERENCE, INDIAN PREFERENCE, EDUCATION, TRAINING AND/OR EXPERIENCE. All application forms are subject to verification. Therefore, careful attention should be given to the information provided. Fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and/or a determination of unsuitability for Federal employment.

SELECTION FOR THIS POSITION WILL BE IN ACCORDANCE WITH THE INDIAN PREFERENCE POLICIES OF THE INDIAN HEALTH SERVICE AND THE OKLAHOMA CITY AREA. CANDIDATES, IF CLAIMING INDIAN PREFERENCE, MUST FURNISH THE APPROPRIATE DOCUMENTATION AS EXPLAINED UNDER "APPLICATION PROCEDURES" OR WILL BE CONSIDERED AS A NON-INDIAN CANDIDATE.

RECRUITMENT CASE FILE CONTACT:

/s/ Angela F. Peshlakai

Angela F. Peshlakai
Human Resources Specialist

AFP:afp:11-07-08/O:/STF/COA/0602-13-14-15 Medical Officer

Addendum to Declaration for Federal Employment (OF 306)
Indian Health Service
Child Care & Indian Child Care Worker Positions

Item 15a. Agency Specific Questions

Name: _____ **Social Security Number:** _____
(Please print)

Job Title in Announcement: Medical Officer **Announcement Number:** SER-09-0014-COA

Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge.

Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes.

To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment:

- 1) Have you ever been arrested for or charged with a crime involving a child? YES _____ NO _____

[If AYES@, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.]

- 2) Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or guilty to, any felonious or misdemeanor offense under Federal, State, or tribal law involving crimes of violence; sexual assault, molestation, exploitation, contact or prostitution; or crimes against persons; or offenses committed against children? YES _____ NO _____

[If AYES@, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name address of the police department or court involved.]

I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Applicant=s Signature (sign in ink)

Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852.
Please do not send completed data collection instruments to this address.

WORK LOCATION AVAILABILITY STATEMENT FORM

NAME: _____ DATE: _____

ANNOUNCEMENT NUMBER: SER-09-0014-COA Medical Officer

Grade/Pay: The position must pay at least \$ _____ per _____ (year, month, day or hour) or be at least a grade _____.

PLEASE INDICATE WHEN YOU WILL BE AVAILABLE FOR EMPLOYMENT: _____

CHECK ONLY THE LOCATION(S) WHERE YOU WILL ACCEPT EMPLOYMENT:

HOSPITALS: IHS – OKLAHOMA AREA

CLAREMORE, OK _____ LAWTON, OK _____

HEALTH CENTERS: (OUTPATIENT FACILITIES)

ANADARKO, OK _____ CARNEGIE, OK _____ CLINTON, OK _____

EL RENO, OK _____ LAWRENCE, KS _____ PAWHUSKA, OK _____

PAWNEE, OK _____ WATONGA, OK _____ WEWOKA, OK _____

WHITE CLOUD, KS _____

ARE YOU WILLING TO WORK: (RESPOND YES OR NO TO EACH OF THE FOLLOWING)

	YES	NO
40 hours per week (full time)?	_____	_____
25-32 hours per week (part time)?	_____	_____
17-24 hours per week (part time)?	_____	_____
16 or fewer hours per week (part time)?	_____	_____
An intermittent job (on-call/seasonal)?	_____	_____
Weekends, shifts, or rotating shifts?	_____	_____

Please note in the Recruitment announcement under “CONDITIONS OF EMPLOYMENT” item #5. “Subject to rotating shifts, call-back, holiday and weekend work. Overtime may be required during peak periods of work.”

ARE YOU WILLING TO TAKE A TEMPORARY JOB LASTING: (RESPOND YES OR NO TO EACH OF THE FOLLOWING)

	YES	NO
Over 12 months to 2 years	_____	_____
5 – 12 months	_____	_____
1 - 4 months	_____	_____
Less than 1 month	_____	_____

**Ranking Factors for Announcement Number SER-09-0014-COA Medical Officer, GS-602 Series
Oklahoma City Area Indian Health Service**

(COMPLETE AND SUBMIT THIS FORM WITH YOUR APPLICATION)

Name (Last, First, Middle Initial)

Basic Professional Training (Name and Location of School): _____

Type of Degree (e.g., M.D., D.O.) and Date Received (Month, Day, Year): _____

If your degree was received in a school outside of the U.S., have you passed the examination given by the Education Council for Foreign Medical Graduates? Yes No Date of ECFMG Certificate, if applicable (Month, Day, and Year): _____

From your experience, education, training, self-development, outside activities, and/or awards, briefly describe the extent to which you possess the following knowledges, skills, and/or abilities (KSA's):

1. Ability to diagnosis and treat patients with a wide variety of medical problems.
2. Ability to meet and deal with people from various socio-economic backgrounds to explain appropriate medical care.
3. Ability to provide medical care to American Indians and beneficiaries through existing IHS standards of medical care.
4. Ability to supervise and direct various allied health professionals to provide optimum medical care through accepted standards of care, e.g., JCAHO, Medicare, AMA.

INTERNSHIP:

Type of Internship	Name & Location of Hospital (City & State)	Name of Chief of Service or Program Director	Date Attended (Month/Year)		Date Certificate Received
			From	To	

RESIDENCY TRAINING AND FELLOWSHIP:

Type of Specialty	Name & Location of Hospital (City & State)	Name of Chief of Service or Program Director	Date Attended (Month/Year)		Date Certificate Received
			From	To	

OTHER GRADUATE EDUCATION:

Major Field of Study or Program	Name & Location of Institute (City & State)	Certificate, Diploma, or Degree Received & Date (Month/Year)	Dates Attended (Month/Year)	
			From	To

- A. Are you eligible for certification by an American Specialty Board? Yes No
- B. Are you Board certified? Yes No
- C. If your answer to A or B is "Yes", furnish: 1. Name of Specialty Board _____
 2. Specialty _____ 3. Date of certification or eligibility _____.
- D. Is your license to practice medicine and surgery limited or restricted (e.g., use of drugs, use of surgery, etc.) in any way?
 Yes No
- E. Is your license temporary? Yes No
- F. Has your license to practice medicine and surgery ever been suspended or revoked? Yes No
- G. Has your application for admission to a State or Territorial licensing examination for the practice of medicine and surgery ever
 been refused? Yes No