

Choose the Largest Pharmacy Residency Program in the Country

Whether to do a pharmacy residency is perhaps the next biggest decision you'll make in shaping your future career. The ideal residency will help you determine which practice environment fits you best. As the largest program for advanced clinical pharmacy training in the country, the VA Pharmacy Residency Program offers more practice settings and practice areas than any other private sector system.

DIVERSE OPPORTUNITIES

Our pharmacy residents can explore both inpatient and outpatient care settings, often in the same building and always as part of a VA interdisciplinary care team. VA offers diverse specialty opportunities for both Post-Graduate Year 1 and Post-Graduate Year 2 pharmacy residents, including:

- Ambulatory care
- Infectious diseases
- Intensive care
- Internal medicine
- Managed care
- Oncology
- Pharmacotherapy
- Geriatrics
- Primary care
- Psychiatry

Many research and academic opportunities, mentored by experienced VA pharmacists, are also available.

BIGGEST PROGRAM, BEST BENEFITS

The VA Pharmacy Residency Program consists of 81 different American Society of Health-System Pharmacists (ASHP)-accredited programs across the VA system, training more than 330 residents who enjoy the following benefits:

- 12-month (July 1–June 30) clinical patient care experience
- Competitive annual salary
- Vacation, 10 paid holidays, and sick days
- Authorized absence for approved continuing education
- Health and life insurance plans available

Visit www.VAcareers.va.gov for a listing of programs and contact information, or call 1-800-949-0002 for more information.

"I first came across the VA Pharmacy Residency Program in San Francisco while on my clinical rotations as a pharmacy student. I enjoyed my experience as a student at this site and knew that I wanted to be a resident here. My experience in the residency program has been truly invaluable and unforgettable. I've been pleasantly surprised at the variety of rotations offered. I was even able to complete a pediatric rotation at the University of California, San Francisco. In addition to rotations, I have had the opportunity to precept pharmacy students and help them develop their clinical skills. Overall, the VA Pharmacy Residency Program has given me the added knowledge and confidence I need to practice in a challenging clinical setting. I also value the great relationships I've developed with my co-residents, pharmacy students, pharmacy preceptors, and many other health care providers at the medical center."

— Tiffany Dea, Pharm.D.

VA Resident

VA Medical Center San Francisco
San Francisco, Calif.



Make the Most of Your Pharmacy Training

As graduation nears, you and your peers are about to become the next generation of pharmacists. With only Pharm.D. degrees now being conferred, you have a higher level of training than ever before. A pharmacy career at VA will allow you to make the most of that training and develop your practice better than anywhere else.

A HIGHER LEVEL OF PRACTICE

Here are just a few of the ways pharmacists at VA enjoy a higher level of practice:

- VA pharmacists round with the entire patient care team and help guide the best course of drug therapies.
- Our clinical pharmacists may even obtain prescriptive authority within their defined scopes of practice.
- VA is one of the largest health care systems in the Nation. As such, it offers a wider range of specialization opportunities, practice settings, ongoing training, education programs, and pharmacy leadership positions. Our pharmacists are at the bedside and in the outpatient pharmacy, but they also run medication management clinics, conduct research, coordinate VA's mail order program, and much more – anywhere in the country they want to go. At VA, only one active state license is necessary to practice across the entire health care system.
- VA utilizes pharmacy technicians to a higher degree and invests in cutting-edge pharmacy technology, including a computerized patient record system, a Bar Code Medication Administration system, and robotic dispensing systems. Our goal is to create efficiencies that keep VA pharmacists as patient focused as possible.

"I decided to accept a position with VA after my residency because they provide career development, as well as support the attainment of Board Certification and other specialty training. Pharmacists in the VA system have unique opportunities in pharmacoconomics, cost containment, clinical practice, and formulary management. I have enjoyed my career at VA and look forward to continuing the development and attainment of my career goals."

— Kevin C. Kelly, Pharm.D., BCPS
Drug Information Specialist
VA North Texas Health Care System
Dallas, Texas

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



Get Back to Life at VA

The salary was too hard to pass up. But now the disappointments have become too hard to ignore. As a pharmacist in the retail industry, you'd like more time to devote to patient consults, less emphasis on volume and the bottom line, shorter shifts, and greater scheduling flexibility. A career at VA can offer the quality of work/life balance you crave better than anywhere in the private sector.

PATIENT FOCUSED

First and foremost, patient care at VA is not predicated on profit. Our mission as a government agency is to provide veterans with top-notch patient care. In this environment, pharmacologic cost containment is focused on achieving positive patient outcomes. To free our pharmacists to be as patient focused as possible, we have created efficiencies by utilizing pharmacy technicians to a higher degree and investing in cutting-edge pharmacy technology, including a computerized patient record system, a Bar Code Medication Administration system, and robotic dispensing systems.

ROBUST BENEFITS

At VA, we also believe that having time for yourself and your family is the most important way to stay patient focused when you're on the job. In addition to a competitive salary, VA's robust benefits package includes 10 paid holidays, 13 to 26 paid vacation days commensurate with years of experience, and sick leave with no limit on accumulation. VA also offers pharmacists a variety of flexible scheduling opportunities, including part-time work weeks, seven days on/seven days off, four 10-hour days, shorter shifts, and so on.

TRANSITION SUPPORT

Whether you decide to work in a VA medical center, nursing home, or one of our 900 outpatient clinics, VA offers a high level of support to pharmacists transitioning from retail. You can hone your drug knowledge and clinical skills in the following ways:

- **Orientation** – All newly appointed VA pharmacists complete an extensive orientation program.
- **Transition training** – Former retail pharmacists hired into VA outpatient settings can complete special training and certification.
- **Residency opportunities** – If you want to enhance your clinical skills, VA offers the largest residency program for advanced clinical pharmacy training in the Nation.
- **Ongoing education opportunities** – VA offers tuition reimbursement and other scholarship programs for professional continuing education.
- **Pharmacist network** – VA pharmacists support each other, in person and through a nationwide network of more than 5,000 pharmacists linked via e-mail groups, conference calls, regional meetings, and national pharmacy conferences.

"Imagine: Home before dark, no weekends, work one holiday a year, scheduled breaks and lunches, frequent recognition for a job well done, plenty of help from supportive colleagues, realistic clinical/managerial opportunities, and a low-stress environment. This is not too good to be true. This is my career at VA two years after leaving retail pharmacy. I made the change to a winning team that is practicing pharmacy the way it should be. You can, too."

— Adam Clark, Pharm.D.
Community Based Outpatient Clinic Pharmacist
Malcolm Randall VA Medical Center
Gainesville, Fla.

Work for VA and get back to life. Call the Human Resources Management Office at your local VA health care facility or visit www.VAcareers.va.gov to learn about open positions. For more information, call 1-800-949-0002.



Develop Your Clinical Practice like Nowhere Else

You trained for many years to attain your credentials as a clinical pharmacist. But as you fill yet another medication order, you're feeling a little frustrated that you are not fully utilizing those skills. If you're thinking about your alternatives, consider a career at VA where you can develop your clinical practice better than anywhere else.

FREE TO MAKE PATIENT CARE DECISIONS

Clinical pharmacists at VA are free to make the patient decisions their training prepared them to make. They round with the entire patient care team and help guide the best course of drug therapies. And many of our clinical pharmacists have prescriptive authority to prescribe and monitor drug therapies within their defined scopes of practice.

FREE TO MOVE ABOUT THE SYSTEM

As one of the largest health care systems in the Nation, VA offers a wider range of practice settings, specialization opportunities, and pharmacy leadership positions. Our clinical pharmacists are at the bedside, but they also run medication management clinics, conduct research, train pharmacy residents, and much more – anywhere in the country they want to go. At VA, only one active state license is necessary to practice across the entire health care system.

FREE TO BE PATIENT FOCUSED

VA's goal is to create efficiencies that keep VA pharmacists and the entire care team as patient focused as possible. To that end, we utilize pharmacy technicians to a higher degree and invest in cutting-edge pharmacy technology, including a computerized patient record system, a Bar Code Medication Administration system,

and robotic dispensing systems. Understanding the role of collaboration in improving patient care, VA also connects its nationwide network of more than 5,000 pharmacists via e-mail groups, conference calls, regional meetings, and national pharmacy conferences.

“VA's commitment to evidence-based medicine and improved patient outcomes has made me a better pharmacist. I was extremely fortunate to choose a career with VA, and I'd like to share my top reasons why:

- *Most advanced pharmacy practice in the country*
- *Opportunity to participate as an interdisciplinary health care team member*
- *Ability to work with advanced pharmacy technologies and technicians*
- *Leadership opportunities and commitment to mentoring*
- *Competitive salaries, Federal benefits package, and opportunities for student loan repayments”*

— Anthony M. Webber, Pharm.D., BCPS
Clinical Pharmacist
Carl T. Hayden VA Medical Center
Phoenix, Ariz.



Make VA the next step in your career and achieve a higher level of clinical pharmacy practice. Call the Human Resources Management Office at your local VA health care facility or visit www.VAcareers.va.gov to learn about open positions. For more information, call 1-800-949-0002.

Shift Your Career into Gear

You've been in your present position for quite some time now. You love being a pharmacist, but the drive to do something different, something even more stimulating, has been gnawing at you. It's time to shift that desire into gear and consider a pharmacy leadership position at VA.

MORE POSITIONS

As one of the largest health care systems in the Nation, VA offers more types of leadership opportunities for pharmacists across the spectrum of practice settings than any other organization.

Pharmacy managers are needed for inpatient, outpatient, and clinical pharmacy programs in every state of the Nation. From there, upward mobility opportunities for experienced managers include Assistant Chief and Chief of Pharmacy Services, Director of a Consolidated Mail Outpatient Pharmacy (CMOP) program, pharmacy leader at the Veterans Integrated Services Network (VISN) level, and national Pharmacy Benefits Management.

BETTER SUPPORT

Once you accept a position of leadership, you'll always have the support you need to manage your responsibilities effectively. VA offers its supervisors ongoing internal training opportunities, such as Leadership VA (LVA), the Executive Career Field Development Program, and the High Performance Development Model. VA also funds external education opportunities through the Employee Incentive Scholarship Program (EISP).

Understanding the role of collaboration in effective leadership, VA also has an established communication network that includes e-mail groups, regular conference calls, regional meetings, and national pharmacy conferences.

SUPERB BENEFITS

VA pharmacy leaders earn competitive salaries and enjoy a work/life balance that is unmatched in the private sector, thanks to VA's robust benefits package that includes 10 paid holidays, up to 26 paid vacation days commensurate with years of experience, sick leave with no limit on accumulation, and flexible scheduling.

"Just six years after I started in 1988 as a staff pharmacist at the VA medical center in Hampton, Va., I applied and was chosen for a job as a Supervisory Pharmacist in Augusta. In 2001, I completed my Pharm.D. degree with financial help from the VA Employee Incentive Scholarship Program, and that same year I was promoted to Chief of Pharmacy Services. Throughout my career, I have utilized the many training and education opportunities at VA. Most recently, I attended the VA Healthcare Leadership Institute. I am now a candidate in VA's Executive Career Field Development Program with aspirations to become a Medical Center Associate Director. I choose to stay with VA because I have the opportunity every day to make a difference. I can teach, I can learn, and I can lead."

— Kim C. Williams, Pharm.D.
Acting Associate Director
Augusta VA Medical Center
Augusta, Ga.

Invigorate your career at VA. Call the Human Resources Management Office at your local VA health care facility or visit www.VAcareers.va.gov to learn about open pharmacy leadership positions. For more information, call 1-800-949-0002.

