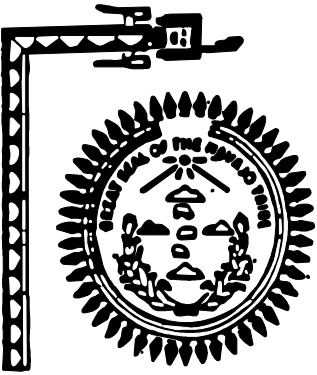


DEPARTMENT OF HEALTH AND HUMAN SERVICES

**NAVAJO AREA
INDIAN HEALTH SERVICE**



VACANCY ANNOUNCEMENT
CH-09-14

OPENING DATE
J ANUARY 12, 2009

CLOSING DATE
FEBRUARY 2, 2009

POSITION
SOCIAL WORKER

LOCATION AND DUTY STATION
PHS INDIAN HOSPITAL, COUNSELING SVS., CHINLE, AZ

GRADE/SALARY
GS-185-11, \$56,411 - \$73,329 PER ANNUM;
GS-185-09, \$46,625 - \$60,612 PER ANNUM;

NUMBER OF VACANCIES
THREE VACANCIES (076109/076112/076123)

APPOINTMENT
● PERMANENT
TEMPORARY
NTE: _____

WORK SCHEDULE
● FULL-TIME
PART TIME
INTERMITTENT

AREA OF CONSIDERATION
COMMUTING AREA
NAVAJO AREA WIDE
● IHS WIDE
DHHS WIDE

SUPERVISORY/MANAGERIAL
YES, MAY REQUIRE ONE YEAR PROBATION
● NO

PROMOTIONAL POTENTIAL
● YES, TO GRADE GS-11
NO KNOWN POTENTIAL

HOUSING
● YES, GOVERNMENT HOUSING AVAILABLE
PRIVATE HOUSING ONLY

TRAVEL/MOVING
● MAYBE PAID FOR ELIGIBLE EMPLOYEES
NO EXPENSES PAID

DUTIES: The purpose of this position is to provide professional Medical Social Work and Patient Advocacy services for the Indian beneficiaries residing in the Chinle Service Unit. The incumbent will assess and evaluate patients using a patient/family-centered approach for needs such as financial assistance, discharge planning/coordination, long-term care placement, in-home care issues, cross-cultural communication concerns, inter-agency coordination, abuse screening and referral and other psychosocial concerns related to health care. Develops interventions based on above needs assessments and exercises mature professional judgment in consultation with the supervising social worker in providing problem-focused, culturally appropriate care. Assists patient and family in negotiating with health care providers and other community human service providers regarding health care decisions and concerns. Coordinates and arranges placement of patient requiring long-term care. Provides education to patients and their families on psychosocial issues related to health care such as executing advance directive, filing for guardianship for incompetent patients, and advocacy issues such as rights to informed consent and appropriate involvement in treatment decisions. Prepares and interprets psychosocial reports as indicated for patients, community agencies and professionals. Participates and when appropriate takes a leadership role in assessing community human service needs. Works with community members and community human service providers to develop approaches to addressing those needs. Provides education to community members and human service providers on issues such as patient advocacy, patient and family rights and obligations in the provisions of health care services, accessing human service resources etc. Maintains a close working relationship with tribal social service programs and assists in integrating their activities with hospital activities. Assists in developing as needed appropriate services to address patient and family psychosocial needs. Prepares reports as requested on quality improvement activities. Performs other duties as assigned.

THIS POSITION IS LOCATED IN A SMOKE-FREE ENVIRONMENT



QUALIFICATION REQUIREMENTS: YOUR DESCRIPTION OF WORK EXPERIENCE, LEVEL OF RESPONSIBILITY, AND ACCOMPLISHMENTS WILL BE USED TO DETERMINE THAT YOU MEET THE FOLLOWING REQUIREMENTS.

POSITIVE EDUCATION REQUIRED: YES

LICENSURE REQUIRED: YES

BASIC REQUIREMENTS: EDUCATION: Degree: Social Work. Must fulfill all of the requirements for the Master's degree in social work in a school accredited by the Council on Social Work Education. *Master's degree with practicum:* Applicants who complete all of the requirements for a master's degree in social work that included a practicum are eligible for GS-9.

IN ADDITION TO BASIC REQUIREMENTS: Candidates must have 52 weeks of specialized experience equivalent to the GS-09 to qualify for GS-11. Candidates must have 52 weeks of specialized experience equivalent to the GS-07 to qualify for GS-09.

SPECIALIZED EXPERIENCE: Experience that equipped the applicant with the particular knowledge, skills and abilities to perform successfully the duties of the position and that is typically in or related to the work of the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level. Examples of the type of experience that will be credited are carrying out the duties as an experienced in providing care appropriately to the age of the patients served including the principles of growth and development over the life span; ability to assess data reflective of patient's status; and interpret the appropriate information needed to identify each patient's requirements relative to age-specific needs of neonate, pediatric, adolescent, adult and geriatric.

SELECTIVE PLACEMENT FACTOR: Each PHS Social Worker must possess and maintain a current State license or certification.

TIME-IN-GRADE REQUIREMENTS: Candidates applying under the provisions of the Merit Promotion Plan must have completed 52 weeks of service at the GS-09 grade level to qualify for the GS-11 grade level. Candidates applying the provisions of the Merit Promotion Plan must have completed 52 weeks of service at the GS-07 grade level to qualify for the GS-09 grade level.

CONDITIONS OF EMPLOYMENT: Immunization requirements- All persons born after 12-31-56 must provide proof of immunity to Rubella and Measles. Serology testing to confirm immunity and/or immunization will be provided free of charge. Special consideration may be allowed to individuals, who are allergic to a component of a vaccine, 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 that requires regular work at a Service Unit.

REASONABLE ACCOMMODATION: This agency provides reasonable accommodations to applicants with disabilities. 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 on a case-by-case basis.

LEGAL AND REGULATORY REQUIREMENTS: Candidates must meet time-after-competitive appointment, time-in-grade, and qualification requirements by the closing date of the vacancy announcement.

NOTE: Refer to OPM Handbook Qualification Standards, Series GS-0185 for complete information. For more complete information contact your Servicing Personnel Office. In order to obtain educational credit, you are required to provide official transcripts by the closing date of this announcement.

WHO MAY APPLY:

MERIT PROMOTION PLAN (MPP) CANDIDATES: Applications will be accepted from status eligible (e.g., reinstatement eligible and current permanent employees in the competitive Federal service) and from current permanent IHS employees in the Excepted Service who are entitled to Indian Preference.

EXCEPTED SERVICE EXAMINING PLAN (ESEP) CANDIDATES: Applications will be accepted from individuals entitled to Indian Preference. Current permanent IHS Excepted Service employees and Competitive Service employees or Reinstatement eligible entitled to Indian Preference may also apply under the provisions of the Indian Health Service Examining Plan. These candidates MUST indicate on their resumes or, application, whether their resume or application is submitted under the IHS Excepted Service Examining Plan, the IHS Area Merit Promotion Plan or both.

Applications will also be accepted from individuals eligible for non-competitive appointment (e.g., applicants eligible for appointment under the Veterans Readjustment Act, the severely handicapped, those with a 30% or more compensable service-connected disability).

Veterans: 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.

INFORMATION FOR DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) SURPLUS OR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION.

If you are currently a DHHS employee who has received a Reduction-In-Force (RIF) separation notice or a certificate of expected separation, you may be entitled to special priority selection under the DHHS Career Transition Assistance Program (CTAP). To receive this priority consideration you must:

1. Be a current DHHS career or career-conditional (tenure group I or II) or be current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice of a Certificate of Excepted Separation (CES) and, the date of the RIF separation has not passed and you are still on the rolls of DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
4. Be currently employed DHHS in the same commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.)
6. Meets the basic qualifications for the position, any documented selective factor, physical requirements with any reasonable accommodation and is able to satisfactorily perform the duties of the position without undue interruption.

INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION UNDER THE INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP).

If you are a displaced Federal employee you may be entitled to receive special priority consideration under the ICTAP. To receive this priority consideration, you must:

1. Be a displaced Federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered employees.
 - A. Current or former career or career-conditional (tenure groups I or II) competitive service employees who:
 1. Received a specific RIF separation notice; or
 2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies it is unable to place; or
 3. Retired with a disability and whose disability annuity has been or is being terminated; or
 4. Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF"; or
 5. Retired under the discontinued service retirement option; or
 6. Was separated because he/she declined a transfer of function or directed reassignment to another community area.
 - OR
 - B. Former Military Reserve or National Guard Technician who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under sections 8337(h) or 8456 of Title 5 United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Be rated well qualified by achieving a score of 80 on a rating scale of 70 to 100 for the position including documented selective factors, quality ranking factor, physical requirements with reasonable accommodations and is able to satisfactorily perform the duties of the position upon entry.

EVALUATION CRITERIA: Evaluation will be made of Experience, Performance Appraisal, Training, Letters of Commendation, Self-Development, Awards and Outside Activities, which are related to the position. To receive full credit for your qualifications, provide a narrative statement, which fully describes all aspects of your background as they relate to the knowledge, skills, and abilities (KSA's) outlined below and show the level of accomplishment and degree of responsibility.

The KSA's in your narrative statement will be the principle basis for whether or not you are highly qualified for the position. Describe your qualifications in each of the following:

1. **ABILITY TO APPLY SOCIAL WORK PRACTICE METHODS AND THE THEORY TO THE ASSESSMENT OF PATIENTS AND FAMILIES.**

2. **ABILITY TO DEVELOP AND IMPLEMENT TREATMENT PLANS FOR PATIENTS.**
3. **SKILLS IN APPLYING KNOWLEDGE OF BASIC PSYCHOTHERAPEUTIC TECHNIQUES TO A VARIETY OF PATIENTS WITH VARIOUS MEDICAL PROBLEMS.**
4. **ABILITY TO INVESTIGATE, ANALYZE AND SOLVE PROBLEMS.**
5. **ABILITY TO MEET AND DEAL WITH A VARIETY OF INDIVIDUALS AND GROUPS.**

(SEE ATTACHED SUPPLEMENTAL QUESTIONNAIRE FOR DEFINITIONS.)

NOTE: "Declaration for Federal Employment" (OF-306), AND Addendum to OF-306 (Child Care & Indian Child Care Worker Position), BOTH forms, must be completed and submitted with original 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. Responding yes to any one of these two questions can make you ineligible for employment in this position. *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.*

"DESIGNATION OF CHILD CARE POSITION UNDER PL 101-630 AND PL 101-647"

HOW & WHERE TO APPLY: All applicants, except Commissioned Officers, must submit one of the following to the PHS Indian Hospital, Personnel Management Branch, P.O. Box PH, Chinle, Arizona 86503, **BY CLOSE OF BUSINESS (5:00 P.M.) ON THE CLOSING DATE:**

1. OF-612, Optional Application for Federal Employment; OR
2. **Resume;
3. **Any other written application format; copy of your most recent performance appraisal and any other necessary documentation pertinent to the position being filled.

THIS OFFICE WILL NOT SOLICIT ADDITIONAL INFORMATION; WE WILL NOT ACCEPT APPLICATIONS RECEIVED BY FAX, E-MAIL OR ELECTRONIC RESUMES.

FOR MORE INFORMATION CONTACT: Lori Smith, Human Resource Specialist, (928) 674-7033 OR email: lorraine.smith@ihs.gov.

A copy of an Official Bureau of Indian Affairs Preference Certificate, BIA Form 5-4432, signed by the appropriate BIA Official, must be submitted if the applicant claims Indian Preference. Navajo Area Indian Health Service employees claiming Indian Preference need not submit the BIA Form 5-4432, but **MUST** state that such documentation is contained in their Official Personnel Folder.

****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 personnel office to make a determination that you have the required qualifications for the position. **SPECIFICALLY, THE INFORMATION PROVIDED UNDER #8 (HIGH SCHOOL), #9 (COLLEGES AND UNIVERSITIES), AND #10 (WORK EXPERIENCE) 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.**

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. Veteran's Preference Certificate – DD-214, indicating Discharge and/or SF-15 – if claiming 10-points. Veteran's Preference is not applicable to current DHHS permanent employees, Federal employees with competitive status, or reinstatement eligibles;
6. Copy of latest SF-50, Notification of Personnel Action, if current or prior employee;
7. Highest Federal civilian grade held (give series and dates held);
8. High school – Name, City, State (zip code if known), and date of Diploma or GED;
9. Colleges and Universities – Name, City, State (zip code if known), Majors, Type and Year of any Degrees received (if no Degree shows Total semester or Quarter Hours earned). (Attach Transcripts);
10. Work Experience (paid and nonpaid) – Job, title, duties and accomplishments, Employer's Name and Address, Supervisor's Name and phone number, starting and ending dates (month/year), hours/week, and salary.
11. Indicate if we may contact your current Supervisor.
12. Job-related Training courses, Skills, Certificates, Registrations and Licenses (current only), Honors, Awards, Special Accomplishments.

NOTE: PERSON WHO SUBMITS INCOMPLETE APPLICATIONS WILL BE GIVEN CREDIT ONLY FOR THE INFORMATION THEY PROVIDE AND MAY NOT, THEREFORE, RECEIVE FULL CREDIT FOR THEIR VETERANS PREFERENCE DETERMINATION, INDIAN PREFERENCE, EDUCATION, TRAINING AND/OR EXPERIENCE.

ADDITIONAL SELECTIONS: Additional or alternate selections may be made within 90 days of the date of the certificate issued if the position becomes vacant or to fill an identical additional position in the same geographic location.

COMMISSIONED OFFICERS: Commissioned Officers applicants claiming the Area Personnel Office against the applicable Preston standard or the civil service standard, if no Preston standard exists will evaluate Indian Preference. These applicants must describe the experience gained in their two most recent positions and provide the dates they occupied those positions. In addition, Commissioned Corps Indian Preference applicant must also provide information regarding education, including degrees obtained and schools attended and they must include home/work telephone numbers if this information is not contained in the resumes. When required by the vacancy announcement, this knowledge, skills and abilities, which are being, used as selective factors. Commissioned Corps Indian Preference applicants may also be required to submit proof of Indian Preference and proof of possession of the appropriate license.

INDIAN PREFERENCE: Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act. In other than the above, the IHS is an Equal Opportunity Employer.

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.

EQUAL EMPLOYMENT OPPORTUNITY: SELECTION FOR POSITIONS WILL BE BASED SOLELY ON MERIT WITH NO DISCRIMINATION FOR NON-MERIT REASONS SUCH AS RACE, COLOR RELIGION, GENDER, SEXUAL ORIENTATION, NATIONAL ORIGIN, POLITICS, MARITAL STATUS, PHYSICAL HANDICAP, AGE OR MEMBERSHIP OR NON-MEMBERSHIP IN AN EMPLOYEE ORGANIZATION. PROMOTION OR APPOINTMENTS WILL NOT BE BASED ON PERSONAL RELATIONSHIP OR OTHER TYPES OF PERSONAL FAVORITISM OR PATRONAGE.

HUMAN RESOURCE CLEARANCE DATE

EACH APPLICATION FORM AND DOCUMENT FORM MUST BE INDIVIDUALLY IDENTIFIED BY THIS ANNOUNCEMENT NUMBER CH-09-14. ALL ORIGINAL DOCUMENTS AND COMPLETED APPLICATION FORMS MUST BE DUPLICATED BY THE APPLICANT BEFORE SUBMISSION AS WE DO NOT HONOR REQUESTS FOR COPIES. COMPLETED FORMS WHEN SUBMITTED BECOME THE PROPERTY OF THIS PERSONNEL OFFICE AND WILL NOT BE RETURNED.

**SUPPLEMENTAL QUESTIONNAIRE
SOCIAL WORKER, GS-185-9/11**

1. **ABILITY TO APPLY SOCIAL WORK PRACTICE METHODS AND THEORY TO THE ASSESSMENT OF PATIENTS AND FAMILIES.** The person in this position must have the ability to apply social work practice methods in doing assessments of patients and understanding of the needs of complex patients. The person in this position should have the knowledge to work with families, children and adults using a variety of current therapeutic techniques. What in your background shows you possess this ability?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number)

2. **ABILITY TO DEVELOP AND IMPLEMENT TREATMENT PLANS FOR PATIENTS.** This person must have the ability to develop and implement treatment plans for patients and is able to evaluate the outcome and make appropriate referrals. Must be able to identify assesses and evaluate problems, needs and conflicts to implement a treatment plan for a patient. What in your background shows you possess this ability?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number)

3. **SKILLS IN APPLYING KNOWLEDGE OF BASIC PSYCHOTHERPEUTIC TECHNIQUES TO A VARIETY OF PATIENTS WITH VARIOUS MEDICAL PROBLEMS.** The person in this position must be able to apply the knowledge of human behavior and psychology through the use of a variety of psychotherapeutic interventions to the concerns of patients and families with medical problems. What in your background shows you possess this skill?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number)

4. **ABILITY TO INVESTIGATE AND ANALYZE AND SOLVE PROBLEMS.** The person in this position must be able to investigate, analyze and solve problems to complex interdisciplinary problems, investigating sources and developing appropriate interventions with all involved parties including patients and families. What in your background shows you possess this ability?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number)

5. **ABILITY TO MEET AND DEAL WITH A VARIETY OF INDIVIDUALS OR GROUPS.** The person in this position must have the ability to communicate effectively with a wide variety of individuals to ensure the information provided to outside parties is accurate and consistent. To plan and coordinate the work directed within the facility and with others outside the subordinate organizations. This includes interpersonal and communication skills in dealing with confrontational and disciplinary situations. What in your background shows you possess this ability?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number)

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CERTIFICATION

I, CERTIFY THAT ALL OF THE STATEMENTS MADE IN THE ABOVE QUESTIONNAIRE ARE TRUE, COMPLETE, AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF AND ARE MADE IN GOOD FAITH.

SIGNATURE OF APPLICANT

DATE