



Department of
Veterans Affairs
An Equal Opportunity Employer

PHARMACISTS

PATIENT-FOCUSED

TECH-SAVVY

AUTONOMOUS



VA CAREER OPPORTUNITIES

VA – The career you want, the future you deserve



*To Care for Those Who Shall
Have Borne the Battle ...*

- Abraham Lincoln, March 1865

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 technologically advanced health care systems in the United States with 157 medical centers, almost 900 ambulatory and community-based outpatient clinics, 134 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers.

URBAN BEAT

Modern living doesn't get any better than when you live in urban America. VA offers employment opportunities in the most cosmopolitan of cities to America's most livable small towns.



THE BEST CAREERS

VA and the Practice of Pharmacy

When you work for VA, you expand your options as a pharmacist. From staff and clinical careers to management, education and research positions, VA offers its pharmacists a wide range of employment settings and advancement opportunities, as well as the chance to work with the largest pharmacy resident program in the U.S.

VA pharmacists work in a virtually paperless workplace that includes an industry-leading computerized patient record system, a Bar Code Medication Administration system, and fully automated robotic dispensing systems. Because VA utilizes automation and pharmacy technicians to a higher degree than in the private sector, our pharmacists can focus more fully on their patients and their tasks at hand.

Consider a career at VA. In return for your commitment to quality pharmacy 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

Pharmacists at VA enjoy a high level of practice that utilizes their training as providers of patient care. As a valued member of the VA interdisciplinary care team, you will make clinical decisions that positively impact patient care. Credentialed clinical pharmacists have prescriptive authority to prescribe and monitor drug therapies. Pharmacists working in VA hospitals and clinics also have a wide range of specialization opportunities, including, but not limited to:

- **Infectious Diseases**
- **Primary Care Specialties**
- **Nutrition Support**
- **Mental Health**
- **Oncology**
- **Transplantation**
- **Pain Management**
- **Geriatrics**

All VA pharmacists can engage in an array of patient-focused activities and career development options, including:

- Providing direct patient education
- Providing direct pharmacy student and resident education
- Conducting therapeutic and pharmacokinetic consulting services
- Developing and facilitating pharmacy-based research projects
- Pursuing career advancement and management training

And at the end of the day, VA pharmacists feel good about their jobs and their ability to balance work and home life through a variety of flexible scheduling opportunities.

These opportunities may include part-time work weeks, seven days on/seven days off, four 10-hour days, shorter shifts, and so on.

THE BEST SYSTEM

Pharmacy Times

"It is hard to beat the VA system when it comes to career opportunities. With over 200 sites across the United States and a reputation for cutting-edge research, VA allows pharmacists a unique opportunity for unparalleled career development within one organization."

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."

Did you know that VA:

- ★ Employs more than 5,000 licensed pharmacists
- ★ Employs a pharmacist workforce that is more diverse than national averages
- ★ Has affiliation agreements with nearly every college or school of pharmacy
- ★ Offers the opportunity to mentor pharmacy students through extern programs
- ★ Trains the largest number of pharmacy residents in the U.S.
- ★ Offers pharmacists the opportunity to run patient clinics, including anticoagulation clinics and medicine management clinics
- ★ Supports pharmacist-based research
- ★ Serves a population of more than 7.7 million veterans, providing inpatient care to about 600,000 veterans and managing more than 50 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 such as hurricanes



"When I was a pharmacy student with rotations at the Miami VA Medical Center, I was extremely impressed with VA's computerized patient record system. So I was thrilled to get a residency at the VA in Washington, D.C. A year later, I decided to take a position in D.C. because of the wealth of opportunities I knew were here."

— **Ivan P. Cephas, Pharm.D.**
Emergency Pharmacy Specialist
Washington, D.C. VA Medical Center



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 pharmacists earn 13 to 26 days of paid annual (vacation/personal) leave commensurate with years of experience. Annual leave begins to accrue immediately.
- Pharmacists 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 to other Federal employees who are experiencing a medical emergency.
- Military leave is authorized up to 15 days a year for active reservists and National Guard members.



HEALTH AND LIFE INSURANCE

- VA offers a variety of health insurance plans with premiums cost shared 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 use 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 pharmacists are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement

"Coming to VA three years ago has allowed me to not only have a life again, but also to grow professionally and actually use what I was taught in school. I first took a position as a staff pharmacist, then moved into a clinical position seeing patients, participating in safety initiatives, and precepting Pharm.D. students. The Education Debt Reduction Program (EDRP) has helped immensely in reducing my student loans and making the switch from retail a no-brainer. VA is honestly the best place to work as a pharmacist."

— **Bryan Gardner, Pharm.D.**
Outpatient Clinical Pharmacist
Rochester Community Based Outpatient Clinic
Rochester, N.Y.



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 as much as \$15,000 of their income 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

Where can a pharmacy career at VA take you? How about anywhere you'd like to live in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. 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 state license is necessary to practice in any VA facility.

LIABILITY PROTECTION

The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. VA pharmacists, therefore, 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.

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 can be beach time.



AWARDS AND HONORS

VA bestows both monetary and honorary recognition for overall superior performance and special or unique achievements. In addition, substantial monetary awards can be earned through participation in VA's Employee Suggestion Program when employees offer creative solutions to problems, or ideas for improving procedures and services.

ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Free parking at most facilities
- Credit unions
- Child care at some facilities

EDUCATION

EDUCATIONAL OPPORTUNITIES

VA conducts an extensive orientation program for all newly appointed pharmacists. Topics include VA's mission, philosophy, and policies. Special training and certification is also offered for all new pharmacists, including former retail pharmacists who are hired into VA outpatient settings.

Additionally, VA offers its pharmacists several education-based incentive and assistance 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 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.

Other Tuition Reimbursement – Tuition reimbursement for professional continuing education may be available through each VA facility's education office.



HIRING POLICIES

SALARY INFORMATION

- Starting salaries are recommended by a Pharmacist Professional Standards Board based on professional education, training, and experience.
- Special beginning rates are in effect at many locations to ensure competitive salaries within each local labor market.
- VA offers premium pay to pharmacists for overtime, on-call, weekend, and holiday duty.
- Pharmacists are awarded regular increases based on demonstrated performance and may receive accelerated increases for outstanding performance.



THE HEARTLAND CHOICE

Snow-covered mountains in winter, sun-soaked prairies in summer – the Midwest is a nature lover's dream. Working for VA, you have a broad choice of locations in the Nation's heartland.

QUALIFICATIONS

Minimum qualifications for appointment as a VA pharmacist are:

- U.S. Citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)
- Graduate of a degree program in pharmacy from an Accreditation Council for Pharmacy Education (ACPE) accredited school
- Full, current, and unrestricted license to practice pharmacy from any U.S. State, Commonwealth, the District of Columbia, or Territory (e.g., Puerto Rico)
- Appropriate professional record for experienced pharmacists
- Personal interview
- Satisfactory physical examination (may include drug screening)
- English language proficiency



"I was thrilled to stay on staff at the VA Medical Center in Milwaukee as a clinical pharmacist after completing my pharmacy practice residency. I enjoy working with other health care providers in an interdisciplinary environment. VA has provided me with many wonderful and unique opportunities, many of which I don't think I would have experienced as a pharmacist at other institutions."

— Jennifer A. Dolan, Pharm.D., CGP
Clinical Pharmacist
Clement J. Zablocki VA Medical Center
Milwaukee, Wis.

HOW TO APPLY

Apply directly to the Human Resources Management Office at the VA health care facility where you desire employment consideration. Hiring decisions are made locally. However, information about VA pharmacy 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, 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.



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
Livermore (94550)
925-477-2560
Loma Linda (92357)
909-825-7084
Long Beach (90822)
562-826-8000
Los Angeles (90073)
310-478-3711
Martinez (94553)
925-372-2000
Menlo Park (94025)
650-493-5000
Palo Alto (94304)
650-493-5000
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
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)
808-438-1000

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

TUCKY

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

KEN-

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

CONSOLIDATED MAIL ORDER PHARMACIES (CMOP)

913-727-4820

Charleston, SC Chicago, IL Murfreesboro, TN
Chelmsford, MA Dallas, TX Tucson, AZ
Leavenworth, KS

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