

COMMON BONDS AT WORK

VA JOBS FOR VETERANS



The
**Best
Care**

The
**Best
Careers**



Department of
Veterans Affairs
An Equal Opportunity Employer

OPPORTUNITIES FOR FORMER MILITARY
VA – The career you want, the future you deserve



The Best Careers

Join VA and continue to share your camaraderie of service.

VA employs more than 216,000 individuals across 300 career fields. As one of the largest health care systems in the country, we offer a wider range of opportunities and leadership positions in not only health care, but also administration, technology, engineering, and many trade occupations. We know it takes top-notch professionals in both health care and supporting roles to deliver The Best Care to our Nation's veterans.

VA has facilities in all 50 states, the District of Columbia, Puerto Rico, and the Philippines, so you can pick where your next home will be.

For health care positions requiring licensing, only one active, unrestricted state license is needed to practice across our entire health care system.

Best of all, you'll build The Best Career among those who share your past and understand your commitment to serving our country. For a complete listing of VA careers, visit www.VAcareers.va.gov and click on VA Occupations.

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The Best Care

The Department of Veterans Affairs is one of the largest, most technologically advanced health care systems in the Nation.

When nearly one-third of a health care network's workforce is former military, you just know the quality of care is going to exceed national standards. At VA, the proof is in the results.

- Our patient satisfaction scores have been higher than the private sector health care industry for six consecutive years.
- Our quality scores exceed the national average, according to three different quality assessment organizations.
- Our electronic patient record system is one of the best in the Nation, earning Harvard's prestigious "Innovations in American Government Award."

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, VA's mission has been to keep that promise and provide our veterans with The Best Care.

Today, our employees, both veterans and civilians, are proud to work in the largest health care network in the country. VA operates 154 medical centers, 875 ambulatory and community-based outpatient clinics, 136 nursing homes, 206 veterans centers, and 24 military discharge centers. Somewhere in that selection is a position tailor-made for you.



Why Transition to VA?

- ★ We assist veterans in understanding and using veterans' preference and other hiring flexibilities to gain employment at VA.
- ★ Retired members of the military who work at VA continue to receive their full military retirement benefits with no off-set for civil service employment.
- ★ After a fruitful career here, your VA retirement benefits will be in addition to your full monthly military retirement pay or pension.
- ★ If you served but did not retire from the military, you have the option of converting your active military time towards your Federal retirement.
- ★ For active reservists and National Guard members, military leave is authorized up to 15 days a year.
- ★ Our patients have a special camaraderie with each other, and they extend that bond to their comrades at VA who share their military background.

The Logical Next Step

Mission Status: Complete

After proudly serving our Nation, you have made the difficult decision to transition out of the military. The military has taught you to demonstrate many honorable characteristics. You believe in teamwork. You are not a clock watcher. You take pride in your accomplishments. You accept and are dedicated to every mission.

VA employs individuals who demonstrate these same characteristics. In fact, almost one-third of VA employees are veterans. Veterans bring their military experience as doctors, nurses, lawyers, accountants, mechanics, technologists, and other support professionals to VA because they want to engage in our mission of providing quality care to our Nation's finest.

New Mission: Make a Commitment to Excellence

Working with and caring for your comrades on the battlefield has prepared you for a fulfilling professional career at VA. By making a commitment to excellence, you are promising your comrades, as well as those who will serve after you, the exceptional services they deserve.

VA provides transitioning military personnel with unique career opportunities in a familiar culture. As a former member of the military, you have a deep understanding of veterans that is unmatched by civilian professionals. Such shared experience – with both veteran colleagues and our veteran patient population – will allow you to excel both personally and professionally.

"After leaving the USAF, I missed working with the military/veteran population and made the logical choice to work at VA. My knowledge of the military and its medical records system is an invaluable asset as I meet the needs of veterans. Each day that I help a veteran encountering difficulties, I am reminded that my job is very rewarding."

— Patrice L. Pye, Ph.D.
Medical Psychologist
Integrated Primary Care





A Proud Past. A Stable Future.

At VA, we strive to provide our employees with a superior work/life balance in return for their dedication to exceptional care and service to our veteran patients. We do so through flexible schedules, competitive salaries, a robust Federal benefits package and retirement plan, and one of the most comprehensive education support programs in the Nation.

Federal Benefits

VA professionals earn robust paid leave benefits:

- 13 to 26 days of paid annual (vacation/personal) leave each year. Annual leave begins to accrue immediately and can be used as it is earned, with supervisory approval.
- A minimum of 13 days of sick leave each year with no limit on accumulation
- 10 paid Federal holidays
- Up to 15 days of military leave each year for active reservists and National Guard members
- The Family and Medical Leave Act and Family Friendly Leave Act, which allow employees to take 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 with a serious health problem
- The Voluntary Leave Transfer Program, which allows Federal employees to donate annual leave to fellow employees for specific medical circumstances

In addition to paid time off, VA employees have an outstanding number of health insurance plans from which to choose. Our insurance benefits include exceptional vision and dental plans, and employees may elect expanded coverage or long-term care insurance. VA also extends health insurance coverage to retired personnel.

Education Support

Tuition Support Program: This program funds job-related courses, continuing education courses, and conferences for employees in shortage category professions.

Employee Education System (EES): EES is the VA health system's internal education and training organization. Through EES, employees can improve their work performance, as well as continue their education through numerous educational courses. Employees manage their EES coursework and maintain an official training record through the VA Learning Management System. This Web-based portal offers direct access to thousands of VA's learning activities, including instructor-led, satellite, and online training; books; and other instructional products.

Education Incentive Scholarship Program (EISP): EISP is a scholarship awarded to full- and part-time VA employees who are currently enrolled in or accepted to an accredited education program. The program must lead to licensure or



certification as a health care provider in clinical and allied health occupations. The scholarship covers tuition costs and related expenses.

Ask your recruiter about other education support programs offered at VA, including the following health care education loan repayment and scholarship opportunities.

- **Education Debt Reduction Program (EDRP)**
- **National Nursing Education Initiative (NNEI)**

All education programs are subject to the availability of funding.

Retirement Plan

VA professionals are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement plan consisting of Social

Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). TSP allows VA employees to tax defer a fixed dollar amount of their income each year. The Federal Government also provides a basic contribution and employer match, depending on the amount the employee contributes.

Transitioning military personnel have the option to convert active military time towards Federal retirement. For retired military, VA retirement benefits are in addition to your full monthly military retirement pay or pension.

Liability Protection

The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. VA health care professionals, 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 Department of Veterans Affairs. This applies when the professional's action is in accord with the policies of the institution in which he or she is practicing.



VA – The career you want, the future you deserve

1-800-949-0002

www.VAcareers.va.gov

VA is revolutionizing veteran care each and every day. Be a part of a groundbreaking team. Join VA.

VA is committed to hiring veterans. If you are transitioning from the military, a veteran already, or an active reservist or National Guard member, we invite you to explore the benefits of continuing your career at VA. You don't have to be separated from the military to apply.

VA hiring decisions are made locally. You can search for open positions by visiting www.VAcareers.va.gov. To learn more about local hiring procedures, opportunities for transitioning military, or how to apply for a position, contact the local recruiter or Human Resources Management Office at the VA facility where you desire employment. You can find a listing of VA facilities in the "VA Networks" section of the VA Careers Web site.

Additional information can also be obtained by calling 1-800-949-0002 or writing to:

Department of Veterans Affairs
Placement Service
1555 Poydras Street, Suite 1971
New Orleans, LA 70112



1-800-949-0002

www.VAcareers.va.gov



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**Kevin Buccola
National Healthcare Recruiter
1555 Poydras St., Suite 1971
New Orleans, La 70112
O/P 504-565-4853
Fax 504-565-4909
Kevin.Buccola@va.gov
www.VAcareers.va.gov**

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