

PHYSICIAN ASSISTANTS

TECHNOLOGY

TEAMWORK

SCOPE



The Best Care



Department of
Veterans Affairs

An Equal Opportunity Employer

VA CAREER OPPORTUNITIES

The Career You Want. The Future You Deserve.



*“To Care for Him Who Shall
Have Borne the Battle and for
His Widow, and His Orphan.”*

- Abraham Lincoln, March 1865



The Heartland Choice

*Sun-soaked prairies in summer,
snow-covered rolling hills in
winter – the Midwest is a nature
lover’s dream. Working for VA,
you have a broad choice of locations
in the Nation’s heartland.*

WHY VA?

★ THE BEST CARE

VA – Keeping the Promise to Those Who Served

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 offers veterans one of the largest, most comprehensive health care systems in the United States with more than 158 hospitals, 800-plus ambulatory and community-based outpatient clinics, 132 nursing homes, and many other facilities such as domiciliaries and readjustment counseling centers.

★ THE BEST EMPLOYMENT

VA and Physician Assistants

The size of the VA health system translates into comprehensive career choices across the continuum of health care settings for physician assistants eager to utilize the full range of their skills. They enjoy the flexibility to move within the VA structure and the freedom to practice wherever an opening exists. In return for their commitment to quality health care for our Nation’s veterans, VA offers its physician assistants competitive salaries, first-rate employment benefits, extensive education support and tuition reimbursement programs, nationwide job transfer opportunities, and ample paid leave. Consider a career as a VA physician assistant and be rewarded by the essential role you’ll play in helping VA keep the promise to those who served.

THE BEST PATIENTS

Young or old, male or female, it doesn't matter: Veterans have a special camaraderie with each other, and they extend that bond to their clinical care team. From injured active duty personnel to veterans of all ages, our patients rely on their VA caregivers to deliver unique and resourceful treatment, often for complex medical conditions. Regardless of financial resources, the enrolled veteran is assured treatment until maximum benefit is achieved. As a result, VA physician assistants and the entire care team form strong bonds with many brave, grateful individuals who have served our Nation.

THE BEST TEAM

Physician assistants play a vital role in the makeup of clinical care teams throughout the VA health care system. With an emphasis on primary care and outpatient ambulatory care, VA recognizes the importance of employing an extensive staff of physician assistants to improve veteran health care. They can be found in every VA setting – providing patient care at remote, community-based and hospital clinics; administering comprehensive primary care; and assisting subspecialty physicians in both outpatient and inpatient settings. Physician assistants work with physicians, rehabilitation therapists, nurses, and other primary care peers to decide effective treatment programs for patients.

THE BEST TECHNOLOGY

VA is committed to a philosophy of technology-driven care that enhances staff performance and improves patient results.

After years of development, VA now has the most comprehensive computerized patient records system in the Nation. The system puts each veteran's medical records, lab results, x-rays, EKGs, and more at the fingertips of physician assistants and the entire patient care team. That means VA physician assistants spend less time running to the x-ray department, for example, and more time attending patients. Since the system is linked to every VA facility across the country, the care team can instantaneously pull up a vacationing veteran's records, like progress notes and prescriptions, to make more informed patient decisions.

VA also has developed a premier telemedicine program to improve health care access, coordination, continuity, and outcomes for veterans when distance separates them from treatment. Homebound veterans can consult VA professionals via Webcam, and VA facilities are equipped for telemedical conferences for mental health, oncology, dermatology, and surgical consultations.

VA utilizes technology to enhance professional development, as well. Computer-based networking (mail groups), regular teleconferences, and online training enable VA physician assistants across the country to learn new information, share research, and exchange best practices.





Urban Beat

Nightlife doesn't get any better when you live in urban America. From New York City to Chicago, VA offers employment opportunities in rhythm with the Nation's coolest hotspots.

OPPORTUNITIES

OFFERING A WIDE RANGE OF OPPORTUNITIES FOR PHYSICIAN ASSISTANTS

As one of the largest health care systems in the Nation and the single largest employer of physician assistants, VA provides you with a wider range of opportunities across the continuum of care. Physician assistants enjoy challenging roles across the continuum of care, including:

- **Primary Care**
- **Geriatrics**
- **Emergency Medicine**
- **Rehabilitation** *(including spinal cord injury and rehabilitation medicine)*
- **Mental Health** *(including substance abuse and major depressive disorder treatment programs)*
- **Occupational Medicine**
- **Medical and surgical subspecialties, including:**

MEDICAL

- Cardiology
- Renal
- Infectious Diseases
- Pulmonary
- Gastrointestinal

SURGICAL

- Cardiac
- Orthopedics
- Urology
- Ophthalmology
- Oncology

Physician assistants with an interest in emergency management also find fulfilling opportunities in the various federal disaster management programs in which VA participates. Plus, administrative positions are available at VA for physician assistants looking to pursue that career path.

PROVIDING A RICH ENVIRONMENT FOR CLINICAL RESEARCH AND TRAINING

VA offers a rich environment for physician assistants who are interested in clinical research. You'll work with the Nation's leading authorities and researchers in medical and subspecialty areas, including stroke, cardiology, and cancer research. Ongoing VA research projects involving physician assistants are conducted in neurology, cardiology, urology, and oncology.

Affiliated with more than 30 accredited physician assistant education programs, VA provides physician assistants with the opportunity to train students during their clinical rotations. Some VA physician assistants also develop continuing medical education courses in conjunction with these learning institutions.





“People ask why I’ve been with VA for 20 years. The answer is simple: I get far more opportunity for direct patient contact and instant feedback, and the advancement opportunities are limitless. When I joined VA, I was a generalist PA. Since then, I’ve spent 5 years in psychiatry, 6 years in sleep research, and 9 years in nuclear medicine. I now act as the chief PA of the hospital. I wouldn’t have had this robust a career in a civilian hospital.”



— Russ Callender
Physician Assistant
Practice Board Manager
Houston

Did you know that VA:

- ★ Employs more than 1,450 physician assistants
- ★ Provides clinical rotations for many physician assistants across the country through affiliations with accredited PA training programs
- ★ Has achieved industry-leading accreditations from the Commission on Accreditation of Rehabilitation Facilities (CARF) and the Joint Commission on Accreditation of Health Care Organizations (JCAHCO)
- ★ Provides inpatient care to about 750,000 veterans and manages more than 40 million outpatient visits each year through medical centers and supporting facilities
- ★ Has facilities in all 50 states, U.S. territories, and the District of Columbia
- ★ Is committed to improving patient care through the use of technology, including a computerized patient record system, wireless handheld connectivity, and more
- ★ Works cooperatively with the Department of Defense to provide special care programs to active duty military personnel with spinal cord injuries, traumatic head injuries, and amputations
- ★ 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



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 INSURANCE

- 26 days paid annual (vacation/personal) leave; may accumulate up to 685 hours of paid leave
- 13 days paid annual sick leave
- 10 paid annual Federal holidays
- 15 days paid annual military leave
- Family and Medical Leave Act, which allows employees to take up to 12 weeks 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
- Choice of group health insurance plans with the majority of premiums paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- Term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options available

RETIREMENT

Employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Saving Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.

MOBILITY

VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. An employee may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Facilities are also authorized to pay relocation costs in selective cases where a high need is demonstrated to fill a physician assistant position.

LIABILITY PROTECTION

VA physician assistants are protected by the Federal Tort Claims Act when functioning within their Federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

AWARDS AND HONORS

VA offers both monetary and honorary recognition for overall superior performance, as well as special or unique achievements. In addition, employees who offer creative solutions to problems or ideas for improving procedures and services can earn substantial monetary awards.

WORKPLACE BENEFITS

- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy programs at most facilities
- Credit unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs



“In 1990 after 12 years as a physician assistant, I began working with spinal cord injury veterans, and it has been highly satisfying ever since. I work with a team of outstanding physicians, nurses, and therapists who are deeply committed to the care of SCI veterans. I feel challenged every day, and I’m always learning something new.”

— Patty Lyman
PA-C, Seattle

Coastal Living

Hot sun, sandy beaches, and great times with friends – all are yours when you live near the coast. Choose a VA facility near the West Coast or East Coast and all your downtime is beach time.



EDUCATION

EDUCATIONAL OPPORTUNITIES


The Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both veteran patients and employees. VA encourages career development for physician assistants through the following programs:

Continuing Medical Education Programs – These programs are offered locally and through the VA Employee Education System (EES). Tuition assistance and travel funding for outside CME conferences are often available.

Tuition Support Program – Employees in health care disciplines identified as VA shortage categories are eligible for funding to enroll in job-related advanced degree programs.

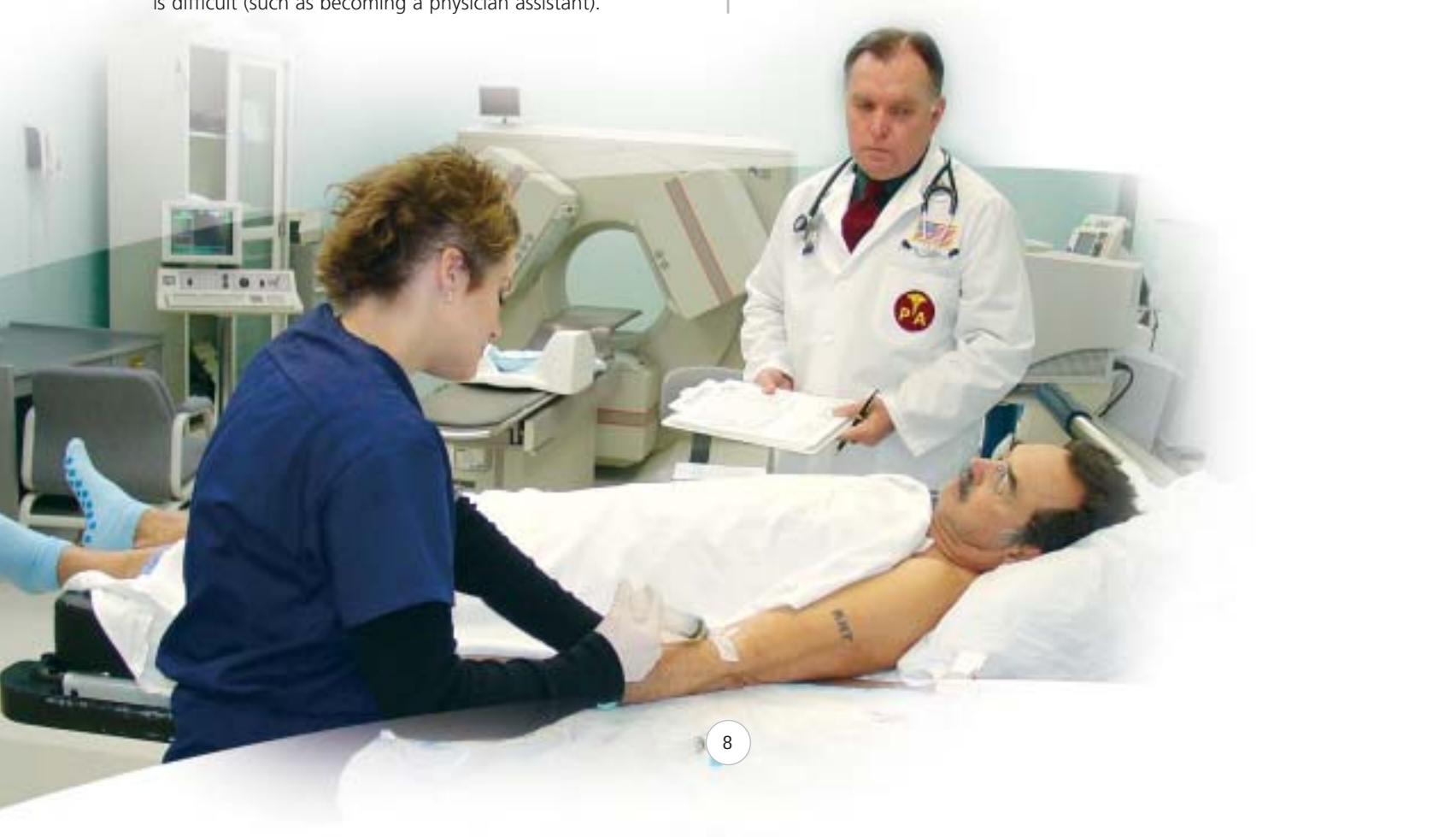
Education Debt Reduction Program (EDRP) – The EDRP allows VA to provide education loan repayments for newly appointed health care professionals. The education loan(s) must be for courses that led directly to qualifying for the appointed position.

Employee Incentive Scholarship Program (EISP) – This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult (such as becoming a physician assistant).



“As a physician assistant with 28 years experience, I have spent the last 15 of those years in the Veterans Health Administration serving my fellow veterans. I have delighted in the teaching opportunities open to me as I precept students and provide lectures for fellows in our Spinal Cord Injury Fellowship Program. As for my own NCCPA exams, the continuing medical education that is available in-house has been outstanding in helping me to prepare. Ultimately, VA offers an incredible environment where I can provide the finest health care, obtain the finest medical education, and educate our future health care providers.”

— Notley G. Maddox
PA-C, Richmond







PERSONNEL POLICIES

QUALIFICATIONS

Minimum qualifications for appointment as a VA physician assistant are:

- U.S. citizenship (non-citizens may be appointed on a temporary basis when qualified citizens are not available)
- Graduation from an AMA-approved physician assistant training program
- NCCPA certification; or new graduates must obtain NCCPA certification within two years of graduation
- Personal interview
- English language proficiency
- Satisfactory physical examination; may include drug screening

SALARY INFORMATION

- Starting salaries and grades are based on the nature and extent of professional education, training, and experience of the applicant, as well as on the nature and requirements for which the application is being made.
- Special entrance salary rates or special salary rate ranges are in effect at certain locations.
- The nationwide physician assistant salary scale increases concurrently with general pay increases for other professional and administrative Federal employees.
- VA offers premium pay to physician assistants for overtime, on-call, Saturday, Sunday, night shift, and holiday duty.
- Physician assistants are awarded regular increases within each grade based on demonstrated performance. They can be awarded accelerated increases for outstanding performance and achievement.
- Physician assistants also receive consideration for promotion to higher grades with correspondingly higher salaries.



“Physicians and physician assistants at VA have mutual respect for each other, which makes the working environment one of the best experiences possible. VA is also on the cutting edge of medical practice and leads the private sector in preventive maintenance and treatment of many chronic diseases. These factors coupled with the benefits and retirement plan make VA the best place for PAs to practice.”

— Teri Jordan
PA-C, Muskogee



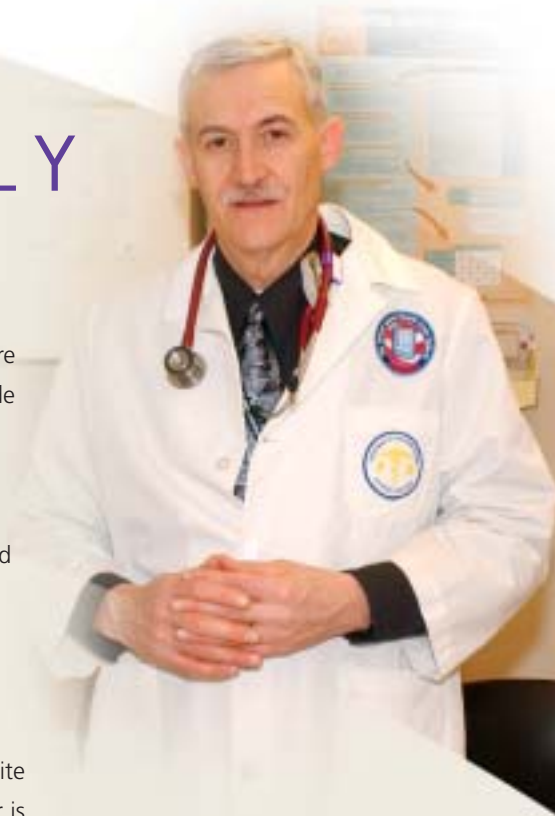
“I began working at VA just six months ago after graduating from Marquette University. Since then my clinical knowledge and expertise has increased tremendously. VA has proven to be a fantastic environment for continued learning after graduation. Plus, I have great job satisfaction. Caring for veterans is so rewarding.”

— Erica A. Gumm
PA-C, MPAS, Milwaukee

HOW TO APPLY

You should apply directly to the physician assistant supervisor or to the Human Resource Management Service at the VA health care facility where you desire employment consideration. Hiring decisions are made locally. However, information about VA physician assistant 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.

Employment information can also be obtained by contacting the Department of Veterans Affairs, Placement Service (10A2D), 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The toll-free number is **1-800-949-0002**. Employment information can also be found on the Internet at <http://www.vacareers.com>.



VA HEALTH CARE FACILITIES

To gain a first-hand view of VA health care, you are invited and encouraged to visit. Please call or write to arrange for an appointment. Telephone numbers for each facility are listed in local telephone directories under "U.S. Government." Or you can address correspondence to: Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).



ALABAMA

Birmingham (35233)
Montgomery (36109)
Tuscaloosa (35404)
Tuskegee (36083)

ALASKA

Anchorage (99508)

ARIZONA

Phoenix (85012)
Prescott (86313)
Tucson (85723)

ARKANSAS

Fayetteville (72703)
Little Rock (72205)

CALIFORNIA

Bakersfield (93301)
Fresno (93703)
Livermore (94550)
Loma Linda (92357)
Long Beach (90822)
Los Angeles (90012)
Martinez (94553)
Menlo Park (94025)
Palo Alto (94304)
San Diego (92161)
San Francisco (94121)
Santa Barbara (93110)
Sepulveda (91343)
West Los Angeles (90073)

COLORADO

Denver (80220)
Grand Junction (81501)
Pueblo (81004)

CONNECTICUT

Newington (06111)
West Haven (06516)

DELAWARE

Wilmington (19805)

DISTRICT OF COLUMBIA

Washington (20422)

FLORIDA

Bay Pines (33708)
Gainesville (32608)
Lake City (32055)
Miami (33125)
Tampa (33612)
West Palm Beach (33410)

GEORGIA

Augusta (30904)
Decatur (Atlanta 30033)
Dublin (31021)

HAWAII

Honolulu (96819)

IDAHO

Boise (83702)

ILLINOIS

Chicago (Lakeside 60611)
Chicago (West Side 60612)
Danville (61832)
Hines (60141)
Marion (62959)
North Chicago (60064)

INDIANA

Fort Wayne (46805)
Indianapolis (46202)
Marion (46953)

IOWA

Des Moines (50310)
Iowa City (52246)
Knoxville (50138)

KANSAS

Leavenworth (66048)
Topeka (66622)
Wichita (67218)

KENTUCKY

Lexington (40511)
Louisville (40206)

LOUISIANA

Alexandria (71306)
New Orleans (70146)
Shreveport (71101)

MAINE

Togus (04330)

MARYLAND

Baltimore (21201)
Fort Howard (21052)
Perry Point (21902)

MASSACHUSETTS

Bedford (01730)
Boston (02130)
Northampton (01053)
Brockton (02401)
West Roxbury (02132)

MICHIGAN

Ann Arbor (48105)
Battle Creek (49015)
Detroit (48201)
Iron Mountain (49801)
Saginaw (48602)

MINNESOTA

Minneapolis (55417)
St. Cloud (56303)

MISSISSIPPI

Biloxi (39531)
Jackson (39216)

MISSOURI

Columbia (65201)
Kansas City (64128)
Poplar Bluff (63901)
St. Louis (63125)

MONTANA

Fort Harrison (59636)
Miles City (59301)

NEBRASKA

Grand Island (68803)
Lincoln (68510)
Omaha (68105)

NEVADA

Las Vegas (89106)
Reno (89520)

NEW HAMPSHIRE

Manchester (03104)

NEW JERSEY

East Orange (07018)
Lyons (07939)

NEW MEXICO

Albuquerque (87108)

NEW YORK

Albany (12208)
Bath (14810)
Bronx (10468)
Brooklyn (11209)
Buffalo (14215)
Canandaigua (14424)
Castle Point (12511)
Montrose (10548)
New York (Manhattan 10010)
Northport (Long Island 11768)
St. Albans (11425)
Syracuse (13210)

NORTH CAROLINA

Asheville (28805)
Durham (27705)
Fayetteville (28301)
Salisbury (28144)

NORTH DAKOTA

Fargo (58102)

OHIO

Chillicothe (45601)
Cincinnati (45220)
Cleveland (44106)
Columbus (43203)
Dayton (45428)

OKLAHOMA

Muskogee (74401)
Oklahoma City (73104)

OREGON

Portland (97207)
Roseburg (97470)
White City (97503)

PENNSYLVANIA

Altoona (16602)
Butler (16001)
Coatesville (19320)
Erie (16504)
Lebanon (17042)
Philadelphia (19104)
Pittsburgh (Highland Drive 15206)
Pittsburgh (University Drive 15240)
Wilkes-Barre (18711)

PHILLIPPINES

Manila (96515) (FPO AF)

PUERTO RICO

San Juan (00921)

RHODE ISLAND

Providence (02908)

SOUTH CAROLINA

Charleston (29401)
Columbia (29209)

SOUTH DAKOTA

Fort Meade (57741)
Hot Spring (57747)
Sioux Falls (57117)

TENNESSEE

Memphis (38104)
Mountain Home (37684)
Murfreesboro (37129)
Nashville (37212)

TEXAS

Amarillo (79106)
Austin (78741)
Big Springs (79720)
Bonham (75418)
Dallas (75216)
El Paso (79925)
Houston (77030)
Kerrville (78028)
Martin (76661)
San Antonio (78284)
Temple (76504)
Waco (76711)

UTAH

Salt Lake City (84148)

VERMONT

White River Junction (05009)

VIRGINIA

Hampton (23667)
Richmond (23249)
Salem (24153)

WASHINGTON

American Lake (Tacoma 98493)
Seattle (98108)
Spokane (99205)
Walla Walla (99362)

WEST VIRGINIA

Beckley (25801)
Clarksburg (26301)
Huntington (25704)
Martinsburg (25401)

WISCONSIN

Madison (53705)
Milwaukee (53295)
Tomah (54660)

WYOMING

Cheyenne (82001)
Sheridan (82801)

Learn more online about our facilities at www.vacareers.com/facilities.cfm