**NATIONWIDE OPPORTUNITIES**

**HOW TO APPLY**

In and outside your area, you’ll find work to make a difference. VA Care Facilities are in all 50 states, the District of Columbia, and Puerto Rico. You can apply for a job by submitting your resume and cover letter. You can also apply online through the VA’s website.

**VA HEALTH CARE FACILITIES**

**MENTAL HEALTH CARE PROFESSIONALS**

INTEGRAL
DEDICATED
INDISPENSABLE

**VA CAREER OPPORTUNITIES**

VA – The career you want, the future you deserve

Learn more about our VA Health care facilities at www.VAcareers.va.gov

**To gain a firsthand view of VA health care, you are invited and encouraged to visit any of our Medical Centers, community-based outpatient clinics, our mobile health care teams, and other medical and community-based outpatient clinics. Please call or write to arrange an appointment.**

**Telephone numbers are listed below for each medical center, so that you can explore VA mental health care opportunities. You can also address correspondence to:**

**Human Resource Management Service, VA Medical Center, West Haven (06516)**

**Call Toll-Free:** 203-932-5711

**San Francisco (94121)**

**Call Toll-Free:** 860-666-6951

**Loma Linda (92357)**

**Call Toll-Free:** 303-399-8020

**Other Facilities:**

** telegram directories under**

**VA can take you anywhere you want to live and work.**

**Veteran, and I enjoy helping my fellow veterans. I feel I'm really**

**VaCareers.va.gov**

**An Equal Opportunity Employer**

“Working at VA is as healthy as eating well, I was raised by a 

**breed, and enjoy helping my fellow veterans. I feel I can really make a difference, that’s why I work here to improve**

**their mental health.”**

**– Jimmie Reid, M.D.**

**Veteran Health Care Center**
THE BEST CARE

VA – Keeping the Promise to Those Who Served

The Department of Veterans Affairs (VA) is one of the largest, most technologically advanced health care systems in the United States. Our employees work at 154 medical centers, 875 ambulatory and community-based outpatient clinics, 136 nursing homes, and many other facilities, such as domiciliaries and readjustment counseling centers. 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.

THE BEST OPPORTUNITIES

VA Mental Health Enhancement Initiative

Veterans’ mental health is a top priority at VA. After returning from combat, many veterans struggle to readjust to life at home. Our mental health care providers play a critical role in helping these veterans reclaim their lives by providing cutting-edge care. VA supports this mission by ensuring that our mental health professionals have the most innovative technologies, facilities, and training at their fingertips. When you join VA, you will be a core member of our interdisciplinary care team, collaborating with both primary care and other mental health professionals to establish the right course of treatment for patients.

Evidence-Based Care

VA employs evidence-based mental health practices throughout the system. As part of this effort, VA is in the process of providing system-wide clinical training in VA’s mental health staff, in the delivery of care of the art mental health services.

Focus on Care, Not Insurance

At VA, mental health care is not a business decision. A career with VA allows you to break free of the restrictions of managed care and practice the way you were trained.

Innovative Practices

VA is a national leader in technological innovation, and innovation is at the core of mental health care delivery throughout the VA health care system. Examples of VA’s mental health innovations include the integration of mental health services into primary care settings and the widespread availability of telemental health services.

Emphasis on Recovery

VA is a leader in treating many of today’s most urgent mental health issues, including post-traumatic stress disorder (PTSD), serious mental illness, and traumatic brain injuries. At VA’s medical centers and community-based outpatient clinics, our emphasis is on recovery. VA’s mission is to help veterans recover from mental illness and allow our Nation’s heroes to live their lives to their fullest potential.

WHY VA?

www.VAcareers.va.gov
THE BEST CAREERS

At VA, mental health professionals are core members of the interdisciplinary care team, working with primary care and other health care professionals in an effort to provide the best, most complete care possible. The goal is to foster an integrated, collaborative care environment where innovation is encouraged. VA offers a wide variety of mental health careers, including:

PSYCHIATRY
VA offers psychiatrists the opportunity to deliver clinical care leadership across a continuum of mental health venues and to practice state-of-the-art psychiatry without insurance constraints. As many of our facilities are part of a university affiliation, our psychiatrists often engage in teaching and research. Additionally, VA offers psychiatrists exciting, challenging professional opportunities to provide innovative and effective treatments to veterans.

PSYCHOLOGY
VA gives psychologists an unparalleled variety of practice opportunities. You can take on a leadership role, work in management, research, academia, or training, or even impact system-wide policies. You also have the opportunity to practice in several specialized areas, including PTSD, traumatic brain injuries, and serious mental illness. Plus, you’ll experience a career where the focus is on hope and resilience, and on enabling veterans to maximize their personal potential.

SOCIAL WORK
VA offers social workers a world of opportunities that aren’t available in other organizations. Here, you’ll assume roles that are often handled by other health care professionals in the private sector. As a VA social worker, you may have the opportunity to provide direct clinical services and coordinate special interest programs, all while working with the interdisciplinary care team to deliver care in the best interests of the patient.

PSYCHIATRIC NURSING
The psychiatric nursing field at VA encompasses registered nurses (RNs) and Advanced Practice Nurses (APNs), which includes nurse practitioners and clinical nurse specialists. As a national leader in trauma treatment, VA gives psychiatric nurses the opportunity to work in specialized practice areas, including serious mental illness, PTSD, and traumatic brain injuries. Our psychiatric nurses are key members of the interdisciplinary care team, working to ensure patients are receiving the best care possible. They also have the opportunity to participate in national policy and decision making, research, and education. Additionally, many APNs serve as primary care providers with the principal responsibility of ensuring that patients receive the appropriate mental health screenings and that proper follow-up occurs. Our APNs may also provide critical psychiatric treatments, including medication and other services.

THE BEST SYSTEM

HealthDay
“This new generation of veterans will be challenging to treat, because they have co-occurring mental health disorders. (But) VA is really stepping up to the plate.”

American Psychological Association
“The Mental Health Enhancement Initiative involves a wide spectrum of services for veterans, including integrating mental health services into primary care … and aiding psychosocial rehabilitation.”

Time
“For the sixth year in a row … VA hospitals scored higher than private facilities on the University of Michigan’s American Customer Satisfaction Index, based on patient surveys on the quality of care received.”

“At VA, psychology is a respected discipline, and psychologists are valued as part of both the interdisciplinary care teams and the medical center leadership. As the Director of Training at my facility, I feel honored to continue VA’s tradition of providing high-quality training to our trainees and excellent service to our veterans.”

— Jeanette Hsu, Ph.D.

www.VAcareers.va.gov
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

• Depending on their specialties, VA mental health professionals earn 13-26 days of paid annual (vacation/personal) leave each year and may accumulate up to 85 days. Annual leave begins to accrue immediately and can be used as it is earned, with supervisory approval.
• Mental health professionals 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 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 who has a serious health problem.
• The Voluntary Leave Transfer Program allows other Federal employees to donate annual leave for a medical emergency of an employee or family member.
• Military leave is authorized up to 15 days a year for active reservists and National Guard members.

“\text{I can sum up the reasons why I joined VA in one word – opportunities. VA offers me the chance to do challenging, stimulating, and meaningful work. VA supports my continued professional education, allowing me to continually improve as a clinician. VA also offers excellent compensation and ample opportunities for professional advancement. Opportunities abound in VA!}”

— Matthew Schobert, LMSW

HEALTH AND LIFE INSURANCE

• VA offers a wide variety of health insurance plans, including dental and vision, with premiums partially paid by the Federal Government. You may change plans yearly.
• VA employees may use Flexible Spending Accounts, which allow you to set aside 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.
• Optional long-term care insurance is available.

MOBILITY AND LICENSURE

VA has health care facilities in all 50 states, the District of Columbia, and Puerto Rico. Should a mental health professional desire to relocate, he or she may seek employment at any location where there is a vacancy and, if hired, transfer without loss of benefits. Only one active, unrestricted state license is needed to practice in a VA facility in the above locations.

RETIRED

VA mental health care employees are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement 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 up to a fixed dollar amount of their income each year, subject to the requirements of the Internal Revenue Service. The Federal Government also provides a basic contribution and matching based on 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.
LIABILITY PROTECTION
As Federal employees, VA mental health care professionals 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 of the Department of Veterans Affairs. The United States Government accepts responsibility and liability for its employees’ negligent or wrongful acts or omissions during the exercise of their official duties. This applies when employees’ actions are in accord with the policies of the institution in which they are practicing.

AWARDS AND HONORS
VA bestows both monetary and honorary recognition for superior performance, along with awards for special or unique achievements.

ADDITIONAL BENEFITS
• Free parking at most facilities
• Smoke-free and drug-free workplace
• Child care at some facilities
• Uniform allowance
• Employee associations
• Annual physical examination
• Employee wellness programs

EDUCATION
VA recognizes the importance of professional education. To that end, mental health professionals may be eligible for our continuing education support programs. These programs are designed to help VA mental health professionals enhance their practical knowledge in an effort to better care for our patients.

VA’s education support programs include:
• Education Debt Reduction Program (EDRP)
• Student residency programs
• Tuition support programs
• Employee continuing education tuition programs
• Advanced training programs

“Haven’t be where I am today without VA. They helped me further my education, they provide the best retirement support around, and I can live anywhere I want!”
— Aileen Golis, APRN, BC, NP

Did you know that VA:
★ Conducted the largest-ever clinical trial of the effectiveness of psychotherapy in treating PTSD
★ Employs a nationwide electronic medical records system that virtually eliminates errors
★ Is the largest employer of social workers, as well as of Master’s of Social Work (MSW) degree holders, in the world
★ Doesn’t require its patients to present proof of medical insurance, which means care is guided by the patient’s needs, not by managed care policies
★ Serves a population of more than 7.8 million veterans, providing inpatient care to about 600,000 veterans and managing more than 57 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
HIRING POLICIES

QUALIFICATIONS
Minimum qualifications for appointment as a VA mental health professional are:

• U.S. citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)

• Current, full, active, and unrestricted license to practice in a State, Commonwealth, or Territory (e.g., Puerto Rico) of the United States, and in the District of Columbia

• Successful professional record

• Personal interview

• Satisfactory physical examination (may include drug screening)

• Background examination

• English language proficiency

PSYCHIATRISTS
• Must possess a doctor of medicine degree or equivalent resulting from a course of education in medicine or osteopathic medicine obtained from an accredited school

• Must have obtained certification from an American Specialty Board, completion of an accredited residency in the primary specialty area, and publication of articles in nationally recognized professional journals to qualify for Chief grade

PSYCHOLOGISTS
• Must possess a doctoral degree in psychology from a psychology graduate program accredited by the American Psychological Association (APA)

  > Applicant’s specialty must be consistent with the specialty required by the position to which he or she is applying.

• Must have successfully completed an APA-accredited, professional psychology internship training program

SOCIAL WORKERS
• Must possess a Master’s of Social Work (MSW) from a school of social work accredited by the Council on Social Work Education

• Must be licensed or certified at the master’s level to independently practice social work within three years of the date of employment

PSYCHIATRIC NURSES
• RNs must hold an associate, bachelor’s, or master’s degree from a school of professional nursing approved by the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nurse Education (CCNE).

• APN Licensure:

  > Nurse practitioners must be recognized by their state of licensure as both an RN and an ARNP.

  > Nurse practitioners must be certified as an APRN by the American Nurses Association or another national certifying organization as a condition of employment and function in the role.

  > Individuals appointed or moved to VHA nurse practitioner nurse positions must possess a master’s degree from a program accredited by the NLNAC or the CCNE.

  > Clinical nurse specialists must possess a master’s degree from an academic program accredited by the NLNAC or CCNE, with a major in the clinical nursing specialty to which the nurse is to be assigned.

  > At a minimum, clinical nurse specialists must possess an RN license.

SALARY INFORMATION
• VA mental health professionals are compensated according to a Locality Pay System (LPS), in which salary ranges vary according to facility location. The LPS ensures that all mental health professionals are paid competitive rates within each local labor market. Pay is reviewed periodically to ensure competitiveness with salary rates in the local community.

• VA offers premium pay for overtime, on-call, weekend, and holiday duty.

• Accelerated increases within each grade may be awarded for length of service, enhanced qualifications or assignment, specialized skills, professional achievements, or high levels of performance.

• Cash bonuses may be authorized for certification, exceptional job performance, or exemplary job achievement.
HOW TO APPLY

To gain a firsthand view of VA health care, you are invited and encouraged to visit any of our Medical Centers or community-based outpatient clinics. Please call or write to arrange an appointment.

To receive information about VA mental health services at the VA health care facility where you desire employment, you may: call the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below). You can also address correspondence to:

Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

You may also contact the nearest VA facility in your area for information. Employment information can also be obtained by calling the Department of Veterans Affairs Employment Service, 11100 Georgia Avenue, Suite 200, Silver Spring, MD 20910, or by calling the toll-free number 1-800-647-6220. Employment information is also available by logging on to www.VAcareers.va.gov.

Employment information can also be obtained by contacting the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below). You can also address correspondence to:

Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

You may also contact the nearest VA facility in your area for information. Employment information can also be obtained by calling the Department of Veterans Affairs Employment Service, 11100 Georgia Avenue, Suite 200, Silver Spring, MD 20910, or by calling the toll-free number 1-800-647-6220. Employment information is also available by logging on to www.VAcareers.va.gov.

Please note that all VA employees are covered by a Federal Wage System. All VA employees are paid on a job evaluation basis with incentives to encourage them to maintain their health status.

PROVIDE YOUR RESUME

Please provide your resume in writing. We will conduct a personal interview and physical examination at the facility most convenient to you.

Telephone numbers are listed below for each medical center. Additional telephone numbers are found for every VA facility in local telephone directories under “V.A. Government.”

Employment information can also be obtained by contacting the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below). You can also address correspondence to:

Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

You may also contact the nearest VA facility in your area for information. Employment information can also be obtained by calling the Department of Veterans Affairs Employment Service, 11100 Georgia Avenue, Suite 200, Silver Spring, MD 20910, or by calling the toll-free number 1-800-647-6220. Employment information is also available by logging on to www.VAcareers.va.gov.

Please note that all VA employees are covered by a Federal Wage System. All VA employees are paid on a job evaluation basis with incentives to encourage them to maintain their health status.

Please provide your resume in writing. We will conduct a personal interview and physical examination at the facility most convenient to you.

Visit the VA Career Web site at www.VAcareers.va.gov

To gain a firsthand view of VA health care, you are invited and encouraged to visit any of our Medical Centers or community-based outpatient clinics. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Additional telephone numbers are found for every VA facility in local telephone directories under “V.A. Government.”

Employment information can also be obtained by contacting the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below). You can also address correspondence to:

Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

You may also contact the nearest VA facility in your area for information. Employment information can also be obtained by calling the Department of Veterans Affairs Employment Service, 11100 Georgia Avenue, Suite 200, Silver Spring, MD 20910, or by calling the toll-free number 1-800-647-6220. Employment information is also available by logging on to www.VAcareers.va.gov.

Please note that all VA employees are covered by a Federal Wage System. All VA employees are paid on a job evaluation basis with incentives to encourage them to maintain their health status.

PROVIDE YOUR RESUME

Please provide your resume in writing. We will conduct a personal interview and physical examination at the facility most convenient to you.

Telephone numbers are listed below for each medical center. Additional telephone numbers are found for every VA facility in local telephone directories under “V.A. Government.”

Employment information can also be obtained by contacting the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below). You can also address correspondence to:

Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

You may also contact the nearest VA facility in your area for information. Employment information can also be obtained by calling the Department of Veterans Affairs Employment Service, 11100 Georgia Avenue, Suite 200, Silver Spring, MD 20910, or by calling the toll-free number 1-800-647-6220. Employment information is also available by logging on to www.VAcareers.va.gov.

Please note that all VA employees are covered by a Federal Wage System. All VA employees are paid on a job evaluation basis with incentives to encourage them to maintain their health status.

PROVIDE YOUR RESUME

Please provide your resume in writing. We will conduct a personal interview and physical examination at the facility most convenient to you.

Telephone numbers are listed below for each medical center. Additional telephone numbers are found for every VA facility in local telephone directories under “V.A. Government.”

Employment information can also be obtained by contacting the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below). You can also address correspondence to:

Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

You may also contact the nearest VA facility in your area for information. Employment information can also be obtained by calling the Department of Veterans Affairs Employment Service, 11100 Georgia Avenue, Suite 200, Silver Spring, MD 20910, or by calling the toll-free number 1-800-647-6220. Employment information is also available by logging on to www.VAcareers.va.gov.

Please note that all VA employees are covered by a Federal Wage System. All VA employees are paid on a job evaluation basis with incentives to encourage them to maintain their health status.

PROVIDE YOUR RESUME

Please provide your resume in writing. We will conduct a personal interview and physical examination at the facility most convenient to you.

Telephone numbers are listed below for each medical center. Additional telephone numbers are found for every VA facility in local telephone directories under “V.A. Government.”

Employment information can also be obtained by contacting the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below). You can also address correspondence to:

Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

You may also contact the nearest VA facility in your area for information. Employment information can also be obtained by calling the Department of Veterans Affairs Employment Service, 11100 Georgia Avenue, Suite 200, Silver Spring, MD 20910, or by calling the toll-free number 1-800-647-6220. Employment information is also available by logging on to www.VAcareers.va.gov.

Please note that all VA employees are covered by a Federal Wage System. All VA employees are paid on a job evaluation basis with incentives to encourage them to maintain their health status.
To gain a first-hand view of VA health care, you are invited and encouraged to visit any of our 150 Medical Centers, satellite facilities, and community-based outpatient clinic. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Other telephone numbers are found by dialing the facility in local telephone directories under "V.A. Government." You can also address correspondence to Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

Learn more online about our VA Health Care facilities at www.VAcareers.va.gov

"Working at VA is an honor. I am a veteran. I was raised by a veteran, and I enjoy helping my fellow veterans. I feel ready being someone who is working with our loved ones to improve their mental health services."—Leroy C. Bell, Jr., M.D., Former VA Chief of Staff

Leroy C. Bell, Jr., M.D.