

# Communications Between V.A. & ABPS



## American Board of Physician Specialties

5550 West Executive Drive • Suite 400 • Tampa, Florida 33609  
Tel: 813-433-ABPS (2277) • Fax: 813-830-6599 • [www.abpsus.org](http://www.abpsus.org)

July 13, 2010

**VIA EMAIL: [e.fogleman@mail.house.gov](mailto:e.fogleman@mail.house.gov)**

The Honorable Zach Wamp  
Attn: Erin Fogleman  
United States House of Representatives  
1436 Longworth Building  
Washington, D.C. 20003

Dear Congressman Wamp:

This letter is a follow up from our previous communications regarding the U.S. Department of Veterans Affairs and the V.A.'s discriminatory practices against physicians board certified by our organization, the American Association of Physician Specialists, Inc., and our official certifying body, the American Board of Physician Specialties (ABPS).

In May of this year, you should have received a memorandum regarding a historical overview of our endeavors with the Department of Veteran Affairs. In an effort to help finally resolve the continued resistance, we are writing you today to see if you were able to make any headway in regards to our certification and recognition issue. Please let us know if there is more you might be able to do for our efforts before you leave office.

Again, on behalf of the thousands of physicians that comprise the American Association of Physician Specialists, Inc., I would like to sincerely thank you for the continued help and leadership that you have shown on this very important health care issue.

Sincerely,  
AMERICAN BOARD OF PHYSICIAN SPECIALTIES, INC.

William J. Carbone  
Chief Executive Officer

**DEPARTMENT OF VETERANS AFFAIRS  
Veterans Health Administration  
Washington DC 20420**

In Reply Refer To: VHACO-OAA-10A2D

June 30, 2011

The Honorable Gus M. Bilirakis  
U. S. House of Representatives  
Washington, DC 20515

Dear Congressman Bilirakis:

This is in response to your letter to the Department of Veterans Affairs (VA) on behalf of your constituent, Mr. Bruce Cotton, of the American Association of Physician Specialists. Mr. Cotton is requesting that VA recognize the board certification credential of its certifying body, the American Board of Physician Specialties. The Under Secretary for Health has forwarded your letter to my office and asked that we reply to you directly.

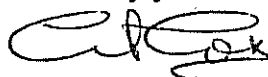
The American Board of Physician Specialties, and their member organization, the American Association of Physician Specialists, have been requesting changes to VA's policies on physician board certification for over 10 years and have alleged inequities in hiring and special pay.

Since 2006, VA policies on pay determination have been modified, giving local compensation boards flexibility to determine a market-based compensation for newly employed physicians. In fact, board certification is not a requirement for VA employment, but may be used in setting market-based compensation. VA policies are silent on which board certification credentials may be used in compensation deliberations.

Our review of applicable VA policies and statutory requirements of the physician pay system lead us to believe that no additional changes in VA policies are required.

Should you have any further questions on this matter, please contact Dr. Karen M. Sanders, Deputy Chief, Office of Academic Affiliations, at 202-461-9490.

Sincerely yours,



Malcolm Cox, MD  
Chief Academic Affiliations Officer

GUS M. BILIRAKIS  
9TH DISTRICT, FLORIDA

COMMITTEE ON HOMELAND SECURITY  
CHAIRMAN, SUBCOMMITTEE ON  
EMERGENCY PREPAREDNESS, RESPONSE AND  
COMMUNICATIONS

COMMITTEE ON VETERANS' AFFAIRS  
VICE-CHAIRMAN

COMMITTEE ON FOREIGN AFFAIRS

CHAIRMAN, TASK FORCE ON VETERANS' AFFAIRS  
REPUBLICAN POLICY COMMITTEE

ASSISTANT REPUBLICAN WHIP

# Congress of the United States

House of Representatives

Washington, DC 20515-0909

July 21, 2011

- WASHINGTON OFFICE:  
 407 CANNON HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515-0909  
(202) 225-5755
- DISTRICT OFFICES:  
 35111 U.S. HIGHWAY 19 NORTH  
PALM HARBOR PROFESSIONAL CENTER  
SUITE 301  
PALM HARBOR, FL 34684  
(727) 773-2871
- 110 WEST REYNOLDS STREET  
SUITE 101  
PLANT CITY, FL 33563  
(813) 762-9849



JUL 25 2011

RECEIVED  
AMERICAN ASSOCIATION OF  
PHYSICIAN SPECIALTIES, INC.

Bruce C. Cotton  
Dir. of Governmental Affairs  
American Board of Physician Specialties  
5550 West Executive Drive, Suite 400  
Tampa, Florida 33609-1035

Dear Bruce:

Thank you for contacting me regarding your concerns about certification verification practices used by the VA. I appreciate the opportunity to respond to your concerns.

As you remember, to better address your concerns, I contacted the Department of Veterans Affairs on your behalf. I have enclosed a copy of the Department of Veterans Affairs' response. I hope that you will find this information useful.

Once again, thank you for the benefit of your views. Please do not hesitate to contact me again if I may be of any further assistance to you.

Sincerely yours,

A handwritten signature in black ink that reads "Gus M. Bilirakis".

Gus M. Bilirakis  
Member of Congress

GB:mr



## American Board of Physician Specialties

5550 West Executive Drive • Suite 400 • Tampa, Florida 33609  
Tel: 813-433-ABPS (2277) • Fax: 813-830-6599 • [www.abpsus.org](http://www.abpsus.org)

July 26, 2011

The Honorable William Scott Gould  
Deputy Secretary  
U.S. Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

Dear Secretary Gould:

I write on behalf of the American Board of Physician Specialties (ABPS), to request a meeting with you to discuss our concerns regarding long-standing inconsistencies in the Veterans Health Administration's physician hiring practices that effect the recruitment and retention of highly qualified board certified physicians and, more importantly, the care and safety of our Nation's Veterans.

ABPS is the official certifying body of the American Association of Physician Specialists, representing 18 medical specialties, including V.A. physicians and former military physicians. At your earliest convenience, I, and a small representative group of ABPS-certified V.A. physicians, former military physicians and my staff, would like to meet with you to discuss meaningful and appropriate remedies.

We were encouraged by Secretary Shinseki's comments when he nominated you as his choice for Deputy Secretary. He stated that you were the ideal candidate for his goals in "transforming the Department of Veterans Affairs into a 21st Century organization;" one that is "Veteran-centric, results-oriented and forward looking." Further, we believe that your background of service, both as a civilian and in uniform, will provide a level playing field for evaluating current, inconsistent hiring practices relative to highly skilled board certified physicians. It is in this regard, we seek this timely meeting.

One of our public board members, James L. Williams, Major General, USMC (retired), who I believe you know, will follow up with your office to facilitate the approval and scheduling of this request.

Thank you for your attention to this matter.

Sincerely,  
AMERICAN BOARD OF PHYSICIAN SPECIALTIES

William J. Carbone  
Chief Executive Officer



DEPARTMENT OF VETERANS AFFAIRS  
UNDER SECRETARY FOR HEALTH  
WASHINGTON DC 20420

**AUG 01 2011**

William J. Carbone  
Chief Executive Officer  
American Board of Physician Specialties  
5550 West Executive Drive, Suite 400  
Tampa, FL 33609

Dear Mr. Carbone:

Thank you for your letter to the Department of Veterans Affairs (VA) in which you requested that VA accept and recognize the board certification credentials of the American Board of Physician Specialties. The Deputy Secretary has asked that I reply to you, and I am pleased to do so. I apologize for the delay in responding.

Since 2006, VA policies on pay determination have been modified, giving local compensation boards flexibility to determine a market-based compensation for newly employed physicians. Board certification is not a requirement for VA employment, but may be used in setting market-based compensation. VA policies are silent on which board certification credentials may be used in compensation deliberations.

Our review of applicable VA policies and statutory requirements of the physician pay system leads us to believe that no additional changes in VA policies are required.

Should you have any further questions on this matter, please contact Dr. Karen M. Sanders, Deputy Chief, Office of Academic Affiliations, at (202) 461-9490.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert A. Petzel". The signature is stylized and cursive.

Robert A. Petzel, M.D.



## American Board of Physician Specialties

5550 West Executive Drive • Suite 400 • Tampa, Florida 33609  
Tel: 813-433-ABPS (2277) • Fax: 813-830-6599 • [www.abpsus.org](http://www.abpsus.org)

July 20, 2012

The Honorable W. Scott Gould  
Deputy Secretary of Veterans Affairs  
U.S. Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

Dear Secretary Gould:

I write today as part of our continued outreach to you to secure VA agreement to the American Board of Physician Specialties' (ABPS) recommended modifications to the VA Handbook.

The meeting with you initially scheduled for January to discuss this matter was cancelled. Our repeated efforts to reschedule the meeting have not been successful. Instead, we were informed by your staff last month that a letter would be forthcoming in lieu of a meeting. That letter has not materialized four weeks later.

Meanwhile, we understand that internal revisions to the VA Handbook are in process. Under these circumstances, we believe that rescheduling a meeting with you is both timely and relevant to that undertaking, and affords an immediate opportunity to redress our concerns.

We will be in Washington DC prior to the planned summer recess to meet with Members of Congress to discuss this matter, which has negatively and unfairly impacted the hiring and recognition practices at VA hospitals of AAPS doctors for too long. In this regard, we ask that you reconsider scheduling a meeting with us during our time in Washington, to work with us to come to a resolution on this matter in time to incorporate necessary changes to the next edition of the VA Handbook.

Thank you for your consideration. I will reach out to your scheduler, shortly.

Sincerely,  
THE AMERICAN BOARD OF PHYSICIAN SPECIALTIES

Bruce Cotton  
Director of Government Affairs



DEPARTMENT OF VETERANS AFFAIRS  
UNDER SECRETARY FOR HEALTH  
WASHINGTON DC 20420

JUL 24 2012

Mr. William J. Carbone  
Chief Executive Officer  
American Board of Physician Specialties  
5550 West Executive Drive, Suite 400  
Tampa, FL 33609



JUL 27 2012

RECEIVED  
AMERICAN BOARD OF  
PHYSICIAN SPECIALTIES

Dear Mr. Carbone:

Thank you for your organization's continuing support and engagement with the Department of Veterans Affairs (VA) over the last year. The Deputy Secretary asked that I respond on his behalf. As requested, VA has undertaken a review of the issues cited in your initial letter in the spring of 2011 and had subsequent meetings with your designees on a variety of issues. At the root of these discussions has been the desire by the American Board of Physician Specialties (ABPS) to have your board certification credential explicitly recognized by VA, as equivalent to the certifications from the American Board of Medical Specialties (ABMS) and the American Osteopathic Association's Bureau of Osteopathic Specialties (AOA BOS).

However, on undertaking these discussions, we have come to realize that there are still misunderstandings concerning VA policy and Federal law regarding physician qualifications and physician pay. This letter gives us an opportunity to summarize this information, along with findings from our lengthy examination of the issues over the past year. This review included a review of information your organization has submitted in comparison to information requested and submitted from ABMS and AOA BOS.

A summary of the findings may be found below. Each of these findings has been discussed at length with your organization's designees, and has been written in response to your correspondence.

1. Board certification is not a required qualification for appointment as a physician in VA. Therefore, any board certification credential submitted by a physician to a local VA medical center is a discretionary submission.
2. It is VA's policy to verify, through appropriate actions, any credential submitted by a physician in the application, appointment, and biennial credentialing and privileging processes. We are aware that ABPS-certified physicians are already employed by VA, and that current policies have not inadvertently excluded their employment.



Page 2.

Mr. William J. Carbone

3. Board certification is no longer a basis for "special" additional pay for physicians as it was prior to 2006. Pay is determined by local compensation boards which compare physician credentials, training, and experience to market rates for similar types of physicians.
4. Accrediting bodies like the Accreditation Council for Graduate Medical Education set credential requirements for certain roles involved in teaching programs. Because VA's residencies are nearly uniformly sponsored and managed by academic affiliates, VA needs to comply with their requirements to remain in good standing. Therefore, VA may require ABMS certification for certain management roles such as Service Chiefs or Department Directors and teaching faculty roles.
5. VA understands that ABPS believes that because ABPS board certification fees have been funded by the Veterans Benefits Administration under a separate "GI Bill" authority, that this constitutes a de facto VA endorsement of this credential. However, this is not the case, and the statute under which Veterans may receive fee reimbursement for professional credentials and training is a fundamentally different authority.

In summary, at ABPS's request, VA has conducted a nearly year-long fact-finding and review of the issues. VA has gathered and reviewed comparative data submitted from ABPS, ABMS and AOA BOS, conducted literature searches and reviews, and interviewed experts. Our findings and conclusions are fact-based and reasonable, and are rationally related to the needs and concerns of the Department. VA concludes that our current policies do not require revision at this point in time.

I hope this letter closes the remaining issues with your organization. As your program evolves, you may want to provide additional information in future years, which VA may consider.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert A. Petzel". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Robert A. Petzel, M.D.

Letter of Acceptance  
From DVA Regarding  
Reimbursement

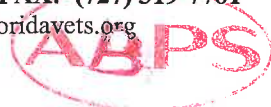


State of Florida  
**DEPARTMENT OF VETERANS' AFFAIRS**

Bureau of State Approving Agency for Veterans' Training  
 P.O. Box 31003  
 St. Petersburg, FL 33731  
 (727) 319-7402 FAX: (727) 319-7781  
 www.floridavets.org

**Rick Scott**  
 Governor  
**Pam Bondi**  
 Attorney General  
**Jeff Atwater**  
 Chief Financial Officer  
**Adam Putnam**  
 Commissioner of Agriculture

**Robert F. Milligan**  
 Interim Executive Director



**American Board of Physician Specialties**  
 550 W Executive Drive, Ste 400  
 Tampa, FL 33609  
**Attention: Mr. William J. Carbone**  
**Facility Code:**

**MAY 10 2011**

**Date of Approval**  
 May 6, 2011

**RECEIVED** **Effective Date of Approval**  
 AMERICAN ASSOCIATION OF PHYSICIAN SPECIALTIES, INC. May 6, 2010

Appropriate Section of Law:  
 38CFR21.4268

LIC

LA	LD	OA	OD

CERT

CA	CD	OA	OD
		1	

Approval is hereby granted for the following:

**CERTIFICATION EXAM NAME;**

**EXAM FEES**

American Board of Disaster Medicine (CBT)	\$1,600.00
American Board of Disaster Medicine (Oral)	\$1,900.00
American Board of Hospital Medicine (CBT)	\$1,900.00
Board Certification in Anesthesiology (CBT)	\$1,400.00
Board Certification in Anesthesiology (Oral)	\$1,600.00
Board Certification in Dermatology	\$1,950.00
Board Certification in Emergency Medicine (CBT)	\$1,600.00
Board Certification in Emergency Medicine (Oral)	\$1,540.00
Board Certification in Family Medicine Obstetrics (CBT)	\$1,600.00
Board Certification in Family Medicine Obstetrics (Oral)	\$1,600.00
Board Certification in Family Practice (CBT)	\$1,950.00
Board Certification in Geriatric Medicine (CBT)	\$1,950.00
Board Certification in Internal Medicine (CBT)	\$1,950.00
Board Certification in Obstetrics and Gynecology (CBT)	\$1,400.00
Board Certification in Obstetrics and Gynecology (Oral)	\$1,600.00
Board Certification in Ophthalmology (CBT)	\$1,400.00
Board Certification in Ophthalmology (Oral)	\$1,600.00
Board Certification in Orthopedic Surgery (CBT)	\$1,400.00
Board Certification in Orthopedic Surgery (Oral)	\$1,600.00
Board Certification in Plastic and Reconstructive Surgery (CBT)	\$1,400.00
Board Certification in Plastic and Reconstructive Surgery (Oral)	\$1,600.00
Board Certification in Psychiatry (CBT)	\$1,400.00
Board Certification in Psychiatry (Oral)	\$1,600.00
Board Certification in Radiology - Diagnostic Radiology (Oral)	\$1,600.00

American Board of Physician Specialties

May 6, 2011

Page 2

Board Certification in Radiology - Diagnostic Radiology (CBT)	\$1,400.00
Board Certification in Radiology - Oncology (CBT)	\$1,400.00
Board Certification in Radiology - Oncology (Oral)	\$1,600.00
Board Certification in Surgery (CBT)	\$1,400.00
Board Certification in Surgery (Oral)	\$1,600.00

***Change in exam name, exam cost or any other changes which affect this approval must be submitted to this bureau within 30 days of effective date.***



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S.J. Turbee  
Bureau Chief

11lac13079mh  
cc: VA (272A)

# ABPS Physician Testimonial & CVs

**ROBERT M. WEINACKER, MD, JD, MBA, SJD**

57 Oakland Avenue • Mobile, Alabama 36608

276-970-3888 • [weinackr@gmail.com](mailto:weinackr@gmail.com)

**RADIATION ONCOLOGIST • CHIEF MEDICAL OFFICER • MEDICAL DIRECTOR**

Dynamic doctor of medicine, law, and health law with MBA, and proven history of driving excellence in patient care, compliance, staff morale, and end-to-end performance for healthcare organizations spanning from private practices to hospitals and special forces military commands. Creates best-in-class organizations by providing 360-degree perspective spanning from day-to-day operations and clinical functions to financial, administrative, legal, and technical realms. Maximizes quality of patient care and services by cultivating knowledge, skills, talents, and cohesion among staff on all levels with unyielding focus on balancing empathy with professionalism. Spearheads ongoing improvements on top tier of industry as active senior executive, business partner, team player, and leader by example.

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Senior Healthcare Leadership • Operational & Clinical Excellence • Strategic Analysis & Plans • Financial Optimization  
Health Law • Regulatory Compliance • Policies & Procedures • Performance Optimization • Continuous Improvements  
Team & Consensus Building • Presentations • Patient & Staff Education • Patient-Focused Care, Support & Delivery

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NOTE: Health Law Attorney serving hospitals and private practices (1/2011 – Present). Details below.

**SENIOR MEDICAL LEADERSHIP EXPERIENCE**

**UROLOGY & ONCOLOGY SPECIALISTS, PC, Mobile, Alabama • 4/2014--present**

*Medical practice with 6 urologists, 2 radiation oncologists, and 40-50 staff.*

**Radiation Oncologist**—assessing patient's cancer, planning radiation treatment and taking care of patients receiving radiation treatments.

**LOCUM TENENS RADIATION ONCOLOGIST in Alabama-2013 and 2014**

**PANAMA CITY UROLOGICAL CENTER, Panama City, Florida • 2/2012 – 11/2012**

*Medical practice with 7 urologists, 1 radiation oncologist, and 40-50 staff.*

**Medical Director & Radiation Oncologist – Radiation Oncology (Contract)**

Oversaw and led all aspects of day-to-day department operations and all clinical functions including planning, organizing, and directing department to maximize quality of patient care, financial integrity, referrals, and compliance with all laws, regulations, policies, and procedures. Created environment and culture focused on meeting and exceeding mission goals, accountability, teamwork, and patient care. Motivated, measured, assessed, monitored, rewarded, recognized, and continually improved staff performance. Led team comprised of 2 dosimetrists, 1 medical physicist, 4 radiation therapists, 2 support staff, and 1 departmental administrator. Partnered regularly with company President and hospital CEO on brainstorming continuous improvements to cancer center and medical practice.

**Achievements:**

- Raised patient satisfaction survey numbers from average of 3.5/5 to consistent 5/5 rating, providing patient-focused care via frequent communication to educate, treat, and support patients.
- Simplified long and confusing patient consent forms, leveraging expertise in healthcare law to rewrite forms for each body treatment including improved explanations of procedures and risks.
- Boosted fractured staff morale and low employee satisfaction, performing as member of team and leader by example, and cultivating team spirit through mutual respect and support.
- Saved \$100,000s potentially over 2 subsequent years, changing billing codes to ensure they accurately matched services rendered, and improving documentation to ensure insurance could not deny billing claims.
- Drove team to deliver superior patient-focused medical care including taking time to speak with patients, answer any questions or concerns, and reassure them.

*Continued...*

**ROBERT M. WEINACKER, MD, JD, MBA, SJD**

• Page 2 •

[weinackr@gmail.com](mailto:weinackr@gmail.com)

**CLINCH VALLEY MEDICAL CENTER, Richlands, Virginia • 8/1991 – 6/2010**

*Hospital Corp. of America (HCA) 200-bed hospital.*

**Medical Director & Radiation Oncologist – Radiation Oncology (Independent Contractor)**

Planned, organized, and directed all aspects of day-to-day operations and clinical functions of department with focus on patient care, quality, financial integrity, and compliance. Motivated, cultivated, evaluated, and led high-performance staff. Oversaw 2 dosimetrists, 1 medical physicist, 4 radiation therapists, 2 support staff, and 1 departmental administrator. Provided hands-on medical care for cancer patients including quality assurance of technology and equipment, and patient scheduling. Reviewed and ensured accuracy of radiation treatment. Collaborated with company President and hospital CEO on continuous improvements of cancer center and medical practice delivery. Coordinated with hospital-wide departments and administration. Served on hospital Board of Trustees.

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**Achievements:**

- Achieved consistent top ratings on patient satisfaction scores, providing and ensuring staff delivered highest level of care, treatment, and patient support.
- Obtained excellent evaluations from Joint Commission on Accreditation of Hospitals (JCAH), planning, cultivating, and organizing department to adhere to all laws, regulations, policies, and procedures on consistent basis each day, rather than just prior to semi-annual inspections.
- Led department to continually meet and exceed mission goals, leading by example, holding staff accountable for performance, motivating staff to continually improve, and driving ongoing enhancements of department
- Championed commissioning, physics testing, and implementation of best-in-class linear accelerator, leading team in all aspects of 3-week project involving meticulous work; achieved <1% variance of radiation given versus radiation measured which is in top 1% of all radiation centers.
- Awarded National Physician of the Year by American Academy of Radiology of The American Association of Physician Specialists.

**HEALTH LAW EXPERIENCE**

**ROBERT WEINACKER, MD, JD, MBA, SJD, Mobile, Alabama • 1/2011 – Present**

*Law firm specializing in Health Law.*

**Health Law Attorney**

Consult with, advise, and guide healthcare companies with contracts, Stark Laws, Anti-Fraud & Abuse, billing issues, Affordable Care Act issues, and Medicare and Medicaid rules and regulations. Investigate legal issues effecting client cash flows, as well as compliance issues regarding laws, regulations, policies, and procedures. Examine clients' business needs including finances, expenses, and goals within framework of governing healthcare law. Maintain up-to-date and apply all current and upcoming healthcare legislation. Represented client regarding an OIG (Office of Inspector General) Healthcare-related subpoena.

**Achievements:**

- Saved client from \$180K in alleged payment owed regarding pass-through billing issue, researching, identifying, and advising client on lack of implications to client's practice, while enabling practice to align long-term goals without concern of adverse effects of pass-through billing.
- Enabled client to make profit without further legal expenses, researching, identifying, and advising on lack of any viable Stark Law (anti-self-referral) compliance issues; eliminated client's concern of self-referral issues, treble damage, and money repayments, while increasing profit for practice.
- Resolved insurance companies' denial of claims for payment of services, reviewing and proving claims should be covered, while saving \$400K in alleged money owed.
- Investigated and proved legality of providing free or discounted services to uninsured people without worry of Anti-Kickback issues, reviewing facts, and identifying client is able to make individual determinations on specific cases.
- Mitigated issues between client and business entity concerning proposed contract, consulting on and analyzing client needs and desires, negotiating with business entity, and rewriting contract with win-win terms.
- Currently representing a health care company in regards to an U.S. Office of Inspector General (OIG) matter.

*Continued...*

**ROBERT M. WEINACKER, MD, JD, MBA, SJD**

• Page 3 •

[weinackr@gmail.com](mailto:weinackr@gmail.com)

**UNITED STATES PATENT ATTORNEY**

**U.S. Patent Attorney**—with knowledge of FDA (Food & Drug) law, clinical trials (Phases 1-3), safety and efficacy, adverse effects reporting, medical device and pharmaceuticals.

**MILITARY LEADERSHIP EXPERIENCE**

**ALABAMA & MARYLAND ARMY NATIONAL GUARD, Numerous locations in US & Europe • 2/1982 – 6/1994**  
*US military reserve forces and state militias.*

**Special Forces Detachment Commander, Flight Surgeon, Medical Officer, Battalion Surgeon, etc.**

Performed variety of leadership and active roles. Led and served as active member of Green Berets (20<sup>th</sup> Special Forces Group (ABN)), Commander of 12-man Green Beret Scuba Team, organizer and director of airborne and scuba operations in US and Europe, Team Commander of joint Italian and American NATO Scuba Team, Diver and Diving Medical Officer, US Navy qualified Scuba and Mixed-Gas / Hard Hat Diver, Military Master Parachutist, US Army Flight Surgeon, Member of MED-CAP to Guatemala, Deep Sea Diving Medical Officer, Battalion Surgeon, and researcher in Conflict Simulation Lab at Lawrence Livermore National Laboratory.

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**Achievements:**

- Led teams to achieve Superb ratings on complex military missions, driving training, exercises, and ongoing study in numerous areas regarding military techniques and skills such as marksmanship, swimming, scuba diving, parachuting, and boat operations.
- Maximized personal skills and expertise in order to lead world class Special Forces team, maintaining excellent physical condition, continually learning new skills, and participating actively in and sharing ongoing education; obtained qualifications as US Army Flight Surgeon, and US Navy Diving Medical Officer.
- Optimized tracking and management of multitude of military equipment for worldwide missions, introducing computerized system to track individual and team gear; achieved 100% accountability for all items during audit.
- Handpicked as Battalion Surgeon leading medical treatment of 400 Special Forces soldiers during Operation Desert Storm; improved supply chain of medications and medical equipment with Supply Chain Director, and slashed time to deliver critical medication to 3 days, while ensuring accuracy and availability of crucial inventory.
- Ensured maximum accountability and performance of teams, developing quantifiable test and evaluation including personally taking test; entire team achieved excellent results in all aspects from physical endurance to key skills.

**EDUCATION**

***Doctor of Juridical Sciences (SJD): Health Law***

Widener University School of Law, Wilmington, Delaware

***Master of Business Administration (MBA)***

Averett College (n.k.a. Averett University), Danville, Virginia

***Juris Doctor (JD): Law***

University of Alabama School of Law, Tuscaloosa, Alabama

***Medical Doctor (MD)***

University of Alabama School of Medicine, Birmingham, Alabama

***Bachelor of Science (BS): Biology & Pre-Med***

University of Alabama, Tuscaloosa, Alabama

*Continued...*



**ROBERT M. WEINACKER, MD, JD, MBA, SJD**

• Page 4 •

[weinackr@gmail.com](mailto:weinackr@gmail.com)

**PROFESSIONAL DISTINCTIONS**

Diplomate of American Board of Legal Medicine  
Fellow of American College of Legal Medicine (FCLM)  
Diplomate of National Board of Medical Examiners  
Diplomate of Medical (FLEX) Examination  
Diplomate of Board Certification in Radiation Oncology of American Association of Physician Specialists  
Fellow of American Academy of Radiology of American Association of Physician Specialists (FAAR)  
Member of Alabama State Bar Association  
Diplomate of US Patent & Trademark Office Exam

**LICENSURE**

Medicine – Alabama (active), Virginia (active), Florida (active), West Virginia (active)  
Law – Alabama

Registered Attorney – US Patent & Trademark Office

**NATIONAL AWARD**

Physician of the Year 2008 – American Academy of Radiology of American Association of Physician Specialists

*\*\*\* Delivered numerous presentations on legal and medical topics. Details on request\*\*\**

**•Please see next 2 Pages for specific dates of Education & Training•**

## ROBERT M. WEINACKER, M.D., J.D., MBA, S.J.D.

### RADIATION ONCOLOGY

57 Oakland Ave.  
Mobile, Al 36608  
Phone (276) 970-3888  
E-Mail weinackr@gmail.com

Diplomate, American Board of Legal Medicine  
Fellow, American College of Legal Medicine  
Member, Alabama State Bar  
Registered U. S. Patent Attorney  
Diplomate, Bd of Cert. Radiation Oncology (AAPS)  
Fellow, Amer. Acad. of Radiology. (AAPS)  
Special Forces Scuba Team Commander (Ret)

• Page 5 •

#### EDUCATION

**S.J.D. Doctor of Juridical Science, Health Law** Aug, 2010-May 19, 2012. Widener University School of Law, DE.

**MBA** Jun, 1994-Dec, 1996. Averett College (now University), Danville, VA.

**Radiation Oncology Residency** Jul, 1989-Feb, 1991. Eastern Virginia Graduate School of Medicine, Norfolk, VA.

**Radiation Oncology Residency** Jul, 1987-Jan, 1989. Montefiore/Albert Einstein College of Medicine, Bronx, NY

**J.D.** Law Aug, 1983-Aug, 1986. The University of Alabama School of Law, Tuscaloosa, AL.

**Flexible (Surgical) Internship** Jul, 1982-Jun, 1983. Lloyd Noland Hospital, Fairfield (Birmingham), AL.

**M.D.** Jun, 1977-Dec, 1981. The University of Alabama School of Medicine, Birmingham, AL.

**B.S.** Biology/Pre-Med Aug, 1973-May, 1977. The University of Alabama, Tuscaloosa, AL.

#### POSITION

Medical Director, Department of Radiation Oncology, Clinch Valley Medical Center, Richlands, VA. Aug, 1991-June 2010. Helped develop the Radiation Oncology Program started in Aug, 1991.

Recently (Feb, 2012-Nov 2012) Medical Director of Bay Regional Cancer Center in Panama City, FL. and employed by Panama City Urological Center.

#### MEDICAL EXPERIENCE

Extensive training using radioactive sources that included the following: P-32, I-131, Au-198, Ir-192, Sr-90, and Pd-103. Have also used the following treatment machines: Siemans 6/15 Linear Accelerator (linac), Siemans 6 MV Linac, Gammatron S Cobalt-60, Canada Limited Cobalt-60, Varian 4 MV Linac, Varian 6 MV Linac, Varian 1800-C Linac, Phillips 25 MV Linac, Phillips 18 MV Linac, Cesium-137 machine, Superficial and Contact therapy machines and CMS computerized treatment planning system including 3-Dimensional treatment planning, Rapid Arc, IMRT, IGRT and VMAT.

#### LEGAL EXPERIENCE

Awarded a J.D. degree, passed the United States Patent & Trademark exam to become a Registered Patent Attorney, passed the Board of Legal Medicine exam to become Board Certified in Legal Medicine, awarded a second Legal Doctoral Degree specifically in Health Law--Doctor of Juridical Science and practiced Health Law for 2 years. My experience includes medical Certificates of Need, Board of Director's issues, Hospital Administration, Stark Laws, Anti-Kickback regulations, Balance Billing issues, Fraud & Abuse, Food & Drug Administration (FDA) issues, pharmaceutical experience, physician contracts, medical office practice start-up, tort reform and medical malpractice.

#### PROFESSIONAL BOARDS

Diplomate of the American Board of Legal Medicine

Diplomate of the National Board of Medical Examiners

Diplomate of the Medical (FLEX) Examination

Diplomate of the Board of Certification in Radiation Oncology (American Association of Physician Specialists)

Alabama State Bar

Diplomate of the U.S. Patent & Trademark Office Exam

#### STATE LICENSURE

Medicine-Alabama (active), Virginia (active), West Virginia (currently inactive) and Florida (Active).

Law-Alabama

#### FEDERAL LICENSURE

Registered Attorney-United States Patent & Trademark Office

#### PROFESSIONAL SOCIETIES

Fellow of the American College of Legal Medicine (**FCLM**), Fellow of the American Academy of Radiology (Amer. Assoc. of Phy. Specialists)

**FAAR**, American Bar Association, Alabama Bar Association, American Society for Therapeutic Radiology Oncology-Allied Member, Association of Military Surgeons of the U.S, and the American Medical Association.

**ROBERT M. WEINACKER, M.D., J.D., MBA, S.J.D.**

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**MEDICAL COMMITTEES**

American Academy of Radiology (AAPS), Secretary for 2003-2004, Pres-Elect for 2005-2006, President 2007-2009  
Radiation Safety Committee, Member  
Tumor Board Committee, Member  
Commonwealth of Virginia Cancer Registry-Medical Advisory Committee, Member  
Member, Board of Trustees, Clinch Valley Medical Center 2006-2008

**MILITARY EXPERIENCE**

Member—2/82-7/94. 1<sup>st</sup> BN, 20<sup>th</sup> Special Forces Group (ABN), Alabama and Maryland Army National Guards.

Special Forces Detachment Commander—1986-1991. Co. B, 1<sup>st</sup> BN, 20<sup>th</sup> SFG (ABN), ALARNG and Co. C, 1<sup>st</sup> BN, 20<sup>th</sup> SFG (ABN), MDARNG. Commander of a 12 man Green Beret Scuba Team. Organized and directed Airborne and Scuba Operations in the U.S. and Europe. Appointed Team Commander of a joint American and Italian NATO Scuba Team, Spring 1986. Served as a Diver and Diving Medical Officer for 20<sup>th</sup> SFG (ABN) Scuba Team in support of a U.S. Custom's Operation performing shipbottom searches, Summer, 1990. U.S. Navy qualified Scuba and Mixed-Gas/Hard Hat (Mk-12 System) Diver.

Military Master Parachutist, Civilian Free-Fall qualified and Scuba Instructor (PADI).

U.S. Army Flight Surgeon—1986-1994. While serving as a Team Commander, gave guidance, support and aeromedical expertise to HALO (Free-Fall) Teams and rotary wing aviators. Received 15 hours flight training in TH-55 helicopter.

Member of MED-CAP to Guatemala, Summer of 1988 delivering health care to the needy.

Hyperbaric Medicine-U.S. Navy trained Deep Sea Diving Medical Officer—1985-1994. Additional duty as Diving Medical Officer for 20<sup>th</sup> SFG (ABN) responsible for planning Scuba Operations, ensuring the safety of divers and procuring the availability of hyperbaric chambers for treating diving injuries. Civilian Hyperbaric Medicine experience—Supervised over 250 Hyperbaric Treatments (chamber dives) of patients.

Operation Desert Storm—Feb, 1991-May, 1991. Served as Battalion Surgeon for 1<sup>st</sup> BN, 20<sup>th</sup> SFG (ABN), responsible for the health and medical treatment of 400 Special Forces (Green Beret) troops. Completed Special Forces Re-validation as a detachment (Team) Member.

Lawrence Livermore National Laboratory—Jun 18-Jul 4, 1993. Assigned to the Conflict Simulation Lab assisting the primary researchers to interface neural systems with combat simulation modeling platforms.

**BUSINESS AND LEGAL EXPERIENCE**

MBA-Averett College, Danville, VA.  
Member of an Alabama Limited Liability Company.  
Medical Director, Department of Radiation Oncology 1991-2010  
Selected, International Who's Who of Professionals, 1995.  
Member, Alabama State Bar since 1986.  
Registered Patent Attorney.  
Medical Legal Law-Board Certified

**SPECIAL INTERESTS**

All sports and outdoor activities. Selected ALL-STATE in FOOTBALL and TENNIS and ALL-COUNTY in BASKETBALL and BASEBALL in High School. Completed a number of marathons (including New York City) and many triathlons including two IRONMAN-length TRIATHLONS (2.4 mile swim, 112 mile bike, 26.2 mile run).

**NATIONAL AWARD**

Physician of the Year Award 2008 –American Academy of Radiology of The American Association of Physician Specialists.

**REFERENCES**

Available on request.

### **Testimonial On VA Hospital Discriminatory Practices Against ABPS Diplomates.**

A job opening was advertised by the NorthPort VA hospital for a position in Vascular and Interventional Radiology. I applied for the position in the VA website, submitting all documents regarding my credentials, diplomas, residencies, fellowship trainings, board certifications, and experience.

I completed my internship in Surgery, Residency in Diagnostic Radiology, and Fellowship in Vascular and Interventional Radiology-all at the ACGME-accredited programs here in the United States. I am Board Certified by American Board of Physician Specialties (ABPS).

Following the completion of online application process with the VA hospital, I received acknowledgement e-mail in this regard, and subsequently was advised the application package had been forwarded to the Chairman/Director of Radiology department for consideration. About a month later, I decided to contact radiology department of Northport VA, to inquire about the status of my application.

I contacted and spoke with the Chairman of Radiology at the Northport, Long Island VA (Dr. Mandita Wadhwa) on April 21, 2015, over the phone to inquire about the availability of the position of the Vascular & Interventional Radiology position at the Northport VA, and also the status of my application.

Dr. Wadhwa confirmed to me that the position was not filled and that it had been difficult to get someone to fill the position. I informed her I was available, and asked about the status of my application. She inquired about my fellowship. I told her I trained at Temple University Hospital. She then asked if I was ABR board certified. I said I was ABPS board certified. She stated ONLY ABR-certification was acceptable, they do not accept ABPS boards, that, it has to be ABMS boards. She did not give any reasons why, just said only ABR-ABMS boards.

I reminded her that my Fellowship training in Vascular & Interventional Radiology was at Temple University hospital, and I have 12 years of experience and competencies in virtually all aspects of Vascular and Interventional Radiology procedures, including advanced procedures like endovascular atherectomies, angioplasties and stentings, uterine fibroid embolization and Chemoembolizations.

Dr. Wadhwa just kept saying, sorry, they only wanted ABR-ABMS certified candidates. I was shocked that because of preference for a certain board certification, the VA hospital prefers to deny our Veterans the needed medical care. It does not make any sense. I sent Dr. Wadhwa an e-mail the same day to express my feelings about her insistence and preference of ABR/ABMS to ABPS boards. (Please find attached the copy of the e-mail).

The Northport VA hospital, and perhaps other VA hospitals have many unfilled positions that can be filled by well qualified and experienced physicians with ABPS board certifications. For the VA hospital to continue to deny employment to ABPS board certified physicians in preference to ABR-ABMS board certified counterparts, is unfair and discriminatory. We are appealing to everyone, the US department of Health and Human Services, and Congress to intervene on behalf of our Veterans who are unreasonably being denied access to healthcare due to discriminatory practices of the VA hospital and connivance with the ABR/ABMS **against** ABPS Board-certified physicians.

Steve Ideyi, M.D.

Vascular and Interventional Radiologist

Diplomate of ABPS.

Begin forwarded message:

**From:** steve chyke <[stevechykes@gmail.com](mailto:stevechykes@gmail.com)>  
**Date:** April 21, 2015 at 12:28:45 PM EDT  
**To:** [nandita.wadhwa@va.gov](mailto:nandita.wadhwa@va.gov)  
**Cc:** steve chyke <[stevechykes@gmail.com](mailto:stevechykes@gmail.com)>  
**Subject:** IR Coverage at VA

Hi Dr. Wadhwa,

It was nice speaking to you a moment ago. As indicated in our conversation, I am Fellowship trained Vascular and Interventional Radiologist with ABPS certification. I am available and prepared to provide coverage at the Northport VA hospital in the terms you discussed. I do have extensive experience in various IR procedures.

I am a little bit surprised that you did not want my services because I have ABPS board and you stated your preference is ABR/ABMS board certification. I hope you have a change of mind so that our veterans will have the opportunity to receive the desired care. Please do not hesitate to contact me if you reconsider. Thanks

Sincerely,

Steve Ideyi, MD.

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**STEVE C. IDEYI, M.D.**  
**CoreHealth Medical Care**  
**247-39 Jericho Tpke, Bellerose, NY 11426**  
**Phone: 212-729-8371, e-mail: corehealthpc@gmail.com**

**EDUCATION:**

College of Medicine  
University of Nigeria, 1982 to 1988  
Degree: MBBS (M.D) June 1988, Major: Medicine & Surgery.

Full Competency Family Planning Techniques under John  
Snow Inc.USA & University of Nigeria Teaching Hospital 1991.

Residency in Radiology, **Albert Einstein College of  
Medicine/Bronx- Lebanon Hospital Center,**  
Bronx, New York, from July 1997 to June 2001

Residency in General Surgery, **Albert Einstein College of  
Medicine/Bronx-Lebanon Hospital Center, Bronx, New York,**  
from July 2001 to June 2002.

Post Doctoral Fellowship, Interventional Radiology,  
**Temple University Hospital, Philadelphia, Pennsylvania,** from,  
Sept 2002 to Sept 2003

Body Imaging/Interventional Fellowship,  
**Lehigh Valley Hospital, Allentown, PA**

**EXPERIENCE:**

**Sept 2012 to present**

**Medical Director,**  
**Chief of Vascular and Interventional Procedures**  
**Core Health Medical Care/Vascular Radiology Associate**  
**Bellerose, NY**

Provide General and Interventional Radiology Services on  
Ambulatory Setting: Angiograms/stentings, varicose veins treatment  
Paraspinal Nerve blocks/Joint injections, facet injections, etc.

**Nov 2008 to March/2013**

**Attending Vascular and Interventional Radiologist,**  
**Staten Island University Hospital, Staten Island, NY**

Provide services in both Diagnostic and Interventional Radiology.  
Provide patient care, and supervision and teaching of Radiology  
Residents in Vascular and Interventional Radiology. Responsible  
for all vascular and non-vascular, Interventional Procedures  
including angiography/angioplasty, UFEs, RFAs, tumor  
embolizations, biliary, venous access, chemoports, Denver shunts,  
Nephrostomies, biopsies, Stent grafts etc.

**General Radiology:** Plain films, Head CT, Body CT, Neuro and  
body MRI, and Ultrasound.

**Sept 2008-October 2008**

**Attending Radiologist (Locum Tenens)**  
**Staten Island University Hospital, Staten Island, NY**

Provided services mainly in Interventional Radiology as a locum  
tenens Attending.

**May 2006 to August 2008 Attending/Asst. Professor of Radiology,  
Vascular and Interventional Radiology  
SUNY Downstate Medical Center, Brooklyn, NY**

Responsible for all vascular and non-vascular, Interventional Procedures including angiography/angioplasty, UFEs, RFAs, tumor embolizations, biliary, venous access, chemoports, Denver shunts, Nephrostomies, biopsies, Stent grafts etc.

**General:** CT, MRI, Nuclear Medicine, Ultrasound, plain films, fluoroscopy. Supervised Residents, and Fellows and Medical Students.

**May 2006 to July 2008 Attending/Asst. Professor of Radiology,  
Vascular and Interventional Radiology  
King's County Hospital, Brooklyn, NY**

Responsible for all vascular and non-vascular, Interventional Procedures including angiography/angioplasty, UFEs, RFAs, tumor embolizations, biliary, venous access, chemoports, **Denver shunts**, Nephrostomies, biopsies, **Stent grafts** etc. Endovascular Silver Hawk

**Atherectomy** Revascularization, biliary **cholangioscopy** and **Adrenal venous samplings**, Bronchial artery embolizations and treatment of **Epistaxis**.

**General:** CT, MRI, Nuclear Medicine, Ultrasound, fluoroscopy and plain films, fluoroscopy. Supervised Residents, and Fellows and Medical Students.

**Nov 2004-May 2006 Asst. Professor/Attending Radiologist, Columbia University,  
New York**

**General and Vascular and Interventional Radiology**  
Responsible for all Interventional Procedures, encompassing Vascular and non-vascular cases, biliary, Declots, Permacaths, Ports gastrostomies, Nephrostomies, Stentings, Tumor embolization, **UFE**, trauma cases, drainages, biopsies, TIPS, Thoracostomies, **atherectomy & endovascular** revascularization, RFAs etc.

Nov 2004-May 2006

**Asst. Professor/Attending Radiologist, Harlem Hospital Center  
General and Vascular and Interventional Radiology**

Responsible for all Interventional Procedures, encompassing Vascular and non-vascular cases, biliary, gastrostomies, Nephrostomies, Stentings, Tumor embolization, **UFE**, trauma cases, drainages, biopsies, TIPS, Thoracostomies, **atherectomy & endovascular** revascularization, RFAs etc.

**Also Provided Services**, in Body and Neuroradiology encompassing CT, MRI, Ultrasound, Mammography, Needle locs and biopsies and General Radiology, Supervised Residents.



- Nov 2004-May 2006:** **Attending Radiologist, Lincoln Medical Center**  
Provided Part-time Services in Vascular Interventional Radiology and General Radiology
- July 2002- Oct 2002** **Short Body Imaging/Interventional Fellowship, Lehigh Valley Hospital Center, Allentown, PA**  
  
Acquired skills in Body Imaging, encompassing CT, US, MRI, NUCs and General Radiology Modalities
- Sept 2002 -Sept 2003** **Postdoctoral Fellow, Interventional Radiology, Temple University Hospital,**  
Acquired skills in various forms of interventional procedures including but limited to vascular and non-vascular cases, biliary drainage, Angiography, venograms, declots, Permacaths, Ports, PICC Gastrostomies, Nephrostomies, Stentings, Tumor embolizations, uterine artery embolizations, trauma cases, drainages, biopsies, TIPS, Thoracostomies, Angioplasties, MRAs, etc
- Oct 2003- Oct 2004** **Locum Tenens Attending,** Providing both diagnostic and Interventional Radiologic Services to various Hospitals, encompassing all modalities: CT, MRI, US, Mammo, Nuclear Medicine, PETS, & General Radiology
- July 2001-June 2002** **Resident, General Surgery,**  
Dept. of Surgery, Bronx-Lebanon Hospital Center  
Acquired various skills in vascular surgery techniques especially in permacath, TesioCath insertions, Thrombectomies, Angioplasties, Endoscopies and general and laparoscopic surgical procedures (appendectomies, herniorrhaphies, cholecystectomies, Laparotomies, TURP, TURBT etc). Assisted in major surgeries like laparotomies, thyroidectomies, parathyroidectomies, partial nephrectomies, thoracotomies, etc
- Jan to July 2001** **Chief Resident,**  
Dept. Of Radiology, Bronx Lebanon Hospital Center, from Jan 2001 to June 2001. Functions included, besides the usual academic and professional functions, scheduling Residents' rotations, supervision of junior residents and co-ordinating, other functions as may be assigned by the Director of Radiology or other attendings.
- July 1997 to July 2001** **Radiology Resident,** Dept. Of Radiology, Bronx-Lebanon Hospital Center, Bronx, NY. Acquired experience in various imaging modalities and evaluations encompassing Neuroradiology, Body CT/MRI imaging, Sonography, Nuclear Medicine, Fluoroscopy, Pediatric Radiology, and Mammography. Gained experiences in various interventional procedures like Angiographies, Angioplasties, PTCs, Nephrostomies and chemo embolization, stent placements, and CT/US- guided drainages

- June/July 1997**      **Observer/Volunteer**, dept of Internal Medicine, BLHC, Bronx, NY.  
Actively participated in grand rounds, cardiology conferences, rounds and evening reports towards day-to-day management of our patients.
- 1/1994 – 5/1997:**      **USMLE's/ECFMG Certification:** studying for USMLE's, awaiting ECFMG certifications and applying for residencies.
- 11/91 to 1/1994**      **Medical Officer**, University Medical Center, University of Nigeria, Nsukka. Responsible for general medical care of staff and students of the university and others within the catchment area; both inpatient and ambulatory care
- 9/1991 to 6/1993**      **Lecturer, Human Anatomy and physiology**  
Faculty of Pharmaceutical Sciences. Responsible for teaching and grading anatomy and physiology to pharmacy students viz: upper and lower limbs, Thorax and Abdomen, Head & Neck, neuromuscular transmission, pulmonary, gastro-intestinal, renal, endocrine and neuro-physiology.
- 9/1992 to 1/1994**      **Clinical Consultant**, university Medical Center, University of Nigeria  
Clinical and hospital training for students of Medical Social Work at the university of Nigeria. Teaching focused on the management and rehabilitation of psychosocial components of disease.
- 8/1989 to 10/ 1990**      **Medical officer**, university Medical Center, University of Nigeria  
Served as National Medical corps as part of National youth service of one year community service caring for the medical needs of the community.
- 11/1990 to 10/1991**      **Medical Officer in-charge**, Obukpa-UNTH comprehensive HealthCenter Obukpa, Nigeria. General duty physician responsible for primary care of people in Obukpa Community and its vicinities; inpatient and ambulatory care, surgeries included lumpectomies, appendectomies, I & Ds, reduction and immobilization of fractures, immunizations, obstetrical deliveries of breechs, Vacuum extractions and C-sections.
- 8/1988 to 8/1989**      **House Officer**, university of Nigeria Teaching Hospital(UNTH), Enugu, Nigeria.  
Rotatory internship in **Surgery, Internal Medicine, Pediatrics, Obstetrics & Gynecology** covering both inpatient and ambulatory care. Inpatient and outpatient care encompassed clerkship, patients' work up, pre-op and post-op notes and orders and intensive care. Gained experience in appendectomies, herniorrhaphies, tubal ligations, hysterectomies, thoracotomies, chest-tubes, c-sections and other surgical procedures.

**PREVIOUS RESEARCH AND PUBLICATIONS:**

- Incidence of Perinatal Mortality in Abakaliki General Hospital, Nigeria; 4<sup>th</sup> MBBS degree project 1988.
- Fatal Hypothermia From Stevens Johnsons' Syndrome, Orient Medical J (1990) Enugu, Nigeria.
- Incidence of Diabetic Ketoacidosis(DKA) at the University of Nigeria Teaching Hospital, Enugu.
- Breast Cancer: the Role of Hormonal, Genetic and Nutritional Factors. Proposed oncogenesis model, April 2001(Review article)
- Brain Imaging and Intracranial Hematomas: Bronx-Lebanon Hospital Experience from 1997 to 2000. Steve C. Ideyi, M.D., S. Meduru, M.D., Harvey Stern, M.D.
- Portal Vein Thrombosis with Small Bowel Gangrene: case report. Applied Radiology Journal, 2002.
- Spontaneous Endometriosis of Anterior Abdominal Wall. A Case Report. Digestive Surgery, 2003
- Unusual Presentation of Testicular Tumor Indistinguishable From Testicular Malignancy. A Case Report. Infections in Urology, 2002
- Gastric Volvolus Causing Gastric Perforation, 2002.

**Community Services:**

- 1989 to 1993                      visiting physician at Royal Hospital Annexe Nsukka, Nigeria
- .1990 to 1992                      Consulting physician at Mayor Hospital & Maternity, Ovoko, Nigeria.
- .1994                                      Guest Speaker: Drug and Substance Abuse, STD/HIV In The Society, presented at Burbank High School, Sacramento, CA, USA.

**PROFESSIONAL MEMBERSHIP:**

- Member**, American Association of Physician Specialties
- Member**, Radiological Society of North America(RSNA)
- Member**, American Medical Association
- Member**, American College of Radiology

VA Job Listings  
Discriminating Against  
ABPS Physicians



(<http://www.va.gov>)

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## VA Careers

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Associate Director, Medical  
 Consultation and Review

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### Contact Info

Joanne Moffett 202-461-4720 (tel:202-461-4720)

[joanne.moffett@va.gov](mailto:joanne.moffett@va.gov) (mailto:joanne.moffett@va.gov)

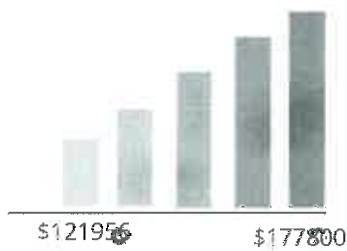
### Overview

This position serves as the Associate Director, Medical Consultation and Review Division, and is responsible for assisting the Director in the day-to-day-management of a multi-physician group of board-certified physicians who provide medical consultation to all elements of the Office of Inspector General (OIG). This includes serving as a medical expert and consultant on patient care issues within the Office of Healthcare Inspections for the following business lines: hotline reviews, national reviews, Combined Assessment Program reviews, and Community-Based Outpatient Clinic

reviews, which are performed by staff assigned to the Office of Healthcare Inspections 12 regional offices and headquarters. These reviews evaluate the appropriateness, safety, and quality of treatment provided at individual Veterans Health Administration (VHA) medical facilities and across the VHA system. In addition to assisting in the management of the Medical Consultation and Review Division, the Associate Director also carries his or her own caseload of hotlines and program reviews and serves as the lead medical consultant and primary author of resulting reports. Serves as a medical advisor to the Inspector General and OIG staff across the full range of health care audits, investigations, and inspections. The Associate Director's advice impacts on important health care issues affecting the Department of Veterans Affairs, the VA Secretary, Congress, and veterans seeking VA health care. The position requires board certification by an American Board of Medical Specialties member board, possess an unrestricted current license to practice medicine, and have the ability and stature to support and defend the OIG's findings on VA health care issues.



**Estimated Pay Range**



**Job Details**

Application Open Date  
4/22/2015

Application Close Date  
5/6/2015

Organization  
Veterans Affairs,  
Inspector General

Who May Apply  
All qualified  
individuals within the  
civil service.

MORE ABOUT VA

QUALIFICATIONS

BENEFITS

HOW TO APPLY

ADDITIONAL DETAILS

Current career Senior Executives, QRB certified graduates of SES candidate development programs, and individuals with SES reinstatement eligibility will be considered for noncompetitive appointment.  
Status  
Full Time

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U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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**Job Title:** Physician (Associate Chief of Staff for Surgery)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** BK-T38-15-1356247-SR-R

**SALARY RANGE:** \$140,000.00 to \$355,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, March 17, 2015 to Wednesday, June 17, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Saginaw, MI  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1356247

**This announcement establishes a standing register of eligible applicants to be considered for permanent full-time appointments. The first list of eligible applicants will be pulled for referral on 11:59 PM (EST) Friday, April 3, 2015 and then again every Friday at 11:59 PM (EST) until the closing date of Wednesday, June 17, 2015. All applicants may receive consideration for one year from the date of application.**

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

As a VA Physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Michigan is in the heart of the Great Lakes region, a diverse, medically-advanced community that is the gateway to Michigan's famous four seasons of recreational opportunities, such as hunting, skiing, and boating. With an affordable cost of living, exemplary public schools, and various museums, you can spend your winters in snow and your summers on sandy beaches, all while serving America's heroes. For more information about the Saginaw area, visit the [Great Lakes Bay Region](#) website. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information, please visit the [Department of Veterans Affairs](#).

foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Preferred Qualifications:** Board certification by the American Board of Surgery or Osteopathic equivalent.

Note: Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Physical Requirements:** Exerting up to 50 pounds of force occasionally and/or up to 25 pounds of force frequently to move objects. This could include moving objects such as pieces of equipment and assistance in moving clients.

#### HOW YOU WILL BE EVALUATED:

IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE MAY NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE. Specific dates must be included for job experience and education included in your application, resume, C.V., and/or supporting documentation. Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience. If your resume/application does not support your questionnaire answers, we will not allow credit for your response(s).

If you are referred for consideration, you may be asked to submit additional job related information, which may include, but not limited to: completion of a work sample, and/or you may be contacted for an interview. Please follow all instructions carefully. Errors or omissions may affect your rating or consideration for employment. Your application, résumé and/or supporting documentation will be reviewed and verified against the required qualifications listed in this vacancy announcement. You may also be evaluated based upon the question responses you provide during a structured interview. In responding to structured interview questions you should be sure to cite specific examples of experience, your role, and the outcome.

**PAY SETTING:** Applicant's education and length of practice (experience) will be reviewed by a Professional Standards Board and Compensation Panel in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

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#### BENEFITS:

VA offers a comprehensive benefits package. This link provides an overview of the benefits associated with a VA practice: [VHA physician brochure](#).

#### OTHER INFORMATION:

**Placement Policy:** The posting of this announcement does not obligate management to fill a vacancy or vacancies by promotion. The position may be filled by reassignment, change to lower grade, transfer, appointment, or reinstatement. Management may use any one or any combination of these methods to



# Department of Veterans Affairs

Job Title: **Physician (Associate Chief of Staff for Primary Care)**  
Department: **Department Of Veterans Affairs**  
Agency: **Department of Veterans Affairs - Agency Wide**  
Job Announcement Number: **BK-T38-14-1292932-46-SR**

**SALARY RANGE:** \$120,000.00 to \$255,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, December 30, 2014 to Tuesday, June 30, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
Saginaw, MI  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1292932

This announcement establishes a standing register of eligible applicants to be considered for permanent full-time appointments. The first list of eligible applicants will be pulled for referral on 11:59 PM (EST) January 16, 2015 and then again every Friday at 11:59 PM (EST) until the closing date of Tuesday, June 30, 2015. All applicants may receive consideration for one year from the date of application.

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

How would you like to become a part of a team providing compassionate care to Veterans?

As a VA Physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Michigan is in the heart of the Great Lakes region, a diverse, medically-advanced community that is the gateway to Michigan's famous four seasons of recreational opportunities, such as hunting, skiing, and boating. With an affordable cost of living, exemplary public schools, and various museums, you can spend your winters in snow and your summers on sandy beaches, all while serving America's heroes. For more information about the Saginaw area, visit the [Great Lakes Bay Region](#) website. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities.

school approved by the Secretary of Veteran Affairs for the year in which the course of study was completed. Approved schools are:

- o Schools of medicine holding regular institutional membership in the Association of American Medical Colleges.
- o Schools of osteopathic medicine approved by the American Osteopathic Association.
- o Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e. Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.
- Licensure and Registration. Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

Reference: VA Regulations, specifically [VA Handbook 5005](#), Part II, Appendix G-2 Physician Qualification Standard.

PLEASE NOTE: Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. Therefore, applicants must report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation from the following web site: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Preferred Experience:** Board certification by the American Board of Internal Medicine, American Academy of Family Physicians, or Osteopathic Equivalent Boards.

**Physical Requirements:** Exerting up to 50 pounds of force occasionally and/or up to 25 pounds of force frequently to move objects. This could include moving objects such as pieces of equipment and assistance in moving clients.

#### HOW YOU WILL BE EVALUATED:

**IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE MAY NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.** Specific dates must be included for job experience and education included in your application, resume, C.V., and/or supporting documentation. Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience. If your resume/application does not support your questionnaire answers, we will not allow credit for your response(s).

If you are referred for consideration, you may be asked to submit additional job related information, which may include, but not limited to: completion of a work sample, and/or you may be contacted for an interview. Please follow all instructions carefully. Errors or omissions may affect your rating or consideration for employment. Your application, résumé and/or supporting documentation will be reviewed and verified against the required qualifications listed in this vacancy announcement. You may also be evaluated based upon the question responses you provide during a structured interview.

# Department of Veterans Affairs

Job Title: **Physician (Primary Care Community Based Outpatient Clinic Float)**  
Department: **Department Of Veterans Affairs**  
Agency: **Department of Veterans Affairs - Agency Wide**  
Job Announcement Number: **BK-T38-15-1379217-BU-R-SR**

**SALARY RANGE:** \$98,967.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Friday, April 10, 2015 to Friday, July 10, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location(s):  
Alpena, MI  
Cadillac, MI  
Cheboygan, MI  
Gaylord, MI  
Grayling, MI  
[More Locations \(2\)](#)  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1379217.

**This announcement establishes a standing register of eligible applicants to be considered for permanent full-time appointments. The first list of eligible applicants will be pulled for referral on 11:59 PM (EST) April 24, 2015 and then again every Friday at 11:59 PM (EST) until the closing date of Friday, July 10, 2015. All applicants may receive consideration for one year from the date of application.**

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

How would you like to become a part of a team providing compassionate care to Veterans?

As a VA Physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Michigan is in the heart of the Great Lakes region, a diverse, medically-advanced community that is the gateway to Michigan's famous four seasons of recreational opportunities, such as hunting, skiing, and boating. With an affordable cost of living, exemplary public schools, and various museums, you can spend your winters in snow and your summers on sandy beaches, all while serving America's heroes. For more information about the Gaylord area, please visit the [Gaylord Michigan USA](#) website.

**Reference:** VA Regulations, specifically [VA Handbook 5005](#), Part II, Appendix G-2 Physician Qualification Standard.

**PLEASE NOTE:** Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. Therefore, applicants must report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation from the following web site: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

Note: Must have Basic Life Support (BLS) certification prior to assuming clinical duties. The BLS requirement is satisfied by successfully completing an American Heart Association (AHA) BLS Healthcare Provider Course or Military Training Network (MTN). BLS courses are normally offered within 1-5 days of entry on duty. No online certifications will be accepted.

Preferred Qualifications: Board eligibility or certification by the American Board of Internal Medicine, Family Practice, or an applicable subspecialty Board is highly desired.

**Physical Requirements:** The position is primarily active, with sedentary activity and some bending, walking, and stooping required.

#### HOW YOU WILL BE EVALUATED:

IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE MAY NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE. Specific dates must be included for job experience and education included in your application, resume, C.V., and/or supporting documentation. Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience. If your resume/application does not support your questionnaire answers, we will not allow credit for your response(s).

If you are referred for consideration, you may be asked to submit additional job related information, which may include, but not limited to: completion of a work sample, and/or you may be contacted for an interview. Please follow all instructions carefully. Errors or omissions may affect your rating or consideration for employment. Your application, résumé and/or supporting documentation will be reviewed and verified against the required qualifications listed in this vacancy announcement. You may also be evaluated based upon the question responses you provide during a structured interview. In responding to structured interview questions you should be sure to cite specific examples of experience, your role, and the outcome.

**PAY SETTING:** Applicant's education and length of practice (experience) will be reviewed by a



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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**Job Title:** Anesthesiologist  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** AD-14-KAB-1185842

**SALARY RANGE:** \$99,957.00 to \$325,000.00 / Per Year  
**OPEN PERIOD:** Thursday, August 7, 2014 to Friday, July 31, 2015  
**SERIES & GRADE:** AD-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Ann Arbor, MI  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN) 1185842

This job announcement is amended to update salary information.

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities and leadership positions at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the Nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

**NOTE:** Applicant's education and length of practice (experience) will be considered by a Professional Standards Board and Compensation Panel in determining the salary of the applicant selected.

VA encourages persons with disabilities to apply. The health related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority.

**EDUCATION DEBT REDUCTION PROGRAM:** Newly appointed employee(s) or employee(s) converted to permanent status, selected under this announcement, *may* be eligible to apply for an award up to the maximum limitation under the provisions of the Education Debt Reduction Program (EDRP). Funding, on the final award amount, is contingent on the availability of EDRP funds. Employee(s) must apply for EDRP within four (4) months of appointment or conversion. Please call Elizabeth Mathews at 1-769-7100, extension 55094 or via email at [elizabeth.mathews@va.gov](mailto:elizabeth.mathews@va.gov) for more information.

Recruitment Incentives are authorized. Annual Performance Pay may also be authorized.

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- Yes

- Relocation is authorized for this position

#### KEY REQUIREMENTS

- U.S. Citizenship
- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.

#### DUTIES:

The Ann Arbor VA and University of Michigan are seeking a Full-time Anesthesiologist for a joint VA-University position. Applicants must be eligible for a faculty appointment at the University of Michigan . Candidate must be Certified by the American Board of Anesthesiologists, or in the examining process. "Provides anesthesia support to Cardiology Service in the performance of TAVR procedures and out of Operating Room locations such as Endoscopy, Interventional Radiology and Cardiology.

Recruitment incentives are authorized for this position. Also, there is the potential for annual Performance Pay.

Work Schedule: Full Time VA effort (8/8ths)

#### QUALIFICATIONS REQUIRED:

In order to qualify for this position you must meet the following:

##### Basic Requirements:

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

Education. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are:

- (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted.
- (2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted.
- (3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.

First-Year Residency (Internship). Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed. For a VA resident, the appropriate Deans Committee and Resident Review Board may recommend appointment on the basis of the candidate's acceptability for residency training. Approved residencies are:

- (1) Those approved by the Council on Medical Education and Hospitals, American Medical Association, in the list published for the year the residency was completed, or
- (2) Other residencies or their equivalents which the Professional Standards Board determines to have provided an applicant with appropriate professional training. The Board may determine that the residency requirement has been met if the candidate has completed 1 year of postgraduate education

Reference: [VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standards](#)

Preferences: Candidate must be Certified by the American Board of Anesthesiologist, or in the examining process. Completion of a fellowship in cardiothoracic anesthesiology or experience in cardiothoracic anesthesiology is preferred.



U.S. Department  
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**Job Title:** Anesthesiologist - Intensivist (SICU)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** AD-14-KAB-1174383

**SALARY RANGE:** \$99,957.00 to \$325,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, July 29, 2014 to Tuesday, July 28, 2015  
**SERIES & GRADE:** AD-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Ann Arbor, MI  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN) 1174383

The job announcement is ammended to update the salary range.

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities and leadership positions at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the Nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

**NOTE:** Applicant's education and length of practice (experience) will be considered by a Professional Standards Board and Compensation Panel in determining the salary of the applicant selected.

VA encourages persons with disabilities to apply. The health related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority.

**EDUCATION DEBT REDUCTION PROGRAM:** Newly appointed employee(s) or employee(s) converted to permanent status, selected under this announcement, *may* be eligible to apply for an award up to the maximum limitation under the provisions of the Education Debt Reduction Program (EDRP). Funding, on the final award amount, is contingent on the availability of EDRP funds. Employee(s) must apply for EDRP within four (4) months of appointment or conversion. Please call Elizabeth Mathews at 1-769-7100, extension 55094 or via email at [elizabeth.mathews@va.gov](mailto:elizabeth.mathews@va.gov) for more information.

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- Yes

- Relocation allowance may be available.

**KEY REQUIREMENTS**

- U.S. Citizenship
- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.

**DUTIES:**

The Ann Arbor VA and University of Michigan are seeking a Full-time Anesthesiologist for a joint VA-University position. Applicants must be eligible for a faculty appointment at the University of Michigan. Candidate must be Certified by the American Board of Anesthesiologists, or in the examining process. Also, completion of a fellowship in Critical Care Medicine, and be either Board Certified or Board Eligible in Critical Care. "Provides anesthesia support and clinical oversight in the Surgical Intensive Care Unit primarily, with secondary duties of providing anesthesia support in the Operating Room Suite".

Recruitment incentives are authorized. There is the potential for annual Performance Pay.

Work Schedule: Full time VA effort (8/8ths)

**QUALIFICATIONS REQUIRED:**

In order to qualify for this position you must meet the following:

**Basic Requirements:**

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

Education. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are:

(1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted.

(2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted.

(3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.

First-Year Residency (Internship). Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed. For a VA resident, the appropriate Deans Committee and Resident Review Board may recommend appointment on the basis of the candidate's acceptability for residency training. Approved residencies are:

(1) Those approved by the Council on Medical Education and Hospitals, American Medical Association, in the list published for the year the residency was completed, or

(2) Other residencies or their equivalents which the Professional Standards Board determines to have provided an applicant with appropriate professional training. The Board may determine that the residency requirement has been met if the candidate has completed 1 year of postgraduate education. Reference: [VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standards](#)





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**Job Title:** Physician (Dermatology)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** AD-14-MDW-1273750

**SALARY RANGE:** \$98,967.00 to \$300,000.00 / Per Year  
**OPEN PERIOD:** Thursday, December 4, 2014 to Tuesday, December 1, 2015  
**SERIES & GRADE:** AD-0602-15  
**POSITION INFORMATION:** Part Time 50 hours - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Ann Arbor, MI  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1273750

**THIS POSITION WILL REMAIN OPEN UNTIL FILLED**

#### OUR MISSION

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.  
 How would you like to become a part of a team providing compassionate care to Veterans?

The Department of Veterans Affairs (VA) needs employees who possess the energy, compassion, and commitment to serve those who served our Country. Whatever the job title, every position in VA will give you a chance to make a meaningful and personal contribution to the lives of truly special and deserving people - our Veterans. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. Working for VA is one of the most emotionally satisfying and professionally rewarding ways to dedicate the best within you to your Country's service.

If you are transitioning from the military or a Veteran already, we invite you to explore the benefits of continuing your career at the VA. The VA is committed to hiring Veterans. The VA is much more than just another employer. It is an honorable, open and welcoming community of those who care. Gratitude is our motivation and service is our mission.

The VA has adopted Core Values and Characteristics that apply universally across the Department. The five Core Values define "who we are," our culture, and how we care for Veterans, their families and

- Those approved by the Council on Medical Education and Hospitals, American Medical Association, in the list published for the year the residency was completed, OR
- Other residencies or their equivalents which the Professional Standards Board determines to have provided an applicant with appropriate professional training. The Board may determine that the residency requirement has been met if the candidate has completed 1 year of postgraduate education.

Board-Certified or Board Eligible by the American Board of Dermatology or other board certification in dermatology as approved by AAVAHS Chief of Dermatology.

### **The following requirements for this position are as follows:**

Must qualify for an appointment at the University of Michigan, Department of Dermatology. Faculty appointment in the University of Michigan Medical School requires national academic recognition with demonstrated skills in clinical care, teaching and administration.

**References:** VA Handbook 5005, Part II, Appendix G2, PHYSICIAN QUALIFICATION STANDARD, dated April 15, 2002.

Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel (for physicians and dentists) in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Note: Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**PHYSICAL REQUIREMENTS:** Applicants must meet physical standards for the position. A physical examination prior to placement is required. This is a designated drug testing position. After appointment, you will be subject to random testing for illegal drug use. Requires lifting 15-44 pounds; reaching above shoulder; use of fingers and both hands; walking and standing from 3-5 hours and kneeling. Must have depth perception and ability to distinguish basic colors and shades of colors. Hearing aid is permitted.

### **HOW YOU WILL BE EVALUATED:**

Your application, résumé, C.V., and/or supporting documentation will be reviewed. Please follow all instructions carefully. Errors or omissions may affect consideration for employment.

In describing your experience, please be clear and specific. We may not make assumptions regarding your experience.

**NOTE:** Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel in determining the grade and salary of the applicant selected. The recommended



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**Job Title:** Physician (Hospitalist)

**Department:** Department Of Veterans Affairs

**Agency:** Veterans Affairs, Veterans Health Administration

**Job Announcement Number:** RZ-15-MLT-1389824-OCA-BU

**SALARY RANGE:** \$99,957.00 to \$240,000.00 / Per Year

**OPEN PERIOD:** Friday, May 1, 2015 to Thursday, December 31, 2015

**SERIES & GRADE:** VM-0602-00

**POSITION INFORMATION:** Full Time - Excepted Service Permanent

**DUTY LOCATIONS:** 2 vacancies in the following location:  
[Memphis, TN](#) [View Map](#)

**WHO MAY APPLY:** United States Citizens. (Non-citizens may be appointed when it is not possible to recruit qualified citizens)

**SECURITY CLEARANCE:** Other

**SUPERVISORY STATUS:** No

**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1389824

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

The VAMC in Memphis, TN consists of one main campus located at 1030 Jefferson Avenue, which includes a 60-bed Spinal Cord Injury Unit, and nine community based outpatient clinics (CBOC). It is a tertiary care facility classified as a Clinical Referral Level I Facility and one of the most complex medical centers in the VA system. It is a teaching hospital, providing a full range of patient care services, with state-of-the-art technology, as well as extensive education and research programs. Comprehensive primary, secondary, and tertiary health care is provided in areas of medicine, general cardiovascular and neurological surgery, psychiatry, physical medicine and rehabilitation, spinal cord injury, neurology, oncology, dentistry, and geriatrics. Specialized outpatient services are provided through general, specialty, and subspecialty outpatient clinics including a women's health center. Services are available to more than 206,000 Veterans living in a 53-county tri-state area (Tennessee, Arkansas, and Mississippi).

The VAMC in Memphis is part of the VA MidSouth Healthcare Network, VISN 9, which includes facilities in Lexington and Louisville, KY; Huntington, WV; and Nashville and Mountain Home, TN.

For more information about the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>

**NOTE:** This is an open continuous announcement and will be opened until filled. The initial cut-off date is May 13, 2015. After that date, applications will be reviewed on a periodic basis.

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**Control Number:** 402277500

**EDRP** - You may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- Yes
- The Department of Veterans Affairs offers Permanent Change of Station (PCS) relocation services. Permanent Change of Station is the relocation of a household due to government convenience in connection with a transfer between duty stations or facilities. For more information go to <http://vawww.fscdirect.fsc.va.gov/pcs.asp>

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.
- U.S. Citizenship
- Board Certification

#### DUTIES:

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The physician works within the General Medicine Section of the Medical Service in supervising, training, and teaching of Medical house staff and University of Tennessee Medical Students. The incumbent provides inpatient care and post-charge outpatient follow-up to patients admitted to the General Medicine units of the Memphis VAMC. Serves as an attending physician for residents, interns, and students to be supervised, trained, and educated. The physician provides medical evaluations and directs overall management of acutely ill, hospitalized patients with general medical problems (Non-Intensive Care Unit patients). This physician admits, examines, treats, and discharge assigned patients, assess acute care admissions, confirms accuracy and completeness of the History and Physical (H&P) performed by house staff. The incumbent enters appropriate attending admission notes on all patients. The physician performs inpatient procedures of internal medicine specialty, maintains policy orders or notes and ensures patients are efficiently discharged. The incumbent is required to attend and participate at regular scheduled Medicine Conferences. The physician will maintain qualifications sufficient for a faculty appointment at University of Tennessee Health Science Center (UTHSC). Training will be kept in compliance with all educational, training, and competency requirements of Memphis VA Medical Center. The incumbent must achieve credentialing and regular re-credentialing by the VA Medical Center Memphis. The physician **must maintain** medical licensure, **American Board of Internal Medicine (ABIM)**, Basic Life Support (BLS) and Drug Enforcement Administration (DEA) certification.

**Location:** Medical Service

**Work schedule:** Monday - Friday, day shift (8:00AM - 4:30PM); weekend and weekend night calls are in rotation among pulmonary/critical care physicians. Position may be filled Part time, as necessary.

**Functional Statement Title:** Physician (Hospitalist)

**Recruitment/Relocation Incentive:** Authorized for a highly qualified candidate

**DESIGNATED DRUG-TESTING POSITION:** Applicants tentatively selected for VA employment in a testing designated position are subject to urinalysis to screen for illegal drug use prior to appointment. Applicants who refuse to be tested will be denied employment with VA. Applicants will not be appointed to the position if a verified positive drug test result is received.

#### QUALIFICATIONS REQUIRED:

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In order to qualify for this position you must meet the following:

##### Basic Requirements:

- U.S. citizenship (Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with chapter 3, section A, paragraph 3g, this part.)



Keyword:

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Keywords, Job Title, Control #, Agency City, State, ZIP Code, or Country

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 U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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**Job Title:** Physician (General Surgeon)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** RZ-15-1239535-OCA-4CA-BU

**SALARY RANGE:** \$99,957.00 to \$325,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, November 5, 2014 to Wednesday, November 4, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Memphis, TN [View Map](#)  
**WHO MAY APPLY:** United States Citizens. (Non-citizens may be appointed when it is not possible to recruit qualified citizens)  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No

**JOB SUMMARY:**
**Vacancy Identification Number (VIN):**1239535

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

The VAMC in Memphis, TN consists of one main campus located at 1030 Jefferson Avenue, which includes a 60-bed Spinal Cord Injury Unit, and nine community based outpatient clinics (CBOC). It is a tertiary care facility classified as a Clinical Referral Level I Facility and one of the most complex medical centers in the VA system. It is a teaching hospital, providing a full range of patient care services, with state-of-the-art technology, as well as extensive education and research programs. Comprehensive primary, secondary, and tertiary health care is provided in areas of medicine, general cardiovascular and neurological surgery, psychiatry, physical medicine and rehabilitation, spinal cord injury, neurology, oncology, dentistry, and geriatrics. Specialized outpatient services are provided through general, specialty, and subspecialty outpatient clinics including a women's health center. Services are available to more than 206,000 Veterans living in a 53-county tri-state area (Tennessee, Arkansas, and Mississippi).

The VAMC in Memphis is part of the VA MidSouth Healthcare Network, VISN 9, which includes facilities in Lexington and Louisville, KY; Huntington, WV; and Nashville and Mountain Home, TN.

For more information about the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>

**THIS VACANCY MAY BE FILLED PART-TIME OR FULL-TIME**
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**Job Announcement Number:**  
RZ-15-1239535-OCA-4CA-BU

**Control Number:** 385645300

**PART TIME: 20 HOURS PER WEEK****TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- Yes
- The Department of Veterans Affairs offers Permanent Change of Station (PCS) relocation services. Permanent Change of Station is the relocation of a household due to government convenience in connection with a transfer between duty stations or facilities. For more information go to <http://vawww.fscdirect.fsc.va.gov/pcs.asp>

**KEY REQUIREMENTS**

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- U.S. Citizenship
- English language proficiency
- Board certification
- Selective Service Registration is required for males born after 12/31/1959.

**DUTIES:**[Back to top](#)

The Department of Surgery is seeking a **Board eligible/Board certified General Surgeon**. The duties and responsibilities for this position include, but are not limited to the following:

- Perform the full range of general surgery procedures.
- Provide direct patient care in out-patient clinic, in-patient setting, operating room, and Emergency Department.
- Provide on-call services.
- Have assigned OR block time and scheduled clinic times.
- Other duties as assigned within clinical privileges to meet the needs of the medical center.

The successful candidate must possess sufficient clinical knowledge and experience to provide competent clinical and institutional standards of care, and must also have good interpersonal skills to deal harmoniously with staff, patients and family members.

Administrative duties will be specific to General Surgery/Surgical Service as designated by the Chief of Surgery to include preventive medicine and emergency preparedness.

Completion of BLS and ACLS required.

Must be eligible for a faculty appointment at the University of Tennessee Health Science Center, College of Medicine.

**Work schedule:** Varies depending on the needs of the facility.

**Functional Statement Title/PD#: Physician (General Surgeon), 00000**

**DESIGNATED DRUG-TESTING POSITION:** Applicants tentatively selected for VA employment in a testing designated position are subject to urinalysis to screen for illegal drug use prior to appointment. Applicants who refuse to be tested will be denied employment with VA. Applicants will not be appointed to the position if a verified positive drug test result is received.

**EDRP** - You may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

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**Job Title:** Physician, Chief of Pathology and Laboratory Medicine Service  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** NV-15-MAM-1378013-OCA

**SALARY RANGE:** \$130,000.00 to \$260,000.00 / Per Year  
**OPEN PERIOD:** Monday, April 13, 2015 to Tuesday, April 12, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Cincinnati, OH  
**WHO MAY APPLY:** This is an Open Continuous Announcement open thru 4-13-16. The first cut off date for referral is 5/15/2015 and will be reviewed on or about the 15th of each month if a selection is not made from the first certificate of eligibles.  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1378013

This is an Open Continuous Announcement: This announcement will be open thru 4-12-16, & will be closed earlier if position is filled prior to expiration date of the announcement. The first list of eligible applicants will be pulled for referral on 5/15/2015. Additional applicants will be referred monthly until the announcement expires or the position is filled. (Additional dates for referral are: 6/15/15, 7/15/15, 8/17/15, 9/15/15, 10/15/15, 11/16/15, 12/15/15, 1/15/16, 2/16/16, 3/15/16 & 4/15/16).

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

At the Cincinnati VA Medical Center, our duty is to make sure Veterans receive the finest health care available within our resources. We are devoted to providing primary health care, specialized care, and mental health service to Veterans whom reside within a 50 mile radius of the Medical Center serving veterans in the states of Ohio, Kentucky, and Indiana. Cincinnati is ranked 73rd out of the 100 Best Cities in the nation, according to Livability.com. The ranking was created based on economic, health care, housing, civic capital, education, amenities, demographic and infrastructure scores. In the health care category alone, Cincinnati ranked #2 in the nation! For more information, please visit our web site. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

For more information on the "Who may apply" eligibility requirements, please refer to the [OHRM Status Candidates and Other Candidate Definitions](#) document.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- Yes
- A Relocation or Recruitment Incentive are authorized for a highly qualified applicant.

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

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#### DUTIES:

The Cincinnati VA Medical Center is seeking a qualified, academically oriented and seasoned full-time physician certified by the American Board of Pathology in anatomic & clinical pathology to serve as the Chief, Pathology & Laboratory Medicine. The position reports directly to the Chief of Staff and serves as a key clinical resource for the Chief of Staff and Medical Center Director. The position also includes an adjunct faculty appointment in the Department of Pathology and Laboratory Medicine at the University of Cincinnati at a level commensurate with the candidate's credentials. The large size laboratory has sections in both clinical pathology (chemistry, special chemistry, hematology, transfusion medicine, microbiology testing) & anatomic pathology (surgical pathology, cytopathology and autopsy pathology). It has 58 full time employees, including 2 full time anatomic pathologists, a 0.75 clinical pathologist, a full time PHD microbiologist, a lab manager, 4 supervisors, one point of care testing coordinator & one lab computer specialist. This position requires a thorough knowledge of laboratory medicine with preferably an area of specialized expertise such as clinical chemistry. In addition, the preferred candidate would have a strong interest/experience in education; specifically in the area of training and teaching pathology residents; medical students, house staff and faculty.

The duties include providing leadership to both the clinical pathology (chemistry, special chemistry, hematology, transfusion medicine, microbiology testing) and anatomic pathology (surgical pathology, cytopathology and autopsy pathology) sections of a large size laboratory of a 1b complexity medical center, with an affiliated residency training program in both anatomic and clinical pathology.

- Provide consultation and guidance to health care providers regarding matters pertaining to pathology and laboratory medicine and the medical significance of laboratory findings.
- Responsible for administrative oversight to ensure compliance with all quality, policy, and regulatory requirements and the availability of appropriate, well trained staff.
- Provide clinical leadership to ensure appropriate medical services are available in a timely manner for the support of quality patient care.
- Makes determinations regarding resource management issues, including personnel actions, budget, equipment, and outreach.
- Participates in applicable cross-organizational performance-improvement activities, develops and communicates objectives, and coordinates efforts to integrate patient care and support services.
- Provides educational direction for the medical and laboratory staff and participates in educational programs of the institution as appropriate.
- Direct and coordinate the functions of the service within the medical center and all outreach clinics based upon the mission, special needs, and size of the facility.
- Responsible for the day to day operation of the clinical pathology section of the laboratory, deciding on test menu,



instrumentation and methodology, quality improvement, lab policy, accreditation requirements and implementation.

- Responsible for interactions with and for responding to the needs of the other services of the hospital and with the leadership of the medical center.
- Responsible for interactions with the department of pathology at The University of Cincinnati medical school, with teaching responsibilities of both medical students, residents and faculty.

**Work Schedule: Monday - Friday, Day shift: 8:00 am to 4:30 pm (However, schedule subject to change due to workload.)**

**Functional Statement Title/#: Physician (Chief, PALMS)/ #000000**

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## QUALIFICATIONS REQUIRED:

### Basic Requirements:

- U.S. citizenship. Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy.
- Education. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Licensure. Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- English Language Proficiency. Physicians appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed.

Approved schools are:

- (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted.
- (2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted.
- (3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.

Requirements for Chief Grade:

Meet the requirements of Senior Grade (past or present faculty appointment in an approved medical school; completion of an accredited residency in the specialty area to which the individual is being assigned or in a related area; current eligibility to sit for the board certification examination in the specialty area to which the individual is

being assigned or in a related area; or comparable achievements in clinical, educational, administrative or research activities) plus attainment of additional recognition in clinical, administrative or research areas.

Such recognition may be demonstrated by:

1. Certification by an American Specialty Board,

or

2. Significant accomplishments in clinical practice, educational activities, research or administration which clearly distinguish the physician as having the highest professional qualification in the specialty area to which assigned. i.e.

- Past or present faculty appointment at the professional level in an approved medical school

or

• Completion of an accredited residency in the primary specialty area or related area to which the individual will be assigned and unusual professional accomplishment such as:

(a) Publication of articles in nationally recognized professional journals

or

(b) Officer in a State or National professional medical organization

or

(c) Directorship of a hospital or large clinic.

### **Preferred Experience:**

Knowledge and implementation of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

Proven management/supervisory experience of at least two (2) years preferred.

Strong experience and interest in clinical pathology with some involvement in anatomic pathology. Strong interest/experience in education, specifically in the area of training/teaching pathology residents, medical students, house staff and faculty.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.



Apply Today:

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**Job Title:** Dermatologist  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** VHA-552-15-1387604-4CA-BU

**SALARY RANGE:** \$99,957.00 to \$300,000.00 / Per Year  
**OPEN PERIOD:** Thursday, April 23, 2015 to Thursday, December 31, 2015  
**SERIES & GRADE:** AD-0602-00  
**POSITION INFORMATION:** Part Time 12 hours - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Dayton, OH  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

The Department of Veterans Affairs (VA) needs employees who possess the energy, compassion, and commitment to serve those who served our Country. Whatever the job title, every position in VA will give you a chance to make a meaningful and personal contribution to the lives of truly special and deserving people - our Veterans.

Vacancy Identification Number (VIN): 1387604

Since 1867, the Dayton VA Medical Center has has a proud heritage of providing high quality health care to those who have served our country. We are one of the three oldest VA facilities, providing continuous service to Veterans for over 141 years. The city of Dayton, known as the birthplace of flight, is located in the beautiful rolling hills of Southwestern Ohio and is within an hour drive of Cincinnati and Columbus. The Dayton metropolitan area has five universities, affordable real estate, excellent school systems, museums, theaters, seasonal recreational opportunities, and is the home of Wright Patterson Air Force Base, and the National Museum of the U.S. Air Force. The Dayton VA Medical Center is a tertiary care facility that provides acute, nursing home, mental health hospice/palliative, and domiciliary care in an affiliated teaching and research environment.

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

You may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- Yes
- Relocation Authorized Description: The Department of Veteran Affairs offers Permanent Change of Station (PCS) relocation service. Permanent Change of Station is the relocation of a household due to government convenience in connection with a transfer between duty station or facilities. For more information go to <http://vawww.fscdirect.fsc.va.gov/pcs.asp>

**KEY REQUIREMENTS**

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

**DUTIES:**

The VA Healthcare System is currently recruiting for a part-time BC/BE Dermatologist for the Dayton (Ohio) VA Medical Center. The successful candidate will serve as a physician working in the specialty of Dermatology on a part-time basis, (12) hours per week ( 24 ) hours bi-weekly), in the Medical Service of the Dayton VA Medical Center. The incumbent may work in Outpatient Subspecialty Clinic and as a consultant on the Inpatient units. The physician will report to the Chief, Dermatology Section.

Duties will include but not limited to:

- (1.) Engaged in direct patient contact or performs tasks defined by statute or recognized custom of medical practice within the bounds of state law as defined by the board of professional licensure.
- (2.) As defined by the American Board of Dermatology, admit, evaluate, diagnose, provide treatment and/or consultative services to patients presenting with medical or surgical dermatologic problems.
- (3.) Duties may include teledermatology services defined as "the provision of advice on a diagnosis, prognosis, and/or therapy from a licensed independent provider to another licensed independent provider using electronic communications and information technology to support the care provided when distance separates the participants, and where hands-on care is delivered at the site of the patient by a licensed independent health care provider."
- (4.) Experience in all forms of phototherapy is required.
- (5.) Experience with lasers, particularly Nd: YAG, diode, fractionated-CO2, and IPL is strongly preferred.
- (6.) Upon providing competency and receiving credentialing approval the incumbent may also perform specialty procedures as delineated in their clinical privileges.
- (7.) Will carry an appropriate clinical workload, take part in continuing medical education (as defined by state licensure), mandatory VAMC training and will be involved with quality assurance, performance improvement and hospital committee activities.
- (8.) Involvement in the education and training of dermatology residents, rotating residents, medical students, and non-physician clinical trainees.
- (9.) Opportunities for performing clinical research exist in the facility.

*VHA provides patient centered care, delivered by engaged, collaborative teams in an integrated environment that supports learning and continuous improvement. The Veteran's experience and health outcomes are improved with an emphasis on prevention through healing relationships in an optimal healing environment.*

*We are seeking new team members interested in working in this environment. We are looking for team members that possess high energy, a strong work ethic, integrity, who are kind and empathetic, have a sense of humor, and who enjoy working for a collaborative, team-oriented system. The team member must be willing to build customer confidence by professional dress and demeanor.*

*We invite you to apply to become part of a team of professionals engaged in promoting positive organizational change to improve business outcomes and create a positive healthcare experience for patients, families, and care givers.*

Work Schedule: Monday - Friday (8:00 am to 4:30 pm)varied tours/hours as needed for service.

**Functional Statement Title/#: 000000**

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#### QUALIFICATIONS REQUIRED:

##### Basic Requirements:

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- U.S. Citizen

Preferred Experience: Board certified by the American Board of Dermatology or Board Eligible if within one year of completion of Residency.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Your application, résumé, C.V., and/or supporting documentation will be reviewed. Please follow all instructions carefully. Errors or omissions may affect consideration for employment.

In describing your experience, please be clear and specific. We may not make assumptions regarding your experience.

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard. This can be found in the local Human Resources Office.

Note: Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education



Keyword:

Location:


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**Job Title:** Anesthesiologist (Chief, Pain Management)**Department:** Department Of Veterans Affairs**Agency:** Veterans Affairs, Veterans Health Administration**Job Announcement Number:** LL-15-CH-1379891-4CA

**SALARY RANGE:** \$200,000.00 to \$340,000.00 / Per Year  
**OPEN PERIOD:** Monday, April 13, 2015 to Monday, May 4, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Loma Linda, CA [View Map](#)  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**

**Agency Contact Info****Job Announcement Number:** LL-15-CH-1379891-4CA**Control Number:** 400648500**Vacancy Identification Number (VIN):** 1379891**Recruitment/Relocation Incentive may be authorized for highly qualified candidate.**

Our mission: To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

**YOU CAN MAKE A DIFFERENCE**

VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

**VA encourages persons with disabilities to apply. The health related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority.**

For more information on the "Who may apply" eligibility requirements, please refer to the [OHRM Status Candidates and Other Candidate Definitions](#) document.

Applicant's education and experience will be reviewed by a Professional Standards Board (PSB) and Compensation Panel in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

The incumbent for this position may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- No

**KEY REQUIREMENTS**

- You must be a US citizen to apply for this job.
- Subject to a security background/suitability investigation.
- Must pass pre-employment physical examination and/or PPD/TB Skin Test.

- Designated and/or random drug testing may be required.
- This position requires candidates to be proficient in English.
- Selective Service Registration is required for males born after 12/31/1959.

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## DUTIES:

The Loma Linda Veterans Affairs Medical Center is seeking an anesthesiologist to fill a full-time position as the Chief of Pain Management. This leader will oversee the Pain Clinic at the Loma Linda VA Medical Center. This physician will be appointed to the faculty of the Loma Linda Medical Center in the Department of Anesthesiology at the Assistant, Associate or Full Professor level without tenure. Competitive candidates will have completed training in anesthesiology, be board certified by the American Board of Anesthesiology (certification from additional Pain Management medical boards would be considered a positive, but is not required), and have a strong background in clinical practice, research, and education. The successful candidate will have demonstrated excellence in clinical operations and have an aptitude for administration, with leadership skills and management experience at the operational level. Preferred candidates have extensive experience treating DoD beneficiaries. In addition, candidates should have extensive experience working with medical students, residents, and pain fellows.

Duties of the position include but are not limited to:

- Full clinical and administrative responsibility for programs and services.
- Applicant is encouraged to develop specialty programs according to their interests, experience, and expertise with structured goals accountable to the Chief of Anesthesiology, as a measure of ongoing quality care and physician performance, and overall service leadership.
- Provides direct service Physician leadership on productivity documentation and quality of clinical care.
- Maintain ongoing active participation with the VA Pain Management National Program Office.
- Participation on hospital level committees.
- Represent VA as our subject matter expert in the community.
- Maintains primary responsibility for business, budgetary, and strategic planning for Pain Management service, reporting directly to the hospital Chief of Anesthesiology.
- Serves on VISN and facility level committees and performs other Medical Center Director and Chief Of Staff delegated assignments.

Work Schedule: Monday through Friday, 1st Shift 8:00 am to 4:30 pm

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## QUALIFICATIONS REQUIRED:

### BASIC QUALIFICATIONS:

**CITIZENSHIP:** Citizen of the United States.

**EDUCATION:** Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are: (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges or the year in which the degree was granted; (2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted; (3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the district of Columbia as qualifying for full or unrestricted licensure; (4) for residents, graduation from an approved medical school as described above is required.

**LICENSURE AND REGISTRATION:** Physicians (Except Residents). Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure. The facility Director may waive this licensure requirement if the physician is to serve in a country other than the United States and the physician has licensure in that country.

**Residents:** Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or

# Department of the Air Force

Job Title: **Medical Officer (Physician)**  
Department: **Department of the Air Force**  
Agency: **U.S. Air Force - Agency Wide**  
Job Announcement Number: **AFPCDHA-1349308-0602**

**SALARY RANGE:** \$96,539.00 to \$195,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, April 1, 2015 to Wednesday, September 30, 2015  
**SERIES & GRADE:** GP-0602-13/15  
**POSITION INFORMATION:** Full Time - Multiple Appointment Types  
**PROMOTION POTENTIAL:** 15  
**DUTY LOCATIONS:** Few vacancies in the following location(s):  
Maxwell AFB, AL  
Davis Monthan AFB, AZ  
Luke AFB, AZ  
Beale AFB, CA  
Edwards AFB, CA  
[More Locations \(41\)](#)  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Secret  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

The mission of the United States Air Force is to *fly, fight and win...* in air, space and cyberspace.

To achieve that mission, the Air Force has a vision of Global Vigilance, Reach and Power. That vision orbits around three core competencies: Developing Airmen, Technology-to-Warfighting and Integrating Operations. Core competencies and distinctive capabilities are based on a shared commitment to three core values -- *integrity first, service before self, and excellence in all we do.*

**This is a Direct Hire Public Notice;** under this recruitment procedure, applications will be accepted for each location/ installation, identified in this Public Notice and selections made for vacancies as they occur. There may or may not be actual/projected vacancies at the time you submit your application. **Please read this Public Notice in its entirety prior to submitting your application for consideration.**

## TRAVEL REQUIRED

- Not Required

## RELOCATION AUTHORIZED

- No

## KEY REQUIREMENTS

- U.S. Citizenship is required
- Must be registered for Selective Service, see Legal & Regulatory Guidance
- A security clearance may be required
- Total salary varies depending on location of position
- PCS expenses if authorized will be paid IAW JTR and Air Force Regulations
- Recruitment incentives may be authorized
- This posn is subject to provisions of the DoD Priority Placement Program



between general practice and specialist positions. General practitioners must be skilled in recognizing various medical pathologies that require referral to specialists for diagnostic and treatment procedures. Graduate training and experience must, therefore, be well rounded. Specialist positions require graduate training and experience related to the specialty and subspecialty of the position to be filled. Experience may not be substituted for training essential for performing specialized duties. The length and content of residency programs depends upon the specialization and requirements of recognized accrediting American medical specialty boards. These boards are authorized to conduct examinations to determine the competence of physicians in the specialty, to issue certificates of qualification, to participate in evaluating the quality of residency programs, and to determine the requirements for certification.

#### General Practice positions

For GP-13: Three years of graduate training or equivalent experience and training.

For GP-14 and above: In addition to the requirements for GS-13, one year of appropriate experience equivalent to at least the next lower grade level.

#### Specialist positions

For GP-13: 3 years of residency training in the specialty of the position to be filled or equivalent experience and training.

#### Specialized Experience: GP-13

Specialized Experience includes professional medical knowledge in the examination and valuation of claims cases representing the full range of types of claims and of types of medical and other problems. Develop cases, worksheets, analytical discussions and make decisions in terms of issues and facts involved, and make logical application of regulations, precedents, and other instructions. Making decisions, a medical officer at this level resolves the medical and legal questions at issue, and either signs the decisions, issues instructions concerning further development, or writes a dissenting opinion.

#### Specialist positions

For GP-14: 4 years of residency training in the specialty of the position to be filled or equivalent experience and training.

#### Specialized Experience: GP-14

Specialized Experience includes a very high degree of medical knowledge in order to render sound professional judgments on cases of the complexity dealt with. The positions involve responsibility for examining cases referred from field Rating Boards, either: (1) for advice on exceptionally complex medical issues; (2) because the case involves a potential reversal of a previous decision of another Rating Board concerning service-connection of the disability; or (3) because the Rating Board believes the case warrants a departure from established benefit schedules.

#### Specialist positions

For GP-15: 5 years of residency training in the specialty of the position to be filled or equivalent experience and training.

#### Specialized Experience: GP-15

Specialized Experience includes incumbents to have authoritative knowledge of their specialty area of medicine, general practice or other specialization, and of the disability evaluation program of the agency. They are recognized for, and exercise a high degree of professional leadership in their specialty area (characterized by a penetrating understanding of medicine in other specialties). Physician member of the board is responsible, of his authoritative and intensive knowledge of a specialty area, for advising the Board as to when such theories have been accepted as medical facts



Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title: Physician (Psychiatrist) Womens Mental Health**  
**Department: Department Of Veterans Affairs**  
**Agency: Veterans Affairs, Veterans Health Administration**  
**Job Announcement Number: NQ-15-AC-1322739**

**SALARY RANGE:** \$99,957.00 to \$246,000.00 / Per Year  
**OPEN PERIOD:** Friday, February 13, 2015 to Thursday, December 31, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 San Francisco, CA  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1322739

Salary: To be determined by Professional Standard Board of your peers and based on your education, experience, and professional accomplishments.

**NOTE: Announcement will have 2-week cutoffs. Applications received prior to the cutoffs will be referred for consideration. A selection may be made prior to the closing date.**

You could be part of an important initiative to provide mental health care for our nations Veterans!

The Department of Veterans Affairs (VA) needs mental health professionals who possess the energy, compassion, and commitment to serve those who serve our Country. Whatever the job title, every position in VA will give you a chance to make a meaningful and personal contribution to the lives of truly special and deserving people - our Veterans.

Working for VA is one of the most emotionally satisfying and professionally rewarding ways to dedicate the best within you to your country's service.

If you are transitioning from the military or a Veteran already, we invite you to explore the benefits of continuing your career at the VA. The VA is committed to hiring Veterans.

The VA is much more than just another employer. It is an honorable, open and welcoming community of those who care. Gratitude is our motivation and service is our mission. The VA has adopted Core Values and Characteristics that apply universally across the Department. The five Core Values define "who we are," our culture, and how we care for Veterans, their families and other beneficiaries. The Values are Integrity, Commitment, Advocacy, Respect and Excellence ("I CARE").

America's Veterans need you!

To find out more, go to <http://www.va.gov/jobs/>.

PLEASE NOTE: Qualified clinical trainees, residents, fellows, interns, etc. are encouraged to apply; please follow the instructions in the How to Apply section.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- US citizenship and English language proficiency
- Background/suitability investigation
- Current, full, and unrestricted license to practice medicine
- Physical standards - Must pass pre-employment examination
- Random drug testing
- Selective Service Registration is required for males born after 12/31/1959

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#### DUTIES:

The San Francisco VA Medical Center is seeking a full-time board certified or eligible psychiatrist and Neurology (ABPN) to join the staff of Mental Health Services located at San Francisco, CA. Become a member of this health care team in providing state-of-the-art mental health services to our veterans. The incumbent serves as the Consultation-Liaison and Women's Mental Health Programs in the Psychiatry Consultation Unit. He/she will provide psychiatric consultation to inpatient medical, surgical, and neurological services, and in the Women's Mental Health Program, which provides consultation with primary care, as well as evaluation, pharmacotherapy, and a comprehensive array of evidence-based group and individual psychotherapy treatments to women veterans. The incumbent will be involved in assessment and treatment of a complete range of mental health disorders and will supervise psychiatry and psychology trainees.

**Supervisory Controls:** The incumbent serves under the administrative supervision of the Director of Psychiatry Consultation Unit.

**Duties include but not limited to:** Diagnoses mental disorders, conducts psychiatric assessments, treat mental disorders, consult with medical center staff on patient care issues.

Work Schedule: Monday through Friday, 8AM-4:30PM. There are on call duties.

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#### QUALIFICATIONS REQUIRED:

##### BASIC REQUIREMENTS:

- U.S. citizenship
- English language proficiency
- Physical standards - All applicants must meet the physical standards for the position. A physical examination prior to employment may be required.
- Licensure and Registration - Current, full, and unrestricted license to practice medicine in a State, Territory, or Commonwealth (i.e., Puerto Rico) of the United States or in the District of Columbia. The Physician must maintain a current registration to continue employment with the VA Educational requirements.
- Board Certified or Board Eligible in Psychiatry and Neurology (ABPN), or eligible for certification



Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

Job Title: **Neurologist (Neurologist)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-002-1236308BU**

**SALARY RANGE:** \$98,967.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Monday, December 22, 2014 to Monday, December 21, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**PROMOTION POTENTIAL:** 15  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**WHO MAY APPLY:** **Amarillo, TX**  
 United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No

**JOB SUMMARY:**

Vacancy Identification Number (VIN) 1236308

Our Mission: To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- No

**KEY REQUIREMENTS**

- U. S. Citizenship
- Must pass pre-employment examination
- English Language Proficiency required
- Designated and-or Random Drug Testing required
- Background and-or Security Investigation required
- Selective Service Registration Required for Males Born After 12/31/1959

**DUTIES:**

Major Duties:

The Amarillo VA Health Care System is seeking a full-time board certified/eligible Neurologist to participate in outpatient clinics, procedures, in patient consultations and on-call services. Coordinate the patient care by effective communication with Primary Care practitioners, both at local and remote locations.

**Other Duties as Assigned:**

Participate in teaching of Texas Tech residents rotating through the Amarillo VA.

Occasionally, participant in resident noon lectures, morning reports, including case presentations and other educational topics.

Tour Of Duty: Monday-Friday 8:00am-4:30pm. Occasional On call required

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

AFGE Bargaining Unit position

Recruitment incentives MAY be authorized for highly qualified candidates.

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## QUALIFICATIONS REQUIRED:

### **BASIC REQUIREMENTS:**

- a. Citizenship. Citizenship of the United States.
- b. Education. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- c. Licensure and Registration. Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.
- d. First-Year Residency (Internship). Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

***To be eligible to apply for coreprivileges in Neurology, the applicant must meet the following criteria:***

*Current certification or active participation in the examination process leading to certification in neurology by the American Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry*

***Or***

*Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or American Osteopathic Association (AOA) accredited post-graduate training program in neurology.*

***And***

*Applicants for initial appointment must be able to demonstrate provision of inpatient or outpatient neurological services to at least 24 patients during the past 12 months or demonstrate successful completion of a hospital-affiliated accredited residency, special clinical fellowship or research.*

*Applicants for renewal of clinical privileges must demonstrate current competence and an adequate volume of experience with acceptable results in the privileges requested for the past 24 months based on results of quality assessment/improvement activities and outcomes. Evidence of current ability to perform privileges requested is required of all applicants for renewal of privileges*

### **PHYSICAL REQUIREMENTS:**

Position has no specific physical requirements: Selected applicant must pass a pre-employment examination.



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

VAcareers.va.gov

Job Title: **Physician (Gastroenterologist)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-034-1317113BU**

**SALARY RANGE:** \$99,957.00 to \$300,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, February 3, 2015 to Tuesday, February 2, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Amarillo, TX**  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1317113

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

Our Mission: To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>. VA encourages persons with disabilities to apply

The incumbent for this position may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

Amarillo is one of the best kept secrets around. Our community is very friendly, the social events are diversified, and we have moderate climate with four distinct seasons. We have extremely competitive housing and living costs, no state income taxes, outstanding schools, and a short distance from great skiing in northern New Mexico and Colorado. For more information visit:

DISCOVER AMARILLO at

<http://www.amarillo-chamber.org>

<http://www.visitamarillotx.com/index.cfm>

records are kept current and completed at time of discharge. The treatment plan is clearly stated. The physician is fully knowledgeable of and utilizes the Computerized Patient Record System. All progress notes, orders are to be completed and signed daily.

Encounters - all encounters to be completed daily by physician as this affects hospital funding.

Consults Closure - consults are required to be completed by the provider at the time patient has been seen.

Educational responsibilities usually involve either "teaching" or "coordination." Some positions may involve both or cut across the elements or functions.

Teaching and Monitoring - covers both the individual and group learning experiences where one serves as the learning facilitator in the role of a mentor or teacher for residents, trainees, or employees. As a mentor, plans and guides educational activities to meet the individual needs of the learner within the resources available. Counsels learner on professional/occupational goals as they relate to education activities. Encourages active participation on the part of the student. Actively solicits evaluation from students of teaching and educational experiences. Assures that content is based upon student and patient care needs, up-to-date and at the appropriate level for the audience. Develops courses, lectures or programs based on pre-established objectives. Employs learning resources and media (library, film, slides, etc.) in an appropriate manner.

Preferred Certification: Board Certified Gastroenterologist Physician who has experience in working with Inpatients and also participating in teaching of residents and students.

Normal Duty Hours: Monday-Friday 8:00am-4:30pm. On call is required

AFGE Bargaining Unit position

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## QUALIFICATIONS REQUIRED:

### BASIC REQUIREMENTS:

a. Citizenship. Citizenship of the United States.

b. Education. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.

c. Licensure and Registration. Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.

d. First-Year Residency (Internship). Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

### PHYSICAL REQUIREMENTS:

Moderate lifting (15-44 pounds), moderate carrying (15-44 pounds), reaching above shoulder, use of fingers, both hands required, walking (1 hour), standing (1 hour), near vision correctable to 13" to 16" to Jaeger 1 to 4, far vision correctable in one eye to 20/20, hearing (aid permitted), emotional/mental stability, working inside and outside, working closely with others, working alone, working with hands in water, protracted or irregular hours of work, slippery or uneven walking surfaces.

### IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE WILL NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.

Appointment and/or reappointment as a physician in Gastroenterology is made in conformity with the Bylaws, Rules and Regulations of the Amarillo VA Health Care System. The focus is the provision of general medical and surgical care, and long term care for veteran patients in a manner which is reflective of good clinical judgment, medical knowledge, clinical skills (medical interviewing, physical examinations, and procedural skills), humanistic qualities and professionalism.

Core Privileges encompass privileges for the entire Amarillo VA Health Care System and can be performed at all locations. Procedures are specific to settings.

**To be eligible to apply for core privileges in Gastroenterology, the applicant must meet the following criteria:**

- **Current certification or active participation in the examination process leading to certification in gastroenterology by the**

**American Board of Internal Medicine or the American Osteopathic Board of Internal Medicine with Special Qualifications in Gastroenterology**

Or

- Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or American Osteopathic Association (AOA) accredited post-graduate training program in gastroenterology

and

Applicants for initial appointment must be able to demonstrate inpatient or consultative services for at least 24 patients during the past 12 months or demonstrate successful completion of a hospital-affiliated accredited residency, special clinical fellowship or research.

Applicants for renewal of clinical privileges must demonstrate competence and an adequate volume of experience with acceptable results in the privileges requested for the past 24 months based on results of quality assessment/improvement activities and outcomes. Evidence of current ability to perform privileges requested is required of all applicants for renewal of privileges

**APPLICANTS PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Applicants must, therefore, only report attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:

<http://www.ed.gov/admins/finaid/accrad/index.html>.

All education claimed by applicants will be verified by the appointing agency accordingly.

**\*\*\* If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education. \*\*\***

**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the spouse or mother of a disabled or deceased Veteran, must complete an SF 15, Application for 10-Point Veteran Preference. Veterans who are still in the service may be granted tentative preference on the basis of information contained in their applications, but they must produce a DD Form 214 or other proof prior to appointment to document entitlement to preference. For more information on Veterans' Preference, please visit

<http://www.fedshirevets.gov/job/veterans.aspx>.

#### **HOW YOU WILL BE EVALUATED:**

Your application, résumé and/or supporting documentation will be verified. Please follow all instructions carefully. Errors or omissions may affect consideration for employment. You may also be evaluated based upon the question responses you provide during a structured interview. In responding to structured interview questions you should be sure to cite specific examples of experience, explain exactly what you did, and the outcome.

#### **BENEFITS:**

The VA offers an attractive compensation package that includes professional development and work/life balance with 10 Federal Holidays, 26 days of annual leave, 13 sick days per year and robust federal benefits. Federal benefits include the Federal Employees Retirement System (FERS), Thrift Savings Plan (401K), Education Debt Reduction Program up to \$120,000, medical, dental and more. For more information please visit us at

[http://www4.va.gov/JOBS/Job\\_Benefits/benefits.asp](http://www4.va.gov/JOBS/Job_Benefits/benefits.asp)

Applicant's education and length of practice (experience) will be considered by a Compensation Panel in determining the salary of the applicant selected.

Recruitment/relocation incentives **MAY** be authorized for highly qualified candidates.

#### **OTHER INFORMATION:**





U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

Job Title: **Physician (Cardiologist)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-028-1303577BU**

**SALARY RANGE:** \$98,967.00 to \$300,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, January 14, 2015 to Wednesday, January 13, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Amarillo, TX**  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1303577

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

Our Mission: To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>. VA encourages persons with disabilities to apply

The Incumbent for this position may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

Amarillo is one of the best kept secrets around. Our community is very friendly, the social events are diversified, and we have moderate climate with four distinct seasons. We have extremely competitive housing and living costs, no state income taxes, outstanding schools, and a short distance from great skiing in northern New Mexico and Colorado. For more information visit:

DISCOVER AMARILLO at

<http://www.amarillo-chamber.org>

<http://www.visitamarillotx.com/index.cfm>

Normal Duty Hours: Monday-Friday 8:00am-4:30pm. On call is required  
AFGE Bargaining Unit position

## QUALIFICATIONS REQUIRED:

### BASIC REQUIREMENTS:

- a. Citizenship. Citizenship of the United States.
- b. Education. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- c. Licensure and Registration. Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.
- d. First-Year Residency (Internship). Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

### PHYSICAL REQUIREMENTS:

Moderate lifting (15-44 pounds), moderate carrying (15-44 pounds), reaching above shoulder, use of fingers, both hands required, walking (1 hour), standing (1 hour), near vision correctable to 13" to 16" to Jaeger 1 to 4, far vision correctable in one eye to 20/20, hearing (aid permitted), emotional/mental stability, working inside and outside, working closely with others, working alone, working with hands in water, protracted or irregular hours of work, slippery or uneven walking surfaces.

### IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE WILL NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.

Appointment and/or reappointment as a physician in Cardiology is made in conformity with the Bylaws, Rules and Regulations of the Amarillo VA Health Care System. The focus is the provision of general medical and surgical care, and long term care for veteran patients in a manner which is reflective of good clinical judgment, medical knowledge, clinical skills (medical interviewing, physical examinations, and procedural skills), humanistic qualities and professionalism.

Core Privileges encompass privileges for the entire Amarillo VA Health Care System and can be performed at all locations. Procedures are specific to settings.

To be eligible to apply for core privileges in Cardiology, the applicant must meet the following criteria:

- Current certification or active participation in the examination process leading to certification in internal medicine and successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or American Osteopathic Association (AOA) accredited post-graduate training program in cardiovascular disease, or active participation in the examination process leading to subspecialty certification in cardiovascular disease by the American Board of Internal Medicine or the American Osteopathic Board of Internal Medicine with Special Qualifications in Cardiology

Or

- Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or American Osteopathic Association (AOA) accredited post-graduate training program in cardiovascular disease

And

- Applicants for initial appointment must be able to demonstrate active cardiology practice (250 patients in the past 12 months) in an accredited hospital or healthcare facility or demonstrate successful completion of a hospital affiliated accredited residency, special clinical fellowship or research

Applicants for renewal of clinical privileges must demonstrate competence and an adequate volume of experience of at least 500 patients with acceptable results in the privileges requested for the past 24 months based on results of quality assessment/improvement activities and outcomes. Evidence of current ability to perform privileges requested is required of all applicants for renewal of privileges.



Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

Job Title: **Physician (Primary Care)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-005-1238648BU**

**SALARY RANGE:** \$97,987.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, January 14, 2015 to Wednesday, January 13, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Amarillo, TX**  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

**Vacancy Identification Number (VIN): 1238648**

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

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DISCOVER AMARILLO at

<http://www.amarillo-chamber.org>

<http://www.visitamarillotx.com/index.cfm>

continuing active, current licensure.

d. **ENGLISH LANGUAGE PROFICIENCY:** Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

e. **First-Year Residency (Internship).** Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

**PREFER:** Board Certified or Board Eligible in Family Medicine or Internal Medicine.

f. **ELIGIBILITY:** To be eligible to apply for core privileges in Primary Care, the applicant must meet the following criteria:

Current certification or active participation in the examination process leading to certification in Family Medicine, Emergency Medicine or Internal Medicine by the American Board of Family Medicine, American Board of Internal Medicine, American Board of Emergency Medicine or the American Osteopathic Board of Family Physicians,

OR

Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or accredited post-graduate training program in family medicine or Internal Medicine,

AND

Applicants for initial appointment must be able to demonstrate provision of primary care or internal medicine for at least 1300 patients as the primary care or attending physician or senior resident during the past 12 months.

**Physical Requirements:** Position does not have any specific physical requirements. Selectee must pass a pre-employment physical.

**IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE WILL NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.** If your resume/CV does not support your questionnaire answers, we will not allow credit for your response(s).

**APPLICANTS PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Applicants must, therefore, only report attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:

<http://www.ed.gov/admins/finaid/accred/Index.html>. All education claimed by applicants will be verified by the appointing agency accordingly. \*\*\* If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education. \*\*\*

**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the spouse or mother of a disabled or deceased Veteran, must complete an SF 15, Application for 10-Point Veteran Preference. Veterans who are still in the service may be granted tentative preference on the basis of information contained in their applications, but they must produce a DD Form 214 or other proof prior to appointment to document entitlement to preference. For more information on Veterans' Preference, please visit <http://www.fedshirevets.gov/job/veterans.aspx>.

#### HOW YOU WILL BE EVALUATED:

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U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

VAcareers.va.gov

Job Title: **Physician (TeleMedicine)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-024-1299600BU**

**SALARY RANGE:** \$97,987.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, January 14, 2015 to Wednesday, January 13, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Amarillo, TX**  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

**Vacancy Identification Number (VIN): 1299600**

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

#### TRAVEL REQUIRED

- Occasional Travel
- May require occasional travel to Clovis, NM, Dalhart TX, or Childress TX

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- U.S. Citizenship
- Must pass pre-employment Examination
- English Language Proficiency Required
- Designated and/or Random Drug Testing required
- Designated and/or Security Investigation required
- Full, current, unrestricted license to practice medicine

#### DUTIES:

This position is located at the Thomas E. Creek VA Medical Center in Amarillo, TX. This is NOT a virtual position. The focus of a Primary Care Physician at the Amarillo VA Health Care System is the provision of general medical care and long term care for veteran patients in a manner which is reflective of good clinical judgment, medical knowledge, clinical skills (medical interviewing, physical examinations, and procedural skills), humanistic qualities and professionalism. Core privileges for Primary Care include the ability to evaluate, diagnose and treat adult patients for common illnesses and injuries including disorders common to the older adult.

The Amarillo VA Health Care System consists of 11 primary care Patient Aligned Care Teams (PACT) and four geographically separated Community Based Out-patient Clinics (CBOC). The Primary Care Physician (telemedicine) will be responsible for coverage for patients during primary care provider leave and during recruitments; see walk-in patients as needed; provider can expect an average workload of 12 patients per day; responsible to complete clinical reminders, medication reconciliation and be competent with Computerized Patients Record System (CPRS). Physician will be trained in compensation and pension (C&P) exams, Telemedicine and TBI secondary exams. The provider will be available to assist in any area needed and assignments may vary. Coverage for Dalhart, Clovis and Childress CBOC's may be accomplished via telemedicine or travel to the actual clinic as determined appropriate. The provider will NOT be assigned a panel of patients but may take responsibility for a panel of patients during times when a vacancy of a PACT provider is being recruited. Duty Hours: Monday-Friday 8:00am to 4:30pm with occasional evening and Saturday for after hour clinics. Bargaining Unit: This is an AFGE Bargaining Unit position.

*Pay will be commensurate with training, experience, and market.*

Applicant's education and length of practice (experience) will be considered by a Compensation Panel in determining the salary of the applicant selected.

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## QUALIFICATIONS REQUIRED:

### BASIC QUALIFICATIONS:

a. CITIZENSHIP: Citizenship of the United States.

b. EDUCATION: Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are: (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges or the year in which the degree was granted; (2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted; (3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or commonwealth of the United States, or in the district of Columbia.

c. LICENSURE AND REGISTRATION: The physician/resident must maintain a current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.

d. ENGLISH LANGUAGE PROFICIENCY: Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

e. First-Year Residency (Internship): Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

PREFER: Board Certified or Board Eligible in Family Medicine or Internal Medicine.

f. ELIGIBILITY: To be eligible to apply for core privileges in Primary Care, the applicant must meet the following criteria:

Current certification or active participation in the examination process leading to certification in Family Medicine, Emergency Medicine or Internal Medicine by the American Board of Family Medicine, American Board of Internal Medicine, American Board of Emergency Medicine or the American Osteopathic Board of Family Physicians,



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Job Title: **Physician (Asst Chief Ambulatory Care)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-027-1301458BU**

**SALARY RANGE:** \$120,000.00 to \$255,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, January 21, 2015 to Wednesday, January 20, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Amarillo, TX**  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**

**Vacancy Identification Number (VIN): 1301458**

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

The Amarillo VA Health Care System provides primary specialty, and extended care of the highest quality to veterans throughout the Texas and Oklahoma panhandles, eastern New Mexico, and southern Kansas. The Amarillo VA Health Care System ensures health care is accessible to those veterans residing in rural areas through four Community Based Outpatient Clinics (CBOC) located in Lubbock, Childress, Dalhart, as well as Clovis, New Mexico.

Amarillo is one of the best kept secrets around. Our community is very friendly, the social events are diversified, and we have moderate climate with four distinct seasons. We have extremely competitive housing and living costs, no state income taxes, outstanding schools, and a short distance from great skiing in northern New Mexico and Colorado. For more information visit:  
**DISCOVER AMARILLO at**

**ELIGIBILITY:** To be eligible to apply for core privileges in Primary Care, the applicant must meet the following criteria:

Current certification or active participation in the examination process leading to certification in Family Medicine, Emergency Medicine or Internal Medicine by the American Board of Family Medicine, American Board of Internal Medicine, American Board of Emergency Medicine or the American Osteopathic Board of Family Physicians,

OR

Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or accredited post-graduate training program in family medicine or Internal Medicine,

AND

Applicants for initial appointment must be able to demonstrate provision of primary care or internal medicine for at least 800 patients as the primary care or attending physician or senior resident during the past 12 months.

**Physical Requirements:** Moderate lifting (15-44 pounds), moderate carrying (15-44 pounds), reaching above shoulder, use of fingers, both hands required, walking (1 hour), standing (1 hour), near vision correctable to 13" to 16" to Jaeger 1 to 4, far vision correctable in one eye to 20/20, hearing (aid permitted), emotional/mental stability, working inside and outside, working closely with others, working alone, working with hands in water, protracted or irregular hours of work, slippery or uneven walking surfaces.

**IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE WILL NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.**

**APPLICANTS PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Applicants must, therefore, only report attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:

<http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly. \*\*\* If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education. \*\*\*

**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the spouse or mother of a disabled or deceased Veteran, must complete an SF 15, Application for 10-Point Veteran Preference. Veterans who are still in the service may be granted tentative preference on the basis of information contained in their applications, but they must produce a DD Form 214 or other proof prior to appointment to document entitlement to preference. For more information on Veterans' Preference, please visit <http://www.fedshirevets.gov/job/veterans.aspx>.

#### HOW YOU WILL BE EVALUATED:

Your application, résumé and/or supporting documentation will be verified. Please follow all instructions carefully. Errors or omissions may affect consideration for employment. You may also be evaluated based upon the question responses you provide during a structured interview. In responding to structured interview questions you should be sure to cite specific examples of experience, explain exactly what you did, and the outcome.

Errors or omissions may affect consideration for employment.

Stay informed of changes to your application status by signing up for automatic email alerts at:

<https://my.usajobs.gov/Account/NotificationSettings.aspx>





U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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Job Title: **Physician (Psychiatry)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-029-1304058BU**

**SALARY RANGE:** \$98,967.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Friday, January 16, 2015 to Friday, January 15, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Amarillo, TX**  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1304058

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

Our Mission: To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

VA encourages persons with disabilities to apply

The incumbent for this position may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

Amarillo is one of the best kept secrets around. Our community is very friendly, the social events are diversified, and we have moderate climate with four distinct seasons. We have extremely competitive housing and living costs, no state income taxes, outstanding schools, and a short distance from great skiing in northern New Mexico and Colorado. For more information visit:

DISCOVER AMARILLO at

<http://www.amarillo-chamber.org>

<http://www.visitamarillotx.com/index.cfm>

**TRAVEL REQUIRED**

- Not Required

## RELOCATION AUTHORIZED

- No

## KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

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## DUTIES:

The Amarillo VA Health Care System is seeking a staff Psychiatrist in Amarillo TX. The Mental Health Clinic is strictly an out-patient clinic.

Duties Include, but not limited to:

Admit, evaluate, diagnose, treat, provide consultation and perform History and Physical examinations to adult patients presenting with mental, behavioral, addictive or emotional disorders, e.g., psychoses, depression, anxiety disorders, substance abuse disorders, adjustment disorders, behavior modification, mental problems related to addictive disorders and the special and emotional problems related to addiction and substance abuse (alcoholism and other drug dependencies, such as psychoactive drug use and addiction,) utilizing all forms of psychological and social treatment including medications. Privileges include providing consultation with physicians in other fields regarding mental, behavioral or emotional disorders, pharmacotherapy, psychotherapy, family therapy, behavior modification, and emergency psychiatry as well as the ordering of diagnostic, laboratory tests, and prescribe medications.

Work Schedule: 8:00 am to 4:30 pm. Position does require on-call rotation, some evening and rotating Saturday work to cover after hour clinics.

*Pay will be commensurate with training, experience, and market.*

AFGE Bargaining Unit position

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## QUALIFICATIONS REQUIRED:

### BASIC REQUIREMENTS:

- a. Citizenship. Citizenship of the United States.
- b. Education. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- c. Licensure and Registration. Current, full and unrestricted license to practice medicine or surgery in **ANY** State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.
- d. First-Year Residency (Internship). Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

### PREFERED REQUIREMENTS:

Current certification or active participation in the examination process leading to certification in psychiatry by the American Board of Psychiatry and Neurology or the American Osteopathic Board of Neurology and Psychiatry;



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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Job Title: **Medical (Primary Care-Dalhart Out-Patient Clinic)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-14-TR-T38-128-1216142**

**SALARY RANGE:** \$97,987.00 to \$195,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, September 24, 2014 to Wednesday, September 23, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Dalhart, TX**  
**WHO MAY APPLY:** Announcement will remain open until position is filled.  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

**Vacancy Identification Number (VIN): 1216142**

Announcement will remain open until position is filled. Application/CV's will be reviewed and interviews will be conducted periodically.

First consideration will be given to applications received early.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

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VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

VA offers generous paid time off and variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

Selectee for this position may be eligible for the Education Debt Reduction Program (EDRP). Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

b. **EDUCATION:** Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are: (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges or the year in which the degree was granted; (2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted; (3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or commonwealth of the United States, or in the district of Columbia.

c. **LICENSURE AND REGISTRATION:** The physician/resident must maintain a current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.

d. **ENGLISH LANGUAGE PROFICIENCY:** Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

e. **First-Year Residency (Internship).** Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

**PREFER:** Board Certified or Board Eligible in Family Medicine or Internal Medicine.

f. **ELIGIBILITY:** To be eligible to apply for core privileges in Primary Care, the applicant must meet the following criteria:

Current certification or active participation in the examination process leading to certification in Family Medicine, Emergency Medicine or Internal Medicine by the American Board of Family Medicine, American Board of Internal Medicine, American Board of Emergency Medicine or the American Osteopathic Board of Family Physicians,

OR

Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or accredited post-graduate training program in family medicine or Internal Medicine,

AND

Applicants for initial appointment must be able to demonstrate provision of primary care or internal medicine for at least 900 patients as the primary care or attending physician or senior resident during the past 12 months.

**Physical Requirements:** Heavy lifting (45lbs and over); Moderate Carrying (15-44 lbs); Straight Pulling, Pushing, Reaching above Shoulder; Walking (up to 3 hours); Standing (up to 3 hours); Ability for rapid mental and muscular coordination simultaneously; Near vision correctable at 13" to 16"; Both eyes required; Depth perception; Ability to distinguish basic colors; Ability to distinguish shades of colors; Hearing aid (permitted).

**IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE WILL NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.** If your resume/CV does not support your questionnaire answers, we will not allow credit for your response(s).

**APPLICANTS PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Applicants must, therefore, only report attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:

<http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly. \*\*\* If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education. \*\*\*

**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the

# U.S. Army Medical Command

Job Title: **Physician (Sleep Medicine)**  
Department: Department of the Army  
Agency: U.S. Army Medical Command  
Job Announcement Number: NCMD150510581378354HM

**SALARY RANGE:** \$120,000.00 to \$255,000.00 / Per Year  
**OPEN PERIOD:** Friday, April 10, 2015 to Thursday, May 7, 2015  
**SERIES & GRADE:** GP-0602-15  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Fort Hood, TX**  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Not Applicable  
**SUPERVISORY STATUS:** No

## JOB SUMMARY:

Civilian employees serve a vital role in supporting the Army mission. They provide the skills that are not readily available in the military, but crucial to support military operations. The Army integrates the talents and skills of its military and civilian members to form a Total Army.

## About the Position:

Recruitment or relocation bonus may be authorized.

This position is located at Carl R. Darnall Army Medical Center, Chief Department of Medicine, Pulmonary Disease Service, Sleep Lab Unit, Fort Hood, TX.

Management prefers candidates that are certified by the American Board of Internal Medicine or American Board of Sleep Medicine.

Fort Hood rests in the beautiful hill and lake country of Central Texas approximately 60 miles north of Austin and 50 miles south of Waco. Because of the weather, outdoor recreation is available much of the year. Two lakes are only 15 minutes away. Affordable urban and suburban housing is readily available. Local colleges provide higher educational opportunities. The area is home to many churches, shopping centers, recreational facilities and fine restaurants. For more info visit [pao.hood.army.mil](http://pao.hood.army.mil).

Medical malpractice liability insurance is not required for federal civilian healthcare providers as they are covered by the Federal Tort Claims Act (28 U.S.C. § 1346(b)) while acting within the scope of their employment.

Who May Apply: U.S. Citizens

## TRAVEL REQUIRED

- Not Required

## RELOCATION AUTHORIZED

- No

## KEY REQUIREMENTS

- This is a Direct Hire Solicitation.



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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Job Title: **Physician (Primary Care)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **AMA-15-TR-T38-034-1318938BU**

**SALARY RANGE:** \$99,957.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Thursday, February 5, 2015 to Thursday, February 4, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
**Lubbock, TX**  
**WHO MAY APPLY:**  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

**Vacancy Identification Number (VIN): 1318938**

**\*\*First consideration will be given to applications received early\*\***

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

Lubbock Texas offers city living with a small town atmosphere. Lubbock provides a great quality of life. It has a low cost of living, about 10% below the national average. This is partially due to NO state income taxes in Texas. Lubbock has moderate temperatures, low crime rate and great schools. Lubbock High School has been recognized for three consecutive years by *Newsweek* as one of the top high schools in the United States. Lubbock is also home of Texas Tech University, and Texas Tech University Health Sciences Center. For more information about Lubbock Texas please visit: <http://www.ci.lubbock.tx.us/>

<http://www.lubbockchamber.com/>

Selectee for this position may be eligible for the Education Debt Reduction Program (EDRP). Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

continuing active, current licensure.

d. **ENGLISH LANGUAGE PROFICIENCY:** Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

e. **First-Year Residency (Internship).** Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

**PREFER:** Board Certified or Board Eligible In Family Medicine or Internal Medicine.

f. **ELIGIBILITY:** To be eligible to apply for core privileges in Primary Care, the applicant must meet the following criteria:

Current certification or active participation in the examination process leading to certification in Family Medicine, Emergency Medicine or Internal Medicine by the American Board of Family Medicine, American Board of Internal Medicine, American Board of Emergency Medicine or the American Osteopathic Board of Family Physicians,

OR

Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or accredited post-graduate training program in family medicine or Internal Medicine,

AND

Applicants for initial appointment must be able to demonstrate provision of primary care or internal medicine for at least 1300 patients as the primary care or attending physician or senior resident during the past 12 months.

**Physical Requirements:** Moderate lifting (15-44 pounds), moderate carrying (15-44 pounds), reaching above shoulder, use of fingers, both hands required, walking (1 hour), standing (1 hour), near vision correctable to 13" to 16" to Jaeger 1 to 4, far vision correctable in one eye to 20/20, hearing (aid permitted), emotional/mental stability, working inside and outside, working closely with others, working alone, working with hands in water, protracted or irregular hours of work, slippery or uneven walking surfaces.

**IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE WILL NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.** If your resume/CV does not support your questionnaire answers, we will not allow credit for your response(s).

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**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the spouse or mother of a disabled or deceased Veteran, must complete an SF 15, Application for 10-Point Veteran Preference. Veterans who are still in the service may be granted tentative preference on the basis of information contained in their applications, but they must produce a DD Form 214 or other proof prior to appointment to document entitlement to preference. For more information on Veterans' Preference, please visit <http://www.fedshirevets.gov/job/veterans.aspx>.

**HOW YOU WILL BE EVALUATED:**



Keyword:

Location:

*Keywords, Job Title, Control #, Agency*
*City, State, ZIP Code, or Country*
[Advanced Search >](#)

Overview

Duties

Qualifications &amp; Evaluations

Benefits &amp; Other Info

How to Apply



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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**Job Title:** Physician (Interventional Radiologist)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** 15-T38-MCJ-1391232-DIS-BU

**SALARY RANGE:** \$99,957.00 to \$325,000.00 / Per Year  
**OPEN PERIOD:** Monday, May 4, 2015 to Monday, May 18, 2015  
**SERIES & GRADE:** AD-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service NTE NTE 13 months  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Seattle, WA [View Map](#)  
**WHO MAY APPLY:** United States Citizens. Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1391232

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

Interventional radiologist appointed to the Imaging service will be eligible for academic appointment as "Acting Assistant Professor" with the affiliated University of Washington (U/W) and will provide education, training, mentoring and supervision to radiology residents and fellows, as part of a shared residency program with U/W. Additionally, radiologists will be expected to pursue research and/or academic interests related to the field of radiology and participate in educational lectures and conferences sponsored by the VAPSHCS and U/W.

#### TRAVEL REQUIRED

- Occasional Travel
- Seattle and/or American Lake

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

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**Job Announcement Number:**  
15-T38-MCJ-1391232-DIS-BU

**Control Number:** 402683000



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**DUTIES:**[Back to top](#)

The VA Puget Sound Healthcare System is currently recruiting for Interventional Radiologist Physician. Incumbent will provide interpretive and patient care services within the scope of general/interventional radiology and will have responsibilities in other areas such as education and committee services. He/she reports to the Director, Diagnostic Imaging Service.

**Duties include but may not be limited to the following:**

- This interventional radiologist will perform diagnostic and therapeutic Interventional procedures on a daily basis. Overnight and weekend call responsibilities are required. Fellow, resident, and medical student education in both outpatient and inpatient setting are critical components of the position.
- Must be proficient in wide range of interventional procedures including peripheral vascular, interventional oncology, embolotherapy, non vascular interventions
- Provides direct patient care in a hospital setting to adults with acute and chronic medical conditions and serves as a consultant to other physicians
- Serves as the subject matter expert in Vascular and Interventional Radiology with experience in all areas of interventional radiology
- Required to make immediate decisions and employ multi-disciplinary evidence-based practices
- Perform fluoroscopic procedures/special procedures according to established protocols
- Responsible for timely interpretation and communication of the imaging results
- Provide consultation services, comparative reports and participate in clinical conferences/committees as requested by referring physicians
- Responsible for overall safety of imaging patients, including oversight of contrast administration and response to adverse patient reactions.

**Work Schedule:** Monday - Friday, 0730-1600

**Functional Statement Title/#:** Physician (Interventional Radiologist)

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**QUALIFICATIONS REQUIRED:**[Back to top](#)**Basic Requirements:**

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- U.S. Citizenship. Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy
- Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed

**Preferred Experience:**

- **Board Certified in the practice of radiology by the American Board of Radiology** with a minimum of one year fellowship in Interventional Radiology and CAQ eligibility/certification is preferred. Candidates must have completed an accredited radiology residency program
- BLS and ACLS certified

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard. This can be found in the local Human Resources Office.



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Keywords, Job Title, Control #, Agency City, State, ZIP Code, or Country

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 U.S. Department  
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Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)
**Job Title:** Physician - Adult Internal Medicine / Infectious Disease

**Department:** Department Of Veterans Affairs

**Agency:** Veterans Affairs, Veterans Health Administration

**Job Announcement Number:** VS-15-ML-1400896-4CA-BU

**SALARY RANGE:** \$99,957.00 to \$215,000.00 / Per Year

**OPEN PERIOD:** Thursday, May 7, 2015 to Thursday, May 21, 2015

**SERIES & GRADE:** VM-0602-00

**POSITION INFORMATION:** Full Time - Permanent

**DUTY LOCATIONS:** 1 vacancy in the following location:  
Portland, OR [View Map](#)

**WHO MAY APPLY:** United States Citizens

**SECURITY CLEARANCE:** Public Trust - Background Investigation

**SUPERVISORY STATUS:** No

**JOB SUMMARY:**

Vacancy Identification Number (VIN) 1400896



**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

You may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

Depending on availability of funds, you may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator Janelle Burnham 503-220-8262 Ext. 51488 for additional information.

The incumbent serves as a clinic patient advocate by answering patient inquiries and resolving patient concerns at a local level. He/she acts as patient advocate to assure appropriateness and quality...acts as a patient guide and advocate, assisting the patient in seeking information, assuring that the patient has the opportunity for informed consent for treatment decisions, and promoting our core **I CARE** values: to act with **I**ntegrity and **C**ommitment, to **A**dvocate for Veterans, to show **R**espect to all, and to pursue **E**xcellence.

For more information on the "Who may apply" eligibility requirements, please refer to the

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**Job Announcement Number:**  
VS-15-ML-1400896-4CA-BU

**Control Number:** 403109700

Teaching is an integral component of the activities of an infectious disease specialist at the Portland VA Medical Center. The incumbent will be expected to have outstanding teaching skills. Teaching will be conducted at the bedside and in clinics, as well as in didactic sessions with learners at all levels. Teaching is an important part of each patient encounter and should be a component of the documentation provided to patients (Aftervisit Summaries) and to referring providers (clinic notes or e-Consults).

All staff physicians are expected to engage in quality and safety activities, related to their sphere of work. You may be asked to perform occasional peer reviews, as well as professional performance evaluations, which are required of all staff providers. Other administrative duties may be assigned, as appropriate.

**Work Schedule:** Monday - Friday 0800-1630

**Functional Statement Title/#:** Adult Internal Medicine Physician/Infectious Disease

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## QUALIFICATIONS REQUIRED:

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In order to qualify for this position you must meet the following basic requirements:

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

**Preferred Experience:** The candidate will (1) hold a full and unrestricted license in any state; (2) have completed a three-year Internal Medicine residency in good standing; and (3) have passed or be eligible to take the certifying examination in **Internal Medicine of the American Board of Internal Medicine**. By July 31, 2015, the candidate will (4) have completed an accredited fellowship in infectious diseases in good standing; and (5) be eligible to take, or have passed, the certifying examination in Infectious Diseases of the American Board of Internal Medicine.

**Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.**

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard. This can be found in the local Human Resources Office

**Note:** Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Physical Requirements:** The position will require walking, standing or sitting for periods of up to or beyond 10 to 12 hours each day.

## HOW YOU WILL BE EVALUATED:

Your application, résumé, C.V., and/or supporting documentation will be reviewed. Please follow all instructions carefully. Errors or omissions may affect consideration for employment. In describing your experience, please be clear and specific. We may not make assumptions



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Keywords, Job Title, Control #, Agency City, State

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U.S. Department  
of Veterans Affairs  
Veterans Health  
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Apply Today:

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**Job Title:** Emergency Medicine (Physician)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** 528D-15BK-148

**SALARY RANGE:** \$99,957.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Friday, April 17, 2015 to Friday, April 15, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Albany, NY [View Map](#)  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1383396

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

This vacancy is to fill for one Emergency Medicine (Physician) position at the Albany VA Medical Center. This vacancy will be used to fill one full-time, permanent appointment for various 10-12 hour shifts including day, night, holiday, and weekend coverage. Functional Statement for the position is Albany VAMC Emergency Department Physician # F9016.

The Department of Veterans Affairs is an employer of choice as a center of excellence in patient care, education and research. We value trust, respect, commitment, compassion, and excellence; we value you. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.va.gov>.

A recruitment incentive is not authorized for this position.

Position may be filled prior to the closing date. Applicants are encouraged to apply as soon as possible for this vacancy. Applications will be reviewed every two weeks. If filled prior to the closing date, recruitment will be terminated.

#### TRAVEL REQUIRED

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**Job Announcement Number:**  
528D-15BK-148

**Control Number:** 401048500

Not Required

## RELOCATION AUTHORIZED

- No

## KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.
- Must be a U.S. Citizen
- Board Certification or Eligibility in listed specialty is required
- Must meet basic requirements listed in this vacancy announcement

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## DUTIES:

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This position is located in the Emergency Department, Albany Stratton VA Medical Center, Albany, New York and supports the Network 2 Mission to care for our Veterans with compassion and excellence. Duties and responsibilities are carried out throughout the Medical Center. The incumbent follows established guidelines, ethics, and policies and protocols of the Emergency Department, Department of VHA, and the profession. Each Emergency Department physician functions as a cooperative and collegial team member with the entire staff.

### ASSIGNED DUTIES:

- The Emergency Medicine Physician is charged with delivering the best possible care to our Veteran patients. This care must be delivered in accordance with hospital policy and meet community standards and pertains to outpatients as well as inpatients.
- The Emergency Medicine Physician works within his or her privileges at all times.
- The Emergency Medicine Physician is expected to maintain current knowledge and skills. She/he is expected to maintain good diagnostic, judgmental, and therapeutic acumen.
- Alternative or collateral duties may include, but not all inclusive, non-clinical functions pertaining to department meetings, chart reviews and quality projects.
- Typically these duties are designated at the time of joining but may be assigned in the course of employment in response to new initiatives.
- The Emergency Medicine Physician will be expected to add his or her special skills to the department.
- The Emergency Medicine Physician exercises corporate citizenship by serving as leader and/or active member on Medical Center committees as requested.
- Expected duty is 10-12 hour shifts covering either the day or night. Willing to be flexible and cover colleagues in times of need. Assignment in the Emergency Department will cover all areas of patient care. In addition, physician will be asked to supervise Mid-Level Providers (PA/NP) who offer additional Department coverage.
- Timely documentation (notes and encounter forms) is necessary in all areas in accordance with facility policy. All administrative work should be completed in a timely fashion.
- All VA requirements must be met on a timely basis

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## QUALIFICATIONS REQUIRED:

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### Basic Requirements:

- U.S. Citizenship. Citizen of the United States. (Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy).
- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

### Preferred Experience:

- Physician must be trained/Board Certified in Emergency Medicine, or,
- Physician trained/Board Certified in Family Practice or Internal Medicine with extensive Emergency Medicine experience, and,



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U.S. Department  
of Veterans Affairs  
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**Job Title:** Staff Physician (Emergency Medicine)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** PHL-14-1083015

**SALARY RANGE:** \$98,967.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, March 10, 2015 to Wednesday, March 9, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Multiple Schedules - Excepted Service Permanent  
**DUTY LOCATIONS:** Few vacancies in the following location:  
 Philadelphia, PA [View Map](#)  
**WHO MAY APPLY:** Non-citizens may be appointed when it is not possible to recruit qualified US citizens  
**SECURITY CLEARANCE:** Not Applicable  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

**Vacancy ID:** 1083015 **Include on all documents**

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

How would you like to become a part of a team providing compassionate care to Veterans?

**This is an open continuous announcement, and will be used to fill both part-time and full-time vacancies. We accept applications for this occupation on an ongoing basis; qualified applicants will be considered as vacancies become available.**

As a VA physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Applicant's education and length of practice (experience) will be considered by a Professional Standards Board and Compensation Panel in determining the grade and salary of the applicant selected. Relocation/recruitment incentive MAY be authorized upon review and approval by management.

**Special Employment Consideration:** VA encourages persons with disabilities to apply.

The incumbent for this position may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

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**Job Announcement Number:**  
PHL-14-1083015

**Control Number:** 365457500



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U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)
**Job Title:** Physician (Chief of Medicine/Emergency Department)

**Department:** Department Of Veterans Affairs

**Agency:** Veterans Affairs, Veterans Health Administration

**Job Announcement Number:** OA-15-NTM-1375034

**SALARY RANGE:** \$120,000.00 to \$260,000.00 / Per Year

**OPEN PERIOD:** Thursday, April 16, 2015 to Tuesday, June 30, 2015

**SERIES & GRADE:** VM-0602-00

**POSITION INFORMATION:** Full Time - Permanent

**DUTY LOCATIONS:** 1 vacancy in the following location:
Dublin, GA [View Map](#)
**WHO MAY APPLY:** United States Citizens

**SECURITY CLEARANCE:** Public Trust - Background Investigation

**SUPERVISORY STATUS:** Yes

**JOB SUMMARY:**
[About the Agency](#)

SEE LINK ABOVE FOR DUBLIN INFORMATION

Welcome to Dublin, "The Emerald City," and Laurens County, where small town southern charm and a determination to keep Dublin-Laurens County "Green and Growing" have combined to create a community rich in character and full of life.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

Relocation expenses (Permanent Change of Station Travel) may be authorized for this position and will be paid as allowable by regulation. RECRUITMENT/RELOCATION INCENTIVE MAY BE AUTHORIZED.

**Seeking a Physician Board Certified in Internal Medicine, Family Medicine, or Emergency Medicine with experience for Chief of Medicine and Emergency Department.**

Position will be open until filled. Applications sent every two weeks to selecting official beginning April 29, 2015.

As a VA physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel (for physicians and dentists) in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

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**Job Announcement Number:**  
OA-15-NTM-1375034

**Control Number:** 401052900

**Special Employment Consideration:** VA encourages persons with disabilities to apply, including those eligible for hiring under 5 CFR 213.3102(u), Schedule A, [Appointment of persons with disabilities](#) [i.e. intellectual disabilities, severe physical disabilities, or psychiatric disabilities], and/or [Disabled veterans with a compensable service-connected disability](#)

You may be eligible to apply for student loan reimbursement under the Education Debt Reduction Program, with maximum awards of **up to \$120,000** for qualifying medical education loans. Please contact Human Resources at this Medical Center and speak with the Education Debt Reduction Program Coordinator for additional information.

#### TRAVEL REQUIRED

- Occasional Travel
- To trainings and VISN

#### RELOCATION AUTHORIZED

- Yes
- Incentives for relocation or recruitment may be authorized for a well-qualified candidate.

#### KEY REQUIREMENTS

- U.S. Citizenship
- Full unrestricted Licensure, Certification, or Registration required.
- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Must be Board Certified with experience working as a hospitalist.

#### DUTIES:

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**Carl Vinson VAMC is seeking a Physician to serve as Chief of Medicine/Emergency. The Chief of Medicine must be board certified Internal Medicine, Family Medicine, or Emergency Medicine physician.** The incumbent must have work experience in a inpatient setting. This position is located at the Department of Veterans Affairs, Carl Vinson VAMC, Dublin, GA within VISN7.

- The incumbent functions as a member of the senior leadership team and is accountable and responsible to the Chief of Staff for coordination of emergency care in the ED with clinical staff administrative oversight.
- The incumbent reports directly to the Chief of Staff and is responsible for oversight and management of medical and surgical emergencies and inpatient medical treatment, as well as being the Emergency Department (ED) Director who is responsible for oversight and management of medical and surgical emergencies and the treatment within a Level III (ICU).
- The ED Director/Chief of Medicine will work in a team setting with other physicians, nurse managers, registered nurses and support staff assigned to perform duties to accomplish the treatment of patients
- The responsibilities of the incumbent include the following weighted approximately 80% clinical and 20% administrative duties.
- Demonstrates effective oversight and full management of emergency and inpatient medical care at the Carl Vinson VAMC.
- The incumbent should have the ability to demonstrate knowledge of VA Performance Measures for Quality Healthcare (HEDIS/ORYX).
- He/she should have a working knowledge of Patient Satisfaction Performance Initiatives, Quality Indicator and Access Measures.
- Demonstrates the ability to represent ED/Medicine in all aspects of administrative leadership, including, but not limited to, serve as a member of key healthcare managerial bodies including serving as a member of the organized medical staff, attending its meetings and helping to ensure adherence to its bylaws and rules and regulations, working with other healthcare professionals to establish policies so that all healthcare professionals practice within the scope of their license, consulting in developing and maintaining an adequate medical records system and



participating in in-service training programs.

- The incumbent will be a member of the Peer Review Committee and may chair a standing committee or subcommittee
- The incumbent will have other duties assigned by Chief of Staff as needed.

**Tour of Duty: 8:00 am - 4:30 pm This position may require the individual to work off hour shifts, weekends and holidays as priorities demonstrate a need.**

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**QUALIFICATIONS REQUIRED:**

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QUALIFICATIONS: Applicants must meet the minimum qualifications as stated in VA Handbook 5005, Part II, Appendix G2, dated 04/15/02. Basic Requirements:

(a) Citizenship - Citizen of the United States.

(b) Education - Degree of Doctor of Medicine OR an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veteran Affairs for the year in which the course of study was completed. Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted. Schools of Osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted. Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.

(c) Licensure and Registration - Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or the District of Columbia. The physician must maintain current registration in the State of License if this is a requirement for continuing active, current licensure.

(d) English Language Proficiency - Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

**(e) Additional requirements - The incumbent must be Board Certified by the American Board of Emergency Medicine (AOBEM) or by the American Osteopathic Board of Emergency Medicine (AOBEM), the Board of Internal Medicine, the Board of Family Practice. The incumbent must prove successful completion of an Accreditation Council for Graduate Medical Education or American Osteopathic Association approved post-graduate residency in Medicine or equivalent. Preferred Experience: Candidates should have clinical leadership experience and experience working in inpatient.**

IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE MAY NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.

Reference: VA Handbook 5005/27, Part II, Appendix G-2 PHYSICIAN QUALIFICATION STANDARD <http://www.va.gov/ohrm/joblistings/VAQualStds.doc>

APPLICANTS PLEASE NOTE: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly positions with a positive education requirement.) Therefore,



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 U.S. Department  
of Veterans Affairs  
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**Job Title:** Physician - Emergency Medicine  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** SU-15-BGW-1370853-BU

**SALARY RANGE:** \$99,957.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Friday, April 3, 2015 to Friday, September 25, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 2 vacancies in the following location:  
 Sioux Falls, SD [View Map](#)  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1370853

**\*\*\*APPLY ONLINE OR BY FOLLOWING THE FAXING INSTRUCTIONS LOCATED IN THE "HOW TO APPLY" SECTION\*\*\***

**Our mission:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

### ***YOU CAN MAKE A DIFFERENCE***

How would you like to become a part of a team providing compassionate care to Veterans?

At the [Sioux Falls VA Health Care System](#) (SFVAHCS), we strive to hire only the best! Working with and for America's Veterans is a privilege, and we pride ourselves on the quality of care we provide. In return for your commitment to quality health care for our nation's Veterans, VA offers an incomparable benefits package. Located in southeast South Dakota, Sioux Falls is a progressive family-oriented community, with an extremely low crime rate. Four seasons with abundant recreation activities. No state income tax. The SFVAHCS is a teaching hospital providing a full range of patient care service, with state-of-the-art technology as well as education and research. Care is provided to eligible veterans in eastern South Dakota, northwestern Iowa, and southwestern Minnesota. Comprehensive health care is provided through primary care, tertiary care, and long-term care in the areas of medicine, surgery, psychiatry, physical medicine and rehabilitation, neurology, oncology, dentistry, geriatrics, and transitional care. The SFVAHCS is part of VA Midwest Healthcare System (VISN 23), which includes facilities in Minnesota, North Dakota, Iowa, Nebraska, and South Dakota. Every job at the VA impacts the Veterans that we serve. You can be part of that team, helping to make sure that our Veterans receive the top-quality care they deserve.

As a VA physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other

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**Job Announcement Number:**  
 SU-15-BGW-1370853-BU

**Control Number:** 399555900

services to Veterans through the Benefits Administration and National Cemeteries. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>

**Recruitment/Relocation incentives authorized: Yes**

**\*\*The incumbent for this position may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.\*\***

**VA encourages persons with disabilities to apply. The health related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority.**

#### **TRAVEL REQUIRED**

- Not Required

#### **RELOCATION AUTHORIZED**

- No

#### **KEY REQUIREMENTS**

- U. S. Citizenship

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#### **DUTIES:**

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The Sioux Falls VA Health Care System is recruiting for an experienced **Emergency Medicine Physician**. Board certified/board eligible in Emergency Medicine, Internal Medicine, or Family Practice preferred. The candidate will have significant accomplishments in clinical practice, educational activities, research or administration which clearly distinguish the physician as having the highest professional qualifications. This position will be located in the Primary Care service line. Assignment to other areas within the service line, Medical Center or CBOC's may be required.

**Throughout the duration of this vacancy announcement, applications that are received will be referred to the selecting official on a bi-weekly basis.**

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#### **QUALIFICATIONS REQUIRED:**

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#### **BASIC REQUIREMENTS:**

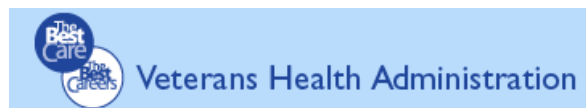
- Citizenship: Must be a citizen of the United States.
- Education: Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are:
  - (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted.
  - (2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted.
  - (3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.
  - (4) For residents, graduation from an approved medical school as described above is required.
- Licensure: Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- Residency: Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed. For a VA resident, the appropriate Deans Committee and Resident Review Board may recommend appointment on the basis of the candidate's acceptability for residency training. Approved residencies are:
  - (1) Those approved by the Council on Medical Education and Hospitals, American Medical Association, in the list published for the year the residency was completed, or
  - (2) Other residencies or their equivalents which the Professional Standards Board determines to have provided an applicant with appropriate professional training. The Board may determine that the residency requirement has been met if the candidate has completed 1 year of postgraduate education.



## View Opportunity

### Physician (Primary Care)

- [Overview](#)
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- [Benefits & Other Info](#)
- [How to Apply](#)



<b>Department:</b>	Department of Veteran Affairs
<b>Agency:</b>	Veterans Affairs, Veterans Health Administration
<b>Job Announcement Number:</b>	AMA-15-TR-T38-005-1238648BU

<b>Salary Range:</b>	97,987.00 - 215,000.00 \$ /year
<b>Open Period:</b>	Wednesday, January 14, 2015 to Wednesday, January 13, 2016
<b>Series &amp; Grade:</b>	VM-0602-00/00
<b>Position Information:</b>	Full Time Excepted Service Permanent
<b>Promotion Potential:</b>	00
<b>Duty Locations:</b>	1 vacancy - Amarillo, TX
<b>Who May Be Considered:</b>	United States Citizens
<b>Security Clearance:</b>	Public Trust - Background Investigation
<b>Supervisory Status:</b>	No

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**Agency Contact Info**

**Job Announcement Number:**  
AMA-15-TR-T38-005-1238648BU

**Control Number:**  
VA384007400

## Job Summary:

### About the Agency

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

Amarillo is one of the best kept secrets around. Our community is very friendly, the social events are diversified, and we have moderate climate with four distinct seasons. We have extremely competitive housing and living costs, no state income taxes, outstanding schools, and a short distance from great skiing in northern New Mexico and Colorado. For more information visit: DISCOVER AMARILLO at <http://www.amarillo-chamber.org> or <http://www.visitamarillotx.com/index.cfm>

Selectee for this position may be eligible for the Education Debt Reduction Program (EDRP). Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

## VA encourages persons with disabilities to apply

### Travel Required:

- Not Required

### Key Requirements:

- U.S. Citizenship
- Must Pass Pre-employment Examination
- English Language Proficiency Required
- Designated and/or Random Drug Testing required
- Subject to a Background/Security Investigation
- Full, current, unrestricted license to practice medicine

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## DUTIES

### Additional Duty Location Info:

1 vacancy - Amarillo, TX

The focus of a Primary Care physician at the Amarillo VA Healthcare System is the provision of general medical care and long term care for veteran patients in a manner which is reflective of good clinical judgment, medical knowledge, clinical skills (medical interviewing, physical examinations, and procedural skills), humanistic qualities and professionalism. Core privileges for Primary Care include the ability to evaluate, diagnose and treat adult patients for common illnesses and injuries including disorders common to the older adult.

The primary care physician will be responsible for the care for a PACT team of up to 1320 patients.

The physician will be expected to see an average of 12 patients per day. The physician will be responsible to complete clinical reminders, medical reconciliation and be competent with Computerized Patient Record System.

The physician will work as a team member and cross cover other providers when needed. The provider may be trained in Compensation and Pension exams and Traumatic Brain Injury secondary exams.

**Normal Duty Hours:** Monday-Friday 8:00am-4:30pm

The provider will be responsible to work extended hour clinics 1 time per week and at least every 4 weeks on a Saturday morning.

**This is an AFGE Bargaining Unit position.**

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## QUALIFICATIONS AND EVALUATIONS

### Qualifications Required:

#### BASIC QUALIFICATIONS:

- CITIZENSHIP:** Citizenship of the United States.
- EDUCATION:** Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are: (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges or the year in which the degree was granted; (2) Schools of osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted; (3) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or commonwealth of the United States, or in the district of Columbia.
- LICENSURE AND REGISTRATION:** The physician/resident must maintain a current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure.
- ENGLISH LANGUAGE PROFICIENCY:** Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).
- First-Year Residency (Internship).** Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed.

**PREFER:** Board Certified or Board Eligible in Family Medicine or Internal Medicine.

- ELIGIBILITY:** To be eligible to apply for core privileges in Primary Care, the applicant must meet the following criteria:

Current certification or active participation in the examination process leading to certification in Family Medicine, Emergency Medicine or Internal Medicine by the American Board of Family Medicine, American Board of Internal Medicine, American Board of Emergency Medicine or the American Osteopathic Board of Family Physicians,

**OR**

Successful completion of an Accreditation Council for Graduate Medical Education (ACGME) or accredited post-graduate training program in family medicine or Internal Medicine,

**AND**

Applicants for initial appointment must be able to demonstrate provision of primary care or internal medicine for at least 1300 patients as the primary care or attending physician or senior resident during the past 12 months.

**Physical Requirements:** Position does not have any specific physical requirements. Selectee must pass a pre-employment physical.

**IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE WILL NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE. If your resume/CV does not support your questionnaire answers, we will not allow credit for your response(s).**

**APPLICANTS PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Applicants must, therefore, only report attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website:

<http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly. \*\*\* If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education. \*\*\*

**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the spouse or mother of a disabled or deceased Veteran, must complete an SF 15, Application for 10-Point Veteran Preference. Veterans who are still in the service may be granted tentative preference on the basis of information contained in their applications, but they must produce a DD Form 214 or other proof prior to appointment to document entitlement to preference. For more information on Veterans' Preference, please visit <http://www.fedshirevets.gov/job/veterans.aspx>.

## How You Will Be Evaluated:

Your application, résumé and/or supporting documentation will be verified. Please follow all instructions carefully. Errors or omissions may affect consideration for employment. You may also be evaluated based upon the question responses you provide during a structured interview. In responding to structured interview questions you should be sure to cite specific examples of experience, explain exactly what you did, and the outcome.

**Errors or omissions may affect consideration for employment.**

Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx>.

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## BENEFITS AND OTHER INFO

### Benefits:

You can view our benefits at:

### Other Information:

This position is in the Excepted Service and does not confer competitive status.

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## HOW TO APPLY

### How to Apply:

To apply to this job, click the **Apply On USAJOBS** button above. Before you do, here is a quick checklist to make applying a snap.

1. Have your USAJOBS username and password ready. If you don't have an account already, [click here to sign-up](#).
2. If you have built a resume, download it to a Word in the MyCareer@VA Resume Builder so you can import it into your USAJOBS profile. [Click here to return to the Resume Builder](#) and export your resume.

### Agency Contact Info:

Todd Rich  
Phone: (806)355-9703x7762  
Email: TODD.RICH@VA.GOV

Agency Information:  
Veterans Affairs, Veterans Health  
Administration  
Department of Veterans Affairs  
6010 Amarillo Blvd West

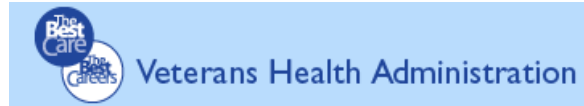


MyCareer@VA > MyCareer Hub > VA Job Finder

## View Opportunity

### Physician - Primary Care - Rome Community Based Outpatient Clinic

- Overview
- Duties**
- Qualifications & Evaluations
- Benefits & Other Info
- How to Apply



**Department:** Department of Veteran Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** WV-15-LMZ-031815-R-PC

**Salary Range:** 99,957.00 - 215,000.00 \$ /year  
**Open Period:** Wednesday, March 18, 2015 to Friday, May 29, 2015  
**Series & Grade:** AD-0602-00/00  
**Position Information:** Full Time Permanent  
**Duty Locations:** 1 vacancy - Rome, NY; 1 vacancy - Syracuse, NY  
**Who May Be Considered:** United States Citizens  
**Security Clearance:** Other  
**Supervisory Status:** No

## Job Summary:

[About the Agency](#)

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

The Syracuse VA Medical Center is seeking a full-time Primary Care physician for the Donald J. Mitchell Department of Veterans Affairs Community Based Outpatient Clinic (CBOC) located in Rome, New York. The successful candidate must be board certified in Internal Medicine or Family Medicine. The Clinic serves over 6,500 Veterans in the greater Rome/Utica area of Central New York State and provides in addition to primary and behavioral health care, a growing array of diagnostic and specialty services. Applicants must possess a full and unrestricted license in any State.

- This position is aligned under Primary Care Service at the Syracuse Department of Veterans Affairs Medical Center and is physically located at the Rome, New York VA Community Based Outpatient Clinic.

The Department of Veterans Affairs is an employer of choice as a center of excellence in patient care, education, and research. We value trust, respect, commitment, compassion, and excellence; we value you. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.va.gov>.

Go to section of this Job:

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#### Agency Contact Info

**Job Announcement Number:**  
WV-15-LMZ-031815-R-PC

**Control Number:**  
VA398042400

**\*\*\*THIS ANNOUNCEMENT IS OPEN UNTIL THE VACANCY IS FILLED. IT MAY BE EXTENDED OR CLOSED PRIOR TO THE CURRENT CLOSING DATE. APPLICATIONS WILL BE REFERRED AS RECEIVED.\*\*\***

## Travel Required:

- Not Required

## Key Requirements:

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.
- Full unrestricted Licensure, Certification, or Registration required.
- Board certification in Family Medicine or Internal Medicine

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## DUTIES

### Additional Duty Location Info:

1 vacancy - Rome, NY; 1 vacancy - Syracuse, NY

#### Clinical Duties and Responsibilities:

- You will be expected to care for a panel of patients, with panel size based on PCMM guidelines.
- Quality of care and access to care will be monitored through internal and external measures.
- Manage referrals to Specialty Services on site in Rome, in Syracuse, as well as in the local community.
- Complete medical records and encounter forms in a timely fashion.
- You will be expected to serve as preceptor for a mid-level provider to ensure that all appropriate requirements are satisfactorily met. These requirements will include case reviews on a regular basis, consultation, and education.

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## QUALIFICATIONS AND EVALUATIONS

### Qualifications Required:

#### Basic Requirements:

- U.S. Citizenship. Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy.
- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

#### Preferred Experience:

- Board certified by the American Board of Internal Medicine or the American Board of Family Medicine.

#### Preferred Experience:

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.





U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title:** Radiologist, VISN 16 Teleradiology Center Diagnostic  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** RQ-15-TB-1317095-BU

**SALARY RANGE:** \$99,957.00 to \$325,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, February 3, 2015 to Tuesday, June 30, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 6 vacancies in the following location:  
 Little Rock, AR  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

The Central Arkansas Veterans Healthcare System is seeking (6) full time teleradiologists. Successful candidates must have completed a formal ACGME residency in diagnostic imaging and must be board certified, or planning to sit for the American Board of Radiology Certifying examination in diagnostic radiology.

Competitive salary, generous leave package, generous life, health and retirement benefits along with the ability to focus on clinical radiology without the constant worry of declining reimbursement and endlessly soaring volume make this a highly attractive position. Successful candidates will be able to participate in a generous pension program as well as a matching Thrift Saving Plan similar to a 401K. Candidates with prior military experience may be able to combine their accrued military retirement credit with VA pension benefits.

The CAVHS teleradiology program (TRC) provides day hawk and nighthawk diagnostic digital radiography, CT, MR and ultrasound services to VISN 16. Presently we have 7 client facilities and an annual volume of over 60,000 examinations.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.

experience. In order to qualify for this position you must meet the following:

**Basic Requirements:**

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- Formal ACGME residency in diagnostic imaging and must be board certified, or planning to sit for the American Board of Radiology Certifying Examination.

**Preferred Requirements:**

- Fellowship training in body imaging, emergency radiology, neuroimaging or musculoskeletal imaging is strongly preferred by not essential, depending upon experience.

Reference: VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2, Physician Qualification Standard. This can be found in the local Human Resources Office.

**PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website: <http://www.ed.gov/admins/finaid/accred/index.html>. All education claimed by applicants will be verified by the appointing agency accordingly. If you are using foreign education to meet qualification requirements, you will be asked to produce a Certificate of Foreign Equivalency.

**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on the Occupational Questionnaire in the section provided and provide a legible copy of your DD214(s) and/or documentation related to your active duty service which shows dates of service, character of service (honorable, general, etc.), or dates of impending separation.

Additionally, disabled veterans and others eligible for 10-point preference (such as widows or mothers of eligible Veterans) must also submit an SF-15 "Application for 10 Point Veterans Preference" with required proof as stated on the form. For more information, please review the information for disabled Veterans in the application [checklist](#) or visit <http://www.fedshirevets.gov/job/vetpref/index.aspx>.

**HOW YOU WILL BE EVALUATED:**

Your application, résumé, C.V., and/or supporting documentation will be reviewed. Please follow all instructions carefully. Errors or omissions may affect consideration for employment.

In describing your experience, please be clear and specific. We may not make assumptions regarding your experience.

**NOTE:** Applicant's education and experience will be reviewed by a Professional Standards Board and



**Job Title:** Medical Officer (Orthopedic Surgeon) GS-0602-15  
**Department:** Department Of Health And Human Services  
**Agency:** Indian Health Service  
**Job Announcement Number:** IHS-RI-PI-1321195-DHA

**SALARY RANGE:** \$98,967.00 to \$280,000.00 / Per Year  
**OPEN PERIOD:** Monday, April 27, 2015 to Friday, May 15, 2015  
**SERIES & GRADE:** GS-0602-15  
**POSITION INFORMATION:** Full Time - Permanent  
**PROMOTION POTENTIAL:** 15  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Phoenix, AZ  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Q - Sensitive  
**SUPERVISORY STATUS:** No

**JOB SUMMARY:**

The Indian Health Service (IHS) is the principal federal health care provider and health advocate for American Indians and Alaska Natives (AI/AN). The IHS goal is to raise Indian health status to the highest possible level. IHS provides leadership and direction to programs and activities designed to improve health outcomes to over 1.9 million AI/AN through a system of IHS, Tribal, and Urban operated facilities and programs.

THIS POSITION IS BEING READVERTISED TO SOLICIT ADDITIONAL APPLICATIONS. APPLICANTS WHO APPLIED PREVIOUSLY NEED NOT REAPPLY UNLESS SUBMITTING UPDATED AND/OR MISSING INFORMATION.

The IHS is required by law to give absolute preference to qualified applicants who meet the Secretary of the Interior's definition of Indian for appointment to vacancies within the IHS in accordance with established IHS policy as outlined in the Indian Health Manual Part 7, Chapter 3. The IHS is an Equal Opportunity Employer.

Veteran's preference and traditional rating and ranking of applications do not apply to this vacancy.

Organizational location: Division of Medical Services/Clinical Services, Surgery (Orthopedic) Department, Reporting to the Chief of Surgery.

Who May Apply: This position is being filled through the Office of Personnel Management's delegated Direct Hire Authority (DHA). Any U.S. Citizen may apply.

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- No

**KEY REQUIREMENTS**

- The selected applicant will be subject to a pre-employment background investigation, which will include a fingerprint check.
- If applicable-Selective Service registration (Males born after 12/31/59)
- U.S. Citizenship is required
- Must submit copy of current unrestricted Medical License.
- Submit copy Board Certification or Board eligible of Orthopedic Surgery

**DUTIES:**

**MAJOR DUTIES:**

- Orthopedic services include operative and non-operative treatment of orthopedic inpatients and outpatients.

- Interviews and examines patients, reviews past medical history and requests/or performs diagnostic tests and examinations deemed necessary.
- Makes preliminary diagnosis, directs, prescribes or provides treatment or arranges for specialized care of patient referral as required.
- Performs major orthopedic operations as well as advising medical officers in other services concerning orthopedic or potential orthopedic cases.
- Assures preparation of appropriated medical records for all patients seen.
- Works closely with allied health professionals in the provisions of broad health program services.

#### QUALIFICATIONS REQUIRED:

To qualify for this position, your resume must reflect sufficient experience and/or education, to perform the duties of the position for which you are applying. Your resume is key in evaluating your experience, as they relate to this position. Therefore, we encourage you to be clear and specific when describing your work experience.

#### BASIC REQUIREMENTS:

**Degree:** Doctor of Medicine or Doctor of Osteopathy from a school in the United States or Canada approved by a recognized accrediting body in the year of the applicant's graduation. [A Doctor of Medicine or equivalent degree from a foreign medical school that provided education and medical knowledge substantially equivalent to accredited schools in the United States may be demonstrated by permanent certification by the Educational Commission for Foreign Medical Graduates (ECFMG) (or a fifth pathway certificate for Americans who completed premedical education in the United States and graduate education in a foreign country).

**Graduate Training:** Subsequent to obtaining a Doctor of Medicine or Doctor of Osteopathy degree, a candidate must have had at least 1 year of supervised experience providing direct service in a clinical setting, i.e., a 1-year internship or the first year of a residency program in an institution accredited for such training. (This 1 year of supervised experience may be waived for research or administrative positions not requiring direct patient care.) For purposes of this standard, graduate training programs include only those internship, residency, and fellowship programs that are approved by accrediting bodies recognized within the United States or Canada. Listings of accredited programs are published yearly in the *Directory of Residency Training Programs* and the *Yearbook and Directory of Osteopathic Physicians*.

An internship program involves broadly based clinical practice in which physicians acquire experience in treating a variety of medical problems under supervision (e.g., internal medicine, surgery, general practice, obstetrics-gynecology, and pediatrics). Such programs are in hospitals or other institutions accredited for internship training by a recognized body of the American Osteopathic Association (AOA).

A residency program involves training in a specialized field of medicine in an institution accredited for training in the specialty by a recognized body of the American Medical Association (AMA) or AOA.

A fellowship program involves advanced training (beyond residency training) in a given medical specialty in either a clinical or research setting in a hospital or other institution accredited in the United States for such training.

**Licensure:** Candidates must have a permanent, full, and unrestricted license to practice medicine in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

#### Additional Requirements for Grades GS-15 :

Clinical and Training Programs -- Within Federal clinical and training programs, a distinction is made between general practice and specialist positions. General practitioners must be skilled in recognizing various medical pathologies that require referral to specialists for diagnostic and treatment procedures. Graduate training and experience must, therefore, be well rounded. Specialist positions require graduate training and experience related to the specialty and subspecialty of the position to be filled. Experience may not be substituted for training essential for performing specialized duties. The length and content of residency programs depends upon the specialization and requirements of recognized accrediting American medical specialty boards. These boards are authorized to conduct examinations to determine the competence of physicians in the specialty, to issue certificates of qualification, to participate in evaluating the quality of residency programs, and to determine the requirements for certification.

**GS-15:** 5 years of residency training in the specialty of the position to be filled or equivalent experience and training.

**IN ADDITION:** Must be Board Eligible and/or Board Certified by the American Board of Orthopedic Surgery.

You must meet the requirements of the job by 11:59 (Eastern Standard Time) of the closing date: Friday, May 15, 2015

#### HOW YOU WILL BE EVALUATED:



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title:** Physician (Chief of Staff)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** OA-15-NM-1257761-BU

**SALARY RANGE:** \$140,000.00 to \$260,000.00 / Per Year  
**OPEN PERIOD:** Friday, November 7, 2014 to Wednesday, September 30, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Dublin, GA  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**  
[About the Agency](#)

SEE LINK ABOVE FOR DUBLIN INFORMATION

Recruitment Relocation Expenses/Recruitment Incentive May Be authorized. PCS travel may also be authorized for transfers.

This position will be opened untill filled. Applicants sent every two weeks to Selecting Official.

Welcome to Dublin, "The Emerald City," and Laurens County, where small town southern charm and a determination to keep Dublin-Laurens County "Green and Growing" have combined to create a community rich in character and full of life.

**NOTE:** Physicians employed by the Veterans Health Administration (VHA) are paid commensurate with education, experience and qualifications, using VA's market-based physician pay system. Candidate's education and experience will be reviewed by a Compensation Panel in determining the salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

How would you like to become a part of a team providing compassionate care to Veterans?

As a VA professional physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities.

- Directs the medical staff governance, by-laws and credentialing and privileging.
- Completes performance evaluations of assigned service line managers and clinical service chiefs.

Tour of Duty: Typically 8:00 am - 4:30 pm M-F extended hours may be required

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#### QUALIFICATIONS REQUIRED:

- Must be a U.S. citizen or naturalized citizen
- Must be proficient in spoken and written English
- Must possess/maintain a current, full, and unrestricted license to practice medicine or surgery in State, Territory, or Commonwealth of the U.S. or the District of Columbia.
- Must possess a degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- **Must be board certified in any specialty recognized by the American Board of Medical Specialties. (ABMS)**
- Basic Life Support and Advanced cardiovascular Life Support Certified.
- Physical Requirements: Position is primarily sedentary but may require moderate/light lifting, reaching above shoulders, walking, bending, standing, and/or carrying of light items such as files and manuals.

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particular positions with a positive education requirement.) Therefore, applicants must report only attendance and/or degree from schools accredited by accredit institutions recognized by the U.S. Department of Education. Applicants can verify accreditation by the following web site: <http://www.ed.gov/admins/finaid/accred/index.html> All education claimed by applicants will be verified by the appointing agency accordingly. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

#### Veterans' Preference:

When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the spouse or mother of a disabled or deceased Veteran, must complete an SF 15, Application for 10-Point Veteran Preference. Veterans who are still in the service may be granted tentative preference on the basis of information contained in their applications, but they must produce a DD Form 214 or other proof prior to appointment to document entitlement to preference. For more information on Veterans' Preference, please visit <http://www.fedshirevets.gov/job/veterans.aspx>.

#### HOW YOU WILL BE EVALUATED:

Your application, résumé and/or supporting documentation will be verified. Please follow all instructions carefully. Errors or omissions may affect consideration for employment. You may also be evaluated based upon the question responses you provide during a structured interview. In responding to structured interview questions you should be sure to cite specific examples of experience, explain exactly what you did, and the outcome.

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#### BENEFITS:

Working for the Department of Veterans Affairs offers a comprehensive benefits package that includes, in part, paid vacation, sick leave, holidays, life insurance, health benefits, thrift savings plan, and participation in the Federal Employees Retirement System. In addition to traditional "dollars and cents" benefits, we offer a range of benefits to help balance work and life. For more information please visit us at [http://www4.va.gov/JOBS/Job\\_Benefits/benefits.asp](http://www4.va.gov/JOBS/Job_Benefits/benefits.asp).

#### OTHER INFORMATION:

This position will be filled on a full-time permanent basis. Upon completing any required probationary period, the



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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**Job Title: Physician (Chief of Medicine/Emergency Department)**  
**Department: Department Of Veterans Affairs**  
**Agency: Veterans Affairs, Veterans Health Administration**  
**Job Announcement Number: OA-15-NTM-1375034**

**SALARY RANGE:** \$120,000.00 to \$260,000.00 / Per Year  
**OPEN PERIOD:** Thursday, April 16, 2015 to Tuesday, June 30, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Dublin, GA  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** Yes

**JOB SUMMARY:**  
[About the Agency](#)

SEE LINK ABOVE FOR DUBLIN INFORMATION

Welcome to Dublin, "The Emerald City," and Laurens County, where small town southern charm and a determination to keep Dublin-Laurens County "Green and Growing" have combined to create a community rich in character and full of life.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

Relocation expenses (Permanent Change of Station Travel) may be authorized for this position and will be paid as allowable by regulation. RECRUITMENT/RELOCATION INCENTIVE MAY BE AUTHORIZED.

Seeking a Physician Board Certified in Internal Medicine, Family Medicine, or Emergency Medicine with experience for Chief of Medicine and Emergency Department.

Position will be open until filled. Applications sent every two weeks to selecting official beginning April 29, 2015.

As a VA physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel (for physicians and dentists) in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

Special Employment Consideration: VA encourages persons with disabilities to apply, including those eligible for hiring under 5 CFR 213.3102(u), Schedule A, [Appointment of persons with disabilities](#) [i.e. intellectual disabilities, severe physical disabilities, or psychiatric disabilities], and/or [Disabled veterans with a compensable service-connected disability](#)

managerial bodies including serving as a member of the organized medical staff, attending its meetings and helping to ensure adherence to its bylaws and rules and regulations, working with other healthcare professionals to establish policies so that all healthcare professionals practice within the scope of their license, consulting in developing and maintaining an adequate medical records system and participating in in-service training programs.

- The incumbent will be a member of the Peer Review Committee and may chair a standing committee or subcommittee
- The incumbent will have other duties assigned by Chief of Staff as needed.

**Tour of Duty: 8:00 am - 4:30 pm This position may require the individual to work off hour shifts, weekends and holidays as priorities demonstrate a need.**

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#### QUALIFICATIONS REQUIRED:

**QUALIFICATIONS:** Applicants must meet the minimum qualifications as stated in VA Handbook 5005, Part II, Appendix G2, dated 04/15/02. Basic Requirements:

(a) **Citizenship - Citizen of the United States.**

(b) **Education - Degree of Doctor of Medicine OR an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veteran Affairs for the year in which the course of study was completed. Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted. Schools of Osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted. Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.**

(c) **Licensure and Registration - Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or the District of Columbia. The physician must maintain current registration in the State of License if this is a requirement for continuing active, current licensure.**

(d) **English Language Proficiency - Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).**

**(e) Additional requirements - The incumbent must be Board Certified by the American Board of Emergency Medicine (AOBEM) or by the American Osteopathic Board of Emergency Medicine (AOBEM), the Board of Internal Medicine, the Board of Family Practice. The incumbent must prove successful completion of an Accreditation Council for Graduate Medical Education or American Osteopathic Association approved post-graduate residency in Medicine or equivalent. Preferred Experience: Candidates should have clinical leadership experience and**





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**Job Title:** Physician (Staff Psychiatrist)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** JV-15-DD-1395375

**SALARY RANGE:** \$97,987.00 to \$250,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, April 29, 2015 to Thursday, December 31, 2015  
**SERIES & GRADE:** GS-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Carrollton, GA  
**WHO MAY APPLY:** Non-citizens may be considered when it is not possible to appoint qualified citizens. SALARY TO BE DETERMINED BY A COMPENSATION BOARD.  
**SECURITY CLEARANCE:** Not Applicable  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

**Vacancy Identification Number (VIN): 1395375**

THIS POSITION IS OPEN UNTIL FILLED OR TILL THE END OF THE YEAR (2015). THE FIRST CUT-OFF FOR THIS POSITION IS MAY 12, 2015; AND EVERY 2 WEEKS THEREAFTER.

As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

The Atlanta VA Medical Center is recruiting for a Psychiatrist for its Community Based Outpatient Clinic located in Carrollton, Georgia. The Atlanta VAMC has a full continuum of mental health services (i.e.; Substance Abuse, Trauma Recovery, PTSD, In-Patient Psychiatry, Geriatric Psychiatry, General MH Outpatient Services, Community Services, & Homeless Program). The Physician will provide on-call, after hour coverage as scheduled on a rotating basis with other staff psychiatrists.

**Relocation Expenses:** Relocation expenses are not authorized for this position.

**Note 1:** Once appointed you *may be* eligible for reimbursement for the Education Debt Reduction Program (EDRP) provided you meet the eligibility requirements and the availability of funds.

- a. US Citizenship (Non-citizens may be appointed only if it is not possible to recruit qualified citizens).
- b. Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veterans Affairs for the year in which the course of study was completed. Approved schools are:
  - (1) Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted.
  - (2) Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.
  - (3) For residents, graduation from an approved medical school as described above is required except as provided in M-8, part II, chapter 1.
- c. Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia. The physician must maintain current registration in the State of licensure if this is a requirement for continuing active, current licensure. The facility Director may waive this licensure requirement if the physician is to serve in a country other than the United States and the physician has licensure in that country. The selected candidate may qualify for a faculty appointment within the Department of Surgery of Emory University School of Medicine and/or the department of Psychiatry of the Morehouse School of Medicine.

**Must be Board Eligible or Board Certified.**

**NOTE: Graduating Residents (PGY-4) will be considered board eligible.**

- d. Meet the requirements for Intermediate grade and have demonstrated recognized professional attainment such as:
  - (1) Past or present faculty appointment in an approved medical school or
  - (2) Completion of an accredited residency in psychiatry.
  - (3) **Must be certified by the American Board of Psychiatry and Neurology (ABPN).**
  - (4) Comparable achievements in clinical, educational, administrative or research activities.

**BOARD CERTIFICATION IN THE SPECIFIC SPECIALTY IS PREFERRED.**

- e. **Physical Standards.** Heavy lifting (45 lbs and over); Moderate Carrying (15-44 lbs); Straight Pulling, Pushing, Reaching above shoulder; Walking (up to 3 hours); Standing (up to 3 hours); Ability for rapid mental and muscular coordination simultaneously; Near vision correctable at 13" to 16"; Both eyes required; Depth perception; Ability to distinguish basic colors; Ability to distinguish shades of colors; Hearing aid (permitted)].
- f. **English Language Proficiency.** Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).

**Veterans' Preference:**

When applying for Federal Jobs, eligible Veterans should claim preference on their application or résumé. Applicants claiming preference based on service-connected disability, or based on being the spouse or mother of a disabled or deceased Veteran, must complete an SF 15, Application for 10-Point Veteran Preference. Veterans who are still in the service may be granted tentative preference on the basis of information contained in their applications, but they must produce a DD Form 214 or other proof prior to appointment to document entitlement to preference. For more information on Veterans' Preference, please visit <http://www.fedshirevets.gov/job/veterans.aspx>.



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**Job Title:** Staff Physician (Pathologist)**Department:** Department Of Veterans Affairs**Agency:** Veterans Affairs, Veterans Health Administration**Job Announcement Number:** ABQ-15-685-LLP-1391512-BU

**SALARY RANGE:** \$99,957.00 to \$250,000.00 / Per Year

**OPEN PERIOD:** Tuesday, April 28, 2015 to Monday, May 11, 2015

**SERIES & GRADE:** VM-0602-00

**POSITION INFORMATION:** Full Time - Excepted Service Permanent

**DUTY LOCATIONS:** 1 vacancy in the following location:  
[Albuquerque, NM](#) [View Map](#)

**WHO MAY APPLY:** United States Citizens

**SECURITY CLEARANCE:** Public Trust - Background Investigation

**SUPERVISORY STATUS:** No

[Agency Contact Info](#)
**Job Announcement Number:**  
 ABQ-15-685-LLP-1391512-BU

**Control Number:** 402012900
**JOB SUMMARY:**

Vacancy Identification Number (VIN) 1391512

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

How would you like to become a part of a team providing compassionate care to Veterans?

The New Mexico Veterans Affairs Health Care System (NMVAHCS) strives to provide the highest quality primary, secondary and tertiary health care to its beneficiaries through a compassionate, innovative health care system, excellent training and education of health care professionals, and effective use of available resources. As a VA professional, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities and leadership positions at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the Nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

**VA encourages persons with disabilities to apply. The health related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority.**

**Relocation/Recruitment Incentives:** Relocation/Recruitment incentives are NOT authorized for this position.

**Failing to submit any documentation that is required and listed under the "Required Documents" tab may result in loss of consideration.**

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- No

**KEY REQUIREMENTS**

- Full unrestricted Licensure, Certification, or Registration required.
- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Must be proficient in written and spoken English
- Selective Service Registration is required for males born after 12/31/1959.

[Back to top](#)**DUTIES:**

**New Mexico VA Health Care Systems AP/CP PATHOLOGY Position:** Located in the Land of Enchantment, the New Mexico VA Health Care System (NMVAHCS) Pathology and Laboratory Medicine Service (P&LMS) in Albuquerque NM wishes to hire a well-rounded pathologist with excellent communication and interpersonal skills to join four other AP/CP boarded pathologists who provide clinical service and teaching at the NMVAHCS. P&LMS is a large robust multidisciplinary laboratory providing services in surgical pathology, cytopathology, microbiology, hematology, chemistry, toxicology, immunology, therapeutic drug monitoring, blood bank, special chemistry, and molecular pathology. P&LMS is located in the Raymond G. Murphy VA Medical Center and provides pathology services for the main 300 bed hospital and 13 community based outpatient clinics located throughout New Mexico and southwestern Colorado. NMVAHCS is affiliated with the University of New Mexico Health Sciences Center. Teaching opportunities include rotations and didactic lectures for pathology residents, clinical faculty/residents/fellows, and medical students. This position will be full-time employment with the NMVAHCS but requires an academic appointment with the University of New Mexico Health Sciences Center School of Medicine Department of Pathology. Faculty track and rank will be determined based upon qualifications and experience. Clinical service duties will include Surgical Pathology, Cytopathology, and clinical pathology activities. Board-certification by the American Board of Pathology in Anatomic and Clinical Pathology is required as is maintaining current Basic Life Support (BLS) certification.

**Work Schedule:** Monday through Friday, 8:00 AM to 4:30 PM

**Functional Statement Title / PD#:** Staff Physician / NA

**Fair Labor Standards Act:** Exempt

**Bargaining Unit Status Code:** 1276

[Back to top](#)**QUALIFICATIONS REQUIRED:****Basic Requirements:**

- Citizen of the United States. (Noncitizens may be appointed when it is not possible to recruit qualified citizens)
- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G2, Physician Qualification Standard. This can be found in the local Human Resources Office.

**Note:** Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Physical Requirements:** Lifting/Carrying (20 lbs). Sitting (3 hours per day). Standing (1 hour per day). Walking (.5 hour per day). Bending/Stooping (.5 hour per day). Pulling/Pushing (4 hours per day). Simple grasping (5 hours per day). Fine manipulation (includes keyboarding) (3 hours per day).

**HOW YOU WILL BE EVALUATED:**

Your application, résumé, C.V., and/or supporting documentation will be reviewed. Please follow all instructions carefully. Errors or omissions may affect consideration for employment.

**In describing your experience, please be clear and specific. We may not make assumptions regarding your experience.**

**NOTE:** Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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**Job Title:** Academic Emergency Medicine Physician  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** 528W-14-LMZ-05012014

**SALARY RANGE:** \$98,967.00 to \$220,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, January 14, 2015 to Thursday, December 31, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 2 vacancies in the following location:  
 Syracuse, NY  
**WHO MAY APPLY:** All groups of qualified individuals  
**SECURITY CLEARANCE:** Q - Nonsensitive  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN) 1111480

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

**Academic Emergency Medicine Physician:** The Department of Veterans Affairs Medical Center (VAMC), Syracuse, New York has a full-time employment opportunity in its state-of-the-art Emergency Department. Candidates must be board eligible/board certified by the American Board of Emergency Medicine. The Syracuse VAMC is an active teaching hospital affiliated with the State University of New York (SUNY) Upstate Medical University (UMU). As this position involves teaching house-staff, the successful candidate must be eligible for an academic appointment with SUNY UMU. Applicants must possess a full and unrestricted license in any state. American citizenship or resident alien status is required. Interested candidates should e-mail a cover letter and current CV to [Linda.Zavalauskas@va.gov](mailto:Linda.Zavalauskas@va.gov) . Information on Upstate New York VISN 2 VA Healthcare Network can be found at [www.syracuse.va.gov](http://www.syracuse.va.gov) . Position is subject to random drug testing and a criminal background check. The Syracuse VAMC is an Equal Opportunity Employer.

**NOTE:** Applicant's education and length of practice (experience) will be considered by a Professional Standards Board and Compensation Panel in determining the salary of the applicant selected.

**VA encourages persons with disabilities to apply. The health related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority.**

Pending funding availability: the incumbent for this position may be eligible to apply for the Education Debt Reduction Program. Recruitment/relocation incentives may be authorized. PCS relocation services may be authorized at the discretion of the SVAMC.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

**KEY REQUIREMENTS**

- Full unrestricted Licensure, Certification, or Registration required.
- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Must be proficient in written and spoken English

**DUTIES:****Major Duties:**

- Board Certified/Board Eligible by the American Board of Emergency Medicine
- This position involves teaching house-staff from the State University of New York Upstate Medical University
- Must be eligible for an academic appointment with the State University of New York Upstate Medical University
- Applicants must possess a full and unrestricted license in any State

**QUALIFICATIONS REQUIRED:****BASIC REQUIREMENTS:**

- U.S. citizenship. Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- Board Eligible/Board Certified by the American Board of Emergency Medicine
- Must qualify for an academic appointment at the State University of New York Upstate Medical University

IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE MAY NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard.

**PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly positions with a positive education requirement.) Therefore, applicants must report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education. Applicants can verify accreditation at the following website: <http://www.ed.gov/admins/finaid/accred/index.html> All education claimed by applicants will be verified by the appointing agency accordingly. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Physical Requirements:** Light lifting (under 15 lbs), light carrying (under 15 lbs), use of fingers, far vision correctable in one eye to 20/20 and 20/40 in the other, hearing (aid permitted), emotional stability, mental stability.

**Veterans' Preference:** When applying for Federal Jobs, eligible Veterans should claim preference on the Occupational Questionnaire in the section provided and provide a legible copy of your DD214(s) and/or documentation related to your active duty service which shows dates of service, character of service (honorable,



U.S. Department  
of Veterans Affairs  
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Job Title: **Physician - Academic Neuromuscular Neurologist**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **WV-15-LMZ-03182015-NM-DH**

**SALARY RANGE:** \$99,957.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, March 18, 2015 to Friday, May 29, 2015  
**SERIES & GRADE:** AD-0602-00  
**POSITION INFORMATION:** Part Time 30 hours - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Syracuse, NY  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1357478

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

The Syracuse VA Medical Center is seeking a part-time clinically-focused neurologist with expertise in neuromuscular and general neurology. Neuromuscular medicine is a subspecialty that involves the diagnosis and management of disorders of the peripheral nervous system, neuromuscular junction and muscle. We seek an individual with strong clinical and scientific skills who will participate in teaching and clinical activities. The Syracuse VA Medical Center is a dynamic teaching hospital that is highly regarded in the Upstate New York region and within the VA nationally. It is closely affiliated with and physically adjacent to the State University of New York (SUNY) Upstate Medical University (UMU). The ideal candidate will have one year of fellowship training in an ACGME accredited Neuromuscular Medicine program and will be board certified by the American Board of Neurology and Psychiatry, preferably with subspecialty certification in Neuromuscular Medicine. Applicants must possess a current and unrestricted license in any State, and must qualify for an academic appointment at SUNY UMU. In addition, candidates should have excellent diagnostic and interpersonal skills, a commitment to team building and the overall aptitude for leadership, educational development and research.

The Department of Veterans Affairs is an employer of choice as a center of excellence in patient care, education, and research. We value trust, respect, commitment, compassion, and excellence; we value you. VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.va.gov>.

**\*\*\*THIS ANNOUNCEMENT IS OPEN UNTIL THE VACANCY IS FILLED. IT MAY BE EXTENDED OR CLOSED PRIOR TO THE CURRENT CLOSING DATE. APPLICATIONS WILL BE REFERRED AS RECEIVED.\*\*\***



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

VAcareers.va.gov

**Job Title:** Academic Chief of Gastroenterology  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** WV-15-LZ-102814-DH

**SALARY RANGE:** \$120,000.00 to \$310,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, January 14, 2015 to Friday, May 29, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Syracuse, NY  
**WHO MAY APPLY:** All groups of qualified individuals  
**SECURITY CLEARANCE:** Not Applicable  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**

**INSTRUCTIONS:**

1. Data in **Black** cannot be changed.
2. Data in **RED** can be modified/deleted per announcement

Vacancy Identification Number (VIN): 1302563

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

Academic Chief of Gastroenterology - The Syracuse VA Medical Center is seeking a full-time, board certified gastroenterologist to serve as Chief of the Gastroenterology Section. The Syracuse VA Medical Center is aligned with the State University of New York Upstate Medical University as its academic affiliate. Medical students, residents and fellows rotate through the facility on an ongoing basis. The Chief of the Gastroenterology Section will have a commitment to quality patient care, teaching, and research related to GI/Liver disorders. Endoscopic ultrasound and ERCP are performed in the facility, but proficiency in these diagnostics is not required. The Chief will be required to participate in the on-call schedule, will provide a leadership role in the education and supervision of all GI fellows, review and triage consult referrals, and apply National and VA guidelines to patient screening, patient surveillance and management of GI disorders. An academic appointment will be required through Upstate Medical University.

This announcement is open until the vacancy is filled. It may be extended or closed prior to the current closing date. Applications will be referred to management as received.



medicine or osteopathic medicine.

- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

**Preferred Experience: Board certified by the American Board of Internal Medicine with subspecialty certification in Gastroenterology.**

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard. This can be found in the local Human Resources Office.

Note: Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Physical Requirements:** Light lifting (under 15 lbs), light carrying (under 15 lbs), use of fingers, far vision correctable in one eye to 20/20 and 20/40 in the other, hearing (aid permitted), emotional stability, mental stability.

#### HOW YOU WILL BE EVALUATED:

Your application, résumé, C.V., and/or supporting documentation will be reviewed. Please follow all instructions carefully. Errors or omissions may affect consideration for employment.

In describing your experience, please be clear and specific. We may not make assumptions regarding your experience.

**NOTE:** Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

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#### BENEFITS:

VA offers a comprehensive benefits package. This link provides an overview of the benefits associated with a VA practice: [VHA physician brochure](#).

**Annual (Vacation) Leave:** Full-time physicians accrue 26 days annual leave each year (one day per pay period) with a maximum accrual of 86 days into the next leave year. Annual leave is charged in whole day increments.

#### OTHER INFORMATION:

This job opportunity announcement may be used to fill additional vacancies.

**VA encourages persons with disabilities to apply. The health related positions in VA are covered by Title 38, and are not covered by the Schedule A excepted appointment authority.**

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#### HOW TO APPLY:

**All applicants are encouraged to apply online** but may apply via Fax (instructions are below).



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title:** Physician - Chief of Medicine Service  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** VF-15-RKH-1392397

**SALARY RANGE:** \$120,000.00 to \$255,000.00 / Per Year  
**OPEN PERIOD:** Friday, April 24, 2015 to Wednesday, September 30, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Spokane, WA  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** Yes  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1392397

STANDING REGISTER - FIRST REFERRAL WILL BE MADE AFTER 5/8/2015. POSITION WILL REMAIN OPEN UNTIL FILLED.

RECRUITMENT OR RELOCATION INCENTIVE MAY BE OFFERED TO A HIGHLY QUALIFIED CANDIDATE



**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

Spokane is a family-oriented city located in beautiful eastern Washington with a regional population of 470,000. Our four season climate and pristine surroundings offer an abundance of exceptional recreation opportunities. Spokane is known for its affordable housing and excellent schools and universities, as well as being the regional arts and cultural center. Set an early tee time at any of the scenic and well-designed golf courses in the area, then walk, bike or canoe along the Centennial Trail. Cool off in one of 76 regional lakes, camp in gorgeous state parks, wrestle with whitewater rapids and ski through fresh powder. Enjoy the vibrant arts and entertainment scene. Take a walk around Riverfront Park and then catch a performance of the Spokane Symphony, see a show at the Opera House or take in a play at the Civic Theater. The indoor and outdoor possibilities are limitless!

<http://www.visitspokane.com/>

RELOCATION OR RECRUITMENT INCENTIVE MAY BE AUTHORIZED FOR HIGHLY QUALIFIED CANDIDATES;  
PERMANENT CHANGE OF STATION FUNDING IS NOT AUTHORIZED.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

#### DUTIES:

The Chief of Medicine is a board certified physician in a specialty recognized by the American Board of Medical Specialties (ABMS). The incumbent will be expected to practice within their specialty approximately 20% of time (0.2 FTEE) and perform administrative duties approximately 80% of time (0.8 FTEE).

The Chief of Medicine is responsible for the overall operation, oversight, planning, and management of the medical inpatient services, outpatient medical subspecialty services and the Emergency Department. This position provides administrative, clinical, and programmatic leadership for these services to ensure appropriate performance measures are achieved. Examples include optimization of outpatient specialty clinic access and efficiency and meeting utilization management criteria such as length of stay and appropriateness of admissions. The position reports directly to the Chief of Staff and serves as a key clinical resource for the Director. Outstanding interpersonal skills are essential, as the successful candidate will lead multidisciplinary staff in the delivery of excellent health care to our nation's Veterans. Prospective applicants must be willing to hold their staff to the highest degree of accountability and professionalism. The Chief will be expected to practice within their specialty, in addition to fulfilling administrative responsibilities. Candidates must possess the skills to interact positively with the VA Health Care System's leadership team to lead, promote, and develop medical staff



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title:** Physician - Primary Care  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** MA-15-MC-1380782-BU

**SALARY RANGE:** \$98,967.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Monday, April 27, 2015 to Monday, May 11, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Madison, WI  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1380782

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

For more information on the "Who may apply" eligibility requirements, please refer to the [OHRM Status Candidates and Other Candidate Definitions](#) document.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

#### DUTIES:

##### Physician - Primary Care

The Madison VA Hospital is pleased to recruit for a novel Primary Care physician. We are seeking a board certified or eligible physician trained in quality and patient safety to lead improvement projects

both in outpatient and inpatient settings at the Madison VA Hospital. <http://www.madison.va.gov>

The candidate will provide a full scope of primary care services including, but not limited to diagnosis, treatment, coordination of care, preventive care and health maintenance to geriatric veteran patients. Physician must be cognizant of, and comply with, all VA policies and procedures, as well as pertinent state and federal regulations.

The position involves part time inpatient ward care with one in five call and one in four weekends for general medicine admissions. Outpatient clinical care, teaching medical students, residents and fellows, and clinical or academic research opportunities.

Qualified applicants will have advanced training in Health care data analyses and Patient safety for Health Professionals, and be board-eligible or certified by the American Board of Internal Medicine.

Work Schedule: 8:00am to 4:30pm with one in five call nights, in-patient overnight and Emergency Department coverage are also expected.

Functional Statement Title/#: Physician-Primary Care

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## QUALIFICATIONS REQUIRED:

### Basic Requirements:

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Reference:VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard. This can be found in the local Human Resources Office.

Note: Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

Veterans' Preference: When applying for Federal Jobs, eligible Veterans should claim preference on the Occupational Questionnaire in the section provided and provide a legible copy of your DD214(s) and/or documentation related to your active duty service which shows dates of service, character of service (honorable, general, etc.), or dates of impending separation.

Additionally, disabled veterans and others eligible for 10-point preference (such as widows or mothers of eligible Veterans) must also submit an SF-15 "Application for 10 Point Veterans Preference" with required proof as stated on the form. For more information, please review the information for disabled Veterans in the application [checklist](#) or visit <http://www.fedshirevets.gov/job/vetpref/index.aspx>.

## HOW YOU WILL BE EVALUATED:



Keyword:

Location:

Keywords, Job Title, Control #, Agency    City, State, ZIP Code, or Country

[Advanced Search >](#)

Overview

Duties

Qualifications &amp; Evaluations

Benefits &amp; Other Info

How to Apply

VA


 U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title:** Physician (Emergency Medicine)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** CD-15-DLK-1398446-BU

**SALARY RANGE:** \$200,000.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, May 6, 2015 to Wednesday, June 17, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Kansas City, MO [View Map](#)  
**WHO MAY APPLY:** Non-Citizens can only be appointed if there are no available United States Citizens.  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No

**JOB SUMMARY:**

In addition to the salary listed above, the physician is also eligible for physician performance pay which is up to \$15,000 per year.

Vacancy Identification Number (VIN): 1398446

The first referrals will be made on May 19, 2015. Referrals will then be sent as needed by the service.

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?

The [Kansas City VA](#) is embarking on a journey of moving beyond performance measure and becoming the Healthcare System Veterans Trust and Choose.

Our patients depend on us and we depend on professionals like you.

If you are interested in being a part of a LEAN organization and putting other's needs before your own this may be the organization for you. Yours might be the first face they see when they come through our doors. Yours might be the voice they hear right after a surprise diagnosis. Yours might be the eyes they look into as they are pushed in a wheelchair to a frightening procedure. Your attitude reflects us and everything we are proud of in this organization. By applying for this position you have chosen to help serve our patients and we appreciate you.

With the initiation of cultural change, along with knowledge and tools for change, the Kansas City VA will continue to move towards a practice of continuous improvement. In the endeavor,

[Dock](#)

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**Job Announcement Number:**  
 CD-15-DLK-1398446-BU

**Control Number:** 402827900

we recognize that this change will not occur suddenly, that dedicated individuals like yourself will be required, that leadership involvement is necessary, and employee engagement paramount.

As a 157 bed medical, surgical, and psychiatric facility, the Kansas City VA provides comprehensive health care through primary care and tertiary care in subspecialty medicine, surgery, psychiatry, physical medicine and rehabilitation. It is also a teaching hospital affiliated with the [University of Kansas](#) and the [University of Missouri Kansas City](#). Take a closer look at Kansas City at <http://www.thinkkc.com/>.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- Yes
- Relocation / Recruitment incentive is authorized for this position. This incentive can be used to significantly increase total compensation for this position.

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

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#### DUTIES:

[Back to top](#)

The primary duty of the position is to provide emergency care to veterans who present for care. The physician will also act at the Admitting Officer of the Day (AOD) for the medical center. The physician will authorize and arrange transport for patients who need transfer to another facility. The physician is expected to complete all notes and close each encounter in a timely manner.

**Work Schedule:** Shifts Vary as needed by the service. Specific shifts will be discussed at the time of the offer. It is expected that initially, this position will require 2/3 night work (7 p.m.- 7 a.m)

**Functional Statement Title/#:** Emergency Medicine Physician

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#### QUALIFICATIONS REQUIRED:

[Back to top](#)

##### Basic Requirements:

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

##### Preferred Experience:

Board Certification or eligibility with the [American Board of Emergency Medicine or the American Osteopathic Board of Emergency Medicine](#) is strongly preferred. Previous experience in Emergency Medicine. Applicants with the following certifications from American Heart Association (AHA) or Military Training Network (MTN) are highly preferred: Basic Life Support (BLS) and/or Advanced Cardiac Life Support (ACLS). (AHA certification preferred.) The selected employee will be required to receive these certifications prior to assuming clinical responsibilities and ensure current certifications after employment is maintained.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religions; spiritual; community; student; social). Volunteer work



Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title:** Physician - Psychiatrist  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** YN-EA-KD-1266254-BU

**SALARY RANGE:** \$195,000.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, November 25, 2014 to Tuesday, November 24, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 3 vacancies in the following location(s):  
 Leavenworth, KS  
 Topeka, KS  
**WHO MAY APPLY:** By law, U.S. Citizens will be given first preference but non-citizens will be considered in the absence of qualified citizens.  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1266254

Recruitment/Relocation incentives may be authorized for highly qualified applicants.

This is an open continuous announcement. We accept applications for this occupation on an ongoing basis; qualified applicants will be considered as vacancies become available. Applicants will be referred to selecting official on a weekly basis OR until the closing date of this announcement. Applicants need not re-apply once the application is referred to the selecting official.

The Colmery-O'Neil VA Medical Center is part of the VA Eastern Kansas Health Care System (VAEKHCS) and is located in Topeka, KS. With over 1,700 employees and an annual operating budget in excess of \$250,000,000 the VAEKHCS proudly serves over 36,000 veterans with 2 VA Medical Centers in Leavenworth and Topeka and 9 regional Community Based Outpatient Clinics. We are a complexity level 1C facility with 204 hospital beds, a 138-bed Community Living Center, a 177-bed Domiciliary and 25 Psychiatric Residential Rehabilitation Treatment beds. Topeka boasts quality schools, friendly people, good hospitals, a university and — one of its biggest selling points — low housing costs. The Topeka VA is an easy 30 minute commute to Lawrence, KS, home of The University of Kansas with a dynamic college town atmosphere. Kansas City, with its big city amenities, is also readily accessible. Learn more about the city at <http://www.visittopeka.us/>.

#### TRAVEL REQUIRED

- Occasional Travel
- Travel between divisions may be required to meet patient needs.

#### RELOCATION AUTHORIZED

- Yes



**(1) Certification by an American Specialty Board, or**

(2) Significant accomplishments in clinical practice, educational activities, research or administration which clearly distinguish the physicians having the highest professional qualifications in the specialty area to which assigned, such as:

(a) Past or present faculty appointment at the professional level in an approved medical school, or

(b) Completion of an accredited residency in the primary specialty area or in a related area to which the individual will be assigned and unusual professional accomplishments such as:

1 . Publication of articles in nationally recognized professional journals, or

2 . Officer in a State or National professional medical organization, or

3 . Directorship of a hospital or large clinic.

**Preferred Experience:** Board Certification/Board Eligibility in Psychiatry is highly desired. Psychiatrists must have current ACLS and BLS certification.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community; student; social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard. This can be found in the local Human Resources Office.

Note: Only education or degrees recognized by the U.S. Department of Education from accredited colleges, universities, schools, or institutions may be used to qualify for Federal employment. You can verify your education here: <http://ope.ed.gov/accreditation/>. If you are using foreign education to meet qualification requirements, you must send a Certificate of Foreign Equivalency with your transcript in order to receive credit for that education.

**Physical Requirements:** Heavy lifting (45 lbs and over); reaching above shoulder; use of fingers; walking (3 hours per day); standing (6 hours per day); kneeling (2 hours per day); both legs required; ability for rapid mental and muscular coordination simultaneously; near vision correctable at 13" to 16"; far vision correctable in one eye to 20/20 and to 20/40 in the other; ability to distinguish basic colors; hearing (aid permitted).

#### HOW YOU WILL BE EVALUATED:

Your application, résumé, C.V., and/or supporting documentation will be reviewed. Please follow all instructions carefully. Errors or omissions may affect consideration for employment.

In describing your experience, please be clear and specific. We may not make assumptions regarding your experience.

**NOTE:** Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

#### BENEFITS:

VA offers a comprehensive benefits package. This link provides an overview of the benefits currently offered: <http://www.vacareers.va.gov/why-choose-va/benefits/index.asp>.

**Receiving Service Credit for Earning Annual (Vacation) Leave:** Federal Employees earn annual leave at a rate (4, 6 or 8 hours per pay period) which is based on the number of years they have served as a Federal



Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

Job Title: **Physician - Physical Medicine & Rehabilitation**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **YN-EAEB-15-KS-1318896**

**SALARY RANGE:** \$180,000.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Friday, February 20, 2015 to Friday, February 19, 2016  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location(s):  
 Leavenworth, KS  
 Topeka, KS  
**WHO MAY APPLY:** By law, U.S. Citizens will be given first preference but non-citizens will be considered in the absence of qualified citizens.  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN): 1318896

The VA Eastern Kansas Health Care System (VAEKHCS) is actively recruiting for a BC/BE PM&R Physician/Physiatrist to serve our nations Veterans for both our Leavenworth, KS VA Medical Center (Kansas City Metropolitan Area) and our Topeka, KS VA Medical Center (1 hour from Kansas City). Position can be primarily based in Leavenworth or Topeka.

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

#### TRAVEL REQUIRED

- Occasional Travel
- Occasional travel will be required between the Topeka and Leavenworth VAMC.

#### RELOCATION AUTHORIZED

- Yes
- Relocation or Recruitment incentives MAY be authorized.

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

**DUTIES:**

This staff Physiatrist will be a member of the Geriatrics and Extended Care Service Line and will participate as assigned in patient care, teaching, research and administrative activities of the Service.

The VA EKHCS is seeking a fulltime Staff Physician for their PMR department. The selected candidate will be board certified by the American Board of Physical Medicine and Rehabilitation, or Board Eligible within one year of the completion of residency or fellowship. The Physician will specifically have knowledge and skills in Musculoskeletal Rehabilitation and in the provision of Electrodiagnostic Services. In addition, the physician will have broad based skills in the diagnosis and treatment of the full spectrum of acute and chronic rehabilitation conditions, and be able to provide rehabilitation consult services.

The selected candidate will function independently as a member of the VAEKHCS medical staff, with full clinical privileges. Duties include:

- Provides a full range of PM&R specific evaluations to diagnosis and treat all general rehabilitation populations, including pain procedures.
- Provides consultation to professional staff within VAPSHCS & community providers concerning clinical assessment findings and appropriate patient treatment plans.
- Develop, implement and document the PM&R treatment plan for an assigned caseload of patients, including prompt completion of clinical reminders.
- Functions independently as a member of the VAPSHCS Medical Staff, with full clinical privileges.
- Assumes complete professional responsibility for his/her clinical assessment findings, patient care decisions and documentation.
- Provides education to patients, family members and significant others.
- Complies with all CPRS documentation procedures, including timeliness of standards for documentation and proper patient check out procedures.
- Maintains certification and licensure in the medical specialty.
- Serves as a clinical leader in emergencies.
- Provides care that is compassionate, appropriate and effective for health problems and promotes health.

**Additional Details:**

- Licensure: 1 full and unrestricted license from any US state or territory is acceptable at all VA locations
- Office Hours: 8 – 4:30, M-F
- Call requirements: No Call
- Required certifications: Board Eligibility/Certification in PM&R

**QUALIFICATIONS REQUIRED:****Basic Requirements:**

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.



**Job Title:** Medical Officer (Family Practice), (Internal Medicine) or (Pediatrics) GS-0602-13 or 14  
**Department:** Department Of Health And Human Services  
**Agency:** Indian Health Service  
**Job Announcement Number:** IHS-15-OK-1260818-DH

**SALARY RANGE:** \$97,987.00 to \$215,000.00 / Per Year  
**OPEN PERIOD:** Tuesday, November 18, 2014 to Thursday, September 24, 2015  
**SERIES & GRADE:** GS-0602-13/14  
**POSITION INFORMATION:** Full Time - Multiple Appointment Types  
**DUTY LOCATIONS:** Few vacancies in the following location(s):  
 Lawrence, KS  
 White Cloud, KS  
 Anadarko, OK  
 Carnegie, OK  
 Claremore, OK  
[More Locations \(7\)](#)

**WHO MAY APPLY:** All groups of qualified individuals  
**SECURITY CLEARANCE:** Q - Nonsensitive  
**SUPERVISORY STATUS:** No

#### JOB SUMMARY:

The Indian Health Service (IHS) is the principal federal health care provider and health advocate for American Indians and Alaska Natives (AI/AN). The IHS goal is to raise Indian health status to the highest possible level. IHS provides leadership and direction to programs and activities designed to improve health outcomes to over 1.9 million AI/AN through a system of IHS, Tribal, and Urban operated facilities and programs.

This position serves as a Medical Officer in one of the Indian Health Service Clinics or Hospitals throughout Oklahoma and Kansas. This position reports to the Clinical Director of the facility.

This Open Continuous Announcement (OCA) allows acceptance of applications throughout the year with eligible applicants being placed on the OCA register and referred for consideration when vacancies occur. Your application will expire in 3 months from application date and you must reapply to keep your application active.

The IHS is required by law to give absolute preference to qualified applicants who meet the Secretary of the Interior's definition of Indian for appointment to vacancies within the IHS in accordance with established IHS policy as outlined in the Indian Health Manual Part 7, Chapter 3. The IHS is an Equal Opportunity Employer.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- Yes
- Relocation expenses are authorized and will be paid. You will be required to sign a one year service agreement. Failure to fulfill the one year service agreement may result in repayment of relocation expenses.

#### KEY REQUIREMENTS

- The selected applicant will be subject to a pre-employment background investigation, which will include a fingerprint check.
- If applicable-Selective Service registration (Males born after 12/31/59)
- U.S. Citizenship is required

**DUTIES:**

- Serves as a Medical Officer by performing diagnosis and treatment of patients commensurate within his/her specialty training, education and experience.
- Provides direct medical services including diagnostic, preventive and therapeutic services within the specialty.
- Ensures appropriate medical records are maintained and updated.
- Communicates effectively with patients and families with multiple health problems and of different backgrounds.

**QUALIFICATIONS REQUIRED:**

To qualify for this position, your resume must reflect sufficient experience and/or education, to perform the duties of the position for which you are applying. Your resume is key in evaluating your experience, as they relate to this position. Therefore, we encourage you to be clear and specific when describing your work experience.

Applicants must possess and provide documentation of the following basic requirements:

Basic Requirements A-C:

A. A Doctorate Degree in Medicine or Doctor of Osteopathy from a school in the United States or Canada approved by a recognized accrediting body in the year of the applicants graduation. [A Doctor of Medicine or equivalent degree from a foreign medical school that provided education and medical knowledge substantially equivalent to accredited schools in the United States may be demonstrated by permanent certification by the Educational Commission for Foreign Medical Graduates (ECFMG) (or a fifth pathway certificate for Americans who completed premedical education in the United States and graduate education in a foreign country).] Must submit official or unofficial copy of transcripts (official transcripts must be provided before EOD) showing doctorate degree conferred. If applicable, must supply ECFMG or fifth pathway certificate.

AND

B. Medical License: A current, non-temporary, full, and unrestricted license to practice medicine in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

AND

C. Residency Certification: At least three years of supervised experience providing direct service in a clinical setting (i.e., a 3-year internship or three years of a residency program in an institution accredited for such training). Include only those internships, residencies, and fellowship programs that are approved by accrediting bodies recognized within the United States or Canada. Must submit copies of internship, residency, and/or fellowship certificates totaling three years. Applicants that are currently enrolled in their 3rd year of internship, residency, or fellowship program and are within 9 months of graduation may be referred out. In this circumstance applicants must submit a letter from their internship, residency, or fellowship program stating they are in good standing and their expected graduation date.

OR

C. Board Certification: An applicable American Specialty board has deemed you currently competent as a physician in the specialty of medicine you are applying. (You must provide a copy of a current board certification in the applicable specialty of medicine.)

In addition to the requirements listed above you must meet the following qualifications at the grade level(s) you are applying to:

The residency requirements for residency certification or board certification listed above meets the requirements for the GS-13 grade level.

To qualify for the GS-14 grade level: In addition to the residency requirements or board certification listed above, you must have at least one full year of experience independently performing in-depth care of patients by examining, diagnosing, and treating patients of age group(s) appropriate to your specialty of medicine including, reviewing medical history, interpreting results such as electrocardiograms, documenting care in an electronic health record and preparing patient's records for transfer to a referral hospital.



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

Apply Today:

[VAcareers.va.gov](http://VAcareers.va.gov)

**Job Title: Physician (Chief of Medicine/Emergency Department)**  
**Department: Department Of Veterans Affairs**  
**Agency: Veterans Affairs, Veterans Health Administration**  
**Job Announcement Number: OA-15-NTM-1375034**

**SALARY RANGE:** \$120,000.00 to \$260,000.00 / Per Year  
**OPEN PERIOD:** Thursday, April 16, 2015 to Tuesday, June 30, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Dublin, GA  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** Yes

**JOB SUMMARY:**  
[About the Agency](#)

SEE LINK ABOVE FOR DUBLIN INFORMATION

Welcome to Dublin, "The Emerald City," and Laurens County, where small town southern charm and a determination to keep Dublin-Laurens County "Green and Growing" have combined to create a community rich in character and full of life.

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

Relocation expenses (Permanent Change of Station Travel) may be authorized for this position and will be paid as allowable by regulation. RECRUITMENT/RELOCATION INCENTIVE MAY BE AUTHORIZED.

Seeking a Physician Board Certified in Internal Medicine, Family Medicine, or Emergency Medicine with experience for Chief of Medicine and Emergency Department.

Position will be open until filled. Applications sent every two weeks to selecting official beginning April 29, 2015.

As a VA physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel (for physicians and dentists) in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

Special Employment Consideration: VA encourages persons with disabilities to apply, including those eligible for hiring under 5 CFR 213.3102(u), Schedule A, [Appointment of persons with disabilities](#) [i.e. intellectual disabilities, severe physical disabilities, or psychiatric disabilities], and/or [Disabled veterans with a compensable service-connected disability](#)

managerial bodies including serving as a member of the organized medical staff, attending its meetings and helping to ensure adherence to its bylaws and rules and regulations, working with other healthcare professionals to establish policies so that all healthcare professionals practice within the scope of their license, consulting in developing and maintaining an adequate medical records system and participating in in-service training programs.

- The incumbent will be a member of the Peer Review Committee and may chair a standing committee or subcommittee
- The incumbent will have other duties assigned by Chief of Staff as needed.

**Tour of Duty: 8:00 am - 4:30 pm This position may require the individual to work off hour shifts, weekends and holidays as priorities demonstrate a need.**

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#### QUALIFICATIONS REQUIRED:

**QUALIFICATIONS:** Applicants must meet the minimum qualifications as stated in VA Handbook 5005, Part II, Appendix G2, dated 04/15/02. Basic Requirements:

(a) **Citizenship - Citizen of the United States.**

(b) **Education - Degree of Doctor of Medicine OR an equivalent degree resulting from a course of education in medicine or osteopathic medicine. The degree must have been obtained from one of the schools approved by the Secretary of Veteran Affairs for the year in which the course of study was completed. Schools of medicine holding regular institutional membership in the Association of American Medical Colleges for the year in which the degree was granted. Schools of Osteopathic medicine approved by the American Osteopathic Association for the year in which the degree was granted. Schools (including foreign schools) accepted by the licensing body of a State, Territory, or Commonwealth (i.e., Puerto Rico), or in the District of Columbia as qualifying for full or unrestricted licensure.**

(c) **Licensure and Registration - Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or the District of Columbia. The physician must maintain current registration in the State of License if this is a requirement for continuing active, current licensure.**

(d) **English Language Proficiency - Physicians, including residents, appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d) and 7407(d).**

**(e) Additional requirements - The incumbent must be Board Certified by the American Board of Emergency Medicine (AOBEM) or by the American Osteopathic Board of Emergency Medicine (AOBEM), the Board of Internal Medicine, the Board of Family Practice. The incumbent must prove successful completion of an Accreditation Council for Graduate Medical Education or American Osteopathic Association approved post-graduate residency in Medicine or equivalent. Preferred Experience: Candidates should have clinical leadership experience and**

VA



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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Job Title: **Physician (Psychiatrist/PCT)**  
 Department: **Department Of Veterans Affairs**  
 Agency: **Veterans Affairs, Veterans Health Administration**  
 Job Announcement Number: **GF-15-CJL-1385419-BU**

**SALARY RANGE:** \$99,957.00 to \$240,000.00 / Per Year  
**OPEN PERIOD:** Friday, April 17, 2015 to Thursday, April 30, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Gainesville, FL  
**WHO MAY APPLY:** Open to all U.S. Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number: **1385419**

**Please read the announcement in its entirety before beginning the application process to ensure all required documents are submitted.**

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

The North Florida/South Georgia Veterans Health System (NF/SG VHS) is currently recruiting for a full-time Psychiatrist to work in the Post Traumatic Stress Disorder (PTSD) clinic within the Mental Health Service.

The Department of Veterans Affairs (VA) needs employees who possess the energy, compassion, and commitment to serve those who served our country. Whatever the job title, every position in VA will give you a chance to make a meaningful and personal contribution to the lives of truly special and deserving people - our Veterans. Working for VA is one of the most emotionally satisfying and professionally rewarding ways to dedicate the best within you to your Country's service.

If you are transitioning from the military or a Veteran already, we invite you to explore the benefits of continuing your career at the VA. **The VA is committed to hiring Veterans**.

The VA is much more than just another employer. It is an honorable, open and welcoming community of those who care. Gratitude is our motivation and service is our mission.

The VA has adopted Core Values and Characteristics that apply universally across the Department. The five Core Values define who we are, our culture and how we care for Veterans, their families and other beneficiaries. The Values are **Integrity, Commitment, Advocacy, Respect and Excellence (ICARE).  
**America's Veterans need you!****

Relocation Expenses are **not** authorized for this position.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No



**KEY REQUIREMENTS**

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Must have current and valid license.
- Must have already completed appropriate education.

**DUTIES:**

1. Performing psychiatric evaluations/assessments.
2. Performing psychiatric medication management.
3. Coordinating the overall mental health care of veterans with PTSD.
4. Working closely with colleagues to provide comprehensive, outpatient mental health care.
5. Using a computerized patient record system for progress notes, orders, prescriptions, and medical record review, among other actions.
6. Abiding by Medical Center Staff Bylaws, VHA Rules and Regulations, and familiarization with clinical guidelines.
7. Working in other areas of the hospital as needed in education, research, and/or leadership roles.

**Hours of Work:** Monday through Friday, 8:00 a.m. to 4:30 p.m. (Physicians are also responsible for on-call duties as assigned, in rotation, and to comply with procedures regarding on-call responsibilities.)

**PHYSICAL REQUIREMENTS:** Physical requirements for this position include moderate lifting (14-44 lbs.); light lifting (under 15 lbs.); straight pulling (.5 hour); reaching above shoulders; use of fingers, both hands required; walking (1 hour intermittently); standing (2 hours intermittently); ability to distinguish colors and shades of color; ability for rapid mental and muscular coordination simultaneously; near vision correctable to 13" to 16"; hearing (aid permitted). Candidate selection will be required to complete a pre-employment physical.

**QUALIFICATIONS REQUIRED:**

In order to qualify for this position you must meet the following:

**BASIC REQUIREMENTS**

- **U.S. Citizenship.** Must be a U.S. Citizen and non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with VA Policy.
- **Language.** Must be proficient in written and spoken English.
- **Education.** Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- **License.** Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.

**Preferred Experience:** Past experience and completion of an approved psychiatric residency with board Certification in Adult Psychiatry through the American Board of Psychiatry and Neurology. Applicants will be considered exclusively for care to the PTSD subset population; therefore, prior experience with veterans with PTSD is preferred. Please include specific interest to work in PCT setting with your CV and/or resume packet.

**Reference:** VA Regulations, specifically VA Handbook 5005, Part II, Appendix G-2 Physician Qualification Standard.



Apply Today:

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**Job Title: Physician (Emergency Department )**  
**Department: Department Of Veterans Affairs**  
**Agency: Veterans Affairs, Veterans Health Administration**  
**Job Announcement Number: ZY-15-JV-1316277-BU**

**SALARY RANGE:** \$0.00 to \$0.00 / Per Year  
**OPEN PERIOD:** Thursday, February 5, 2015 to Friday, May 1, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Excepted Service Permanent  
**DUTY LOCATIONS:** 1 vacancy in the following location:  
 Orlando, FL  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Not Applicable  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

Vacancy Identification Number (VIN) 1316277

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans. How would you like to become a part of a team providing compassionate care to Veterans?  
 Officially established in October 2006, the Orlando VA Medical Center is one of the Top 100 Companies in Central Florida for working families. The Orlando VA Medical Center includes a 120-bed Community Living Center and a 60-bed Residential Rehabilitation Program, located at the Lake Nona Campus, Outpatient Clinics in Orlando (Lake Baldwin), Viera and Daytona Beach and four Community Based Outpatient Clinics located in Clermont, Kissimmee, Leesburg, and Orange City. A new inpatient facility is currently under construction in southeast Orange County and is expected to open in 2015. The new 65-acre medical campus will have 134-inpatient beds and provide acute care, complex specialty care, advanced diagnostic services, a large multispecialty outpatient clinic, and administrative and support services.  
 VA encourages persons with disabilities to apply.

**APPLICANTS, PLEASE NOTE: THIS VACANCY ANNOUNCEMENT WILL REMAIN OPEN UNTIL MAY 1, 2015. THE DETERMINATION OF ELIGIBLE CANDIDATES WILL BE DONE EVERY 2 WEEKS AND REFERRED TO MANAGEMENT UNTIL FILLED. ONCE A SELECTION IS MADE, THIS ANNOUNCEMENT MAY CLOSE WITHOUT FURTHER NOTICE.**

Relocation/Recruitment incentive MAY be authorized upon review and approval by management.

You may be eligible to apply for the Education Debt Reduction Program. Please contact Human Resources at this medical center and speak with the Education Debt Reduction Program Coordinator for additional information.

#### TRAVEL REQUIRED

- Not Required

## RELOCATION AUTHORIZED

- No

## KEY REQUIREMENTS

- Must pass pre-employment examination
- Designated and/or Random Drug Testing required
- Background and/or Security Investigation required
- Selective Service Registration is required for males born after 12/31/1959
- Must be proficient in written and spoken English

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## DUTIES:

**Duties and Responsibilities:** Physician must be qualified to diagnose, treat, stabilize and manage patients according to standard, usual, and acceptable methods and techniques. Physician must have an unrestricted medical license and be BLS and ACLS Certified.

Duties to be performed include but are not limited to: Perform assessments/examinations on encounters with all presenting patients; Order and interpret appropriate diagnostic tests necessary to complete the ED evaluation; Provide Attending Physician oversight to residents, mid-level providers, and students; Stabilize all critically ill or injured patients; Admit patients to the hospital or discharge them from the ED with appropriate follow-up; Discuss treatment plan with patient and or family/caregiver (following COBRA guidelines); Perform medication reconciliation with all discharged patients; Participate in Quality Assurance, chart reviews, and support applicable ED performance measures; Coordinate patient care with consultants as deemed appropriate; Emergency Department physician will support the safety, occupational health and fire protection program by the application of approved standards, regulations, practices and work methods; Perform other directly related duties as assigned.

**Work Schedule:** The selectee may be required to work or travel between any of the locations within Corporate Orlando, including the new Lake Nona campus when it opens. The selectee may also be required to work various shifts on a permanent or temporary basis, based on patient care needs.

This job opportunity announcement may be used to fill additional vacancies in similar positions within corporate Orlando. This includes the same grade level and occupational series, but may be used for a different service or location.

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## QUALIFICATIONS REQUIRED:

### Basic Requirements:

- Must be proficient in written and spoken English.
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- Completed a first-year residency, or its equivalent, approved by the Secretary of Veterans Affairs for the year in which it was completed. For a VA resident, the appropriate Deans Committee and Resident Review Board may recommend appointment on the basis of the candidate's acceptability for residency training.

**Preferred Experience:** Emergency Medicine, Internal Medicine (with Emergency Department experience), Family Practice (with Emergency Department experience) highly preferred. Additionally, it is highly preferred that the candidate be ultrasound credentialed in compliance with the American Board of Emergency Medicine requirements.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs



U.S. Department  
of Veterans Affairs  
Veterans Health  
Administration

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**Job Title:** Anesthesiologist (Critical Care)  
**Department:** Department Of Veterans Affairs  
**Agency:** Veterans Affairs, Veterans Health Administration  
**Job Announcement Number:** WF-15-MR-1357608

**SALARY RANGE:** \$99,957.00 to \$325,000.00 / Per Year  
**OPEN PERIOD:** Wednesday, March 18, 2015 to Friday, May 29, 2015  
**SERIES & GRADE:** VM-0602-00  
**POSITION INFORMATION:** Full Time - Permanent  
**DUTY LOCATIONS:** 2 vacancies in the following location:  
 West Palm Beach, FL  
**WHO MAY APPLY:** United States Citizens  
**SECURITY CLEARANCE:** Public Trust - Background Investigation  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

The West Palm Beach VAMC opened its doors June 26, 1995 and provides primary and secondary level health care to eligible veterans in a seven-county area along Florida's Treasure Coast. Comprehensive services include medical, surgical and psychiatric inpatient care and outpatient services in each specialty

**Vacancy Identification Number (VIN): 1357608**

To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

As a VA physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

Applicant's education and experience will be reviewed by a Professional Standards Board and Compensation Panel (for physicians and dentists) in determining the grade and salary of the applicant selected. The recommended salary may be at any point in the range listed for this vacancy.

**VA encourages persons with disabilities to apply.**

**TRAVEL REQUIRED**

- Not Required

**RELOCATION AUTHORIZED**

- No

**KEY REQUIREMENTS**

- U.S. Citizenship
- Full unrestricted Licensure, Certification, or Registration required.
- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.

- English Language Proficiency required.

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## DUTIES:

The duties include providing perioperative anesthetic care to Veteran patients in a multidisciplinary environment, including preoperative assessment, intraoperative anesthetic administration and monitoring, and post-anesthesia care, in compliance with national accreditation standards. The medical center is a general medical, psychiatric and surgical facility. It is a teaching hospital, providing a full range of patient care services, with state-of-the-art technology as well as education and limited research. Comprehensive healthcare is provided through primary care and long-term care in the areas of dentistry, extended care, medicine, neurology, oncology, pharmacy, physical medicine, psychiatry, rehabilitation and surgery. We use an electronic medical records system, which requires that all physicians be/become computer literate.

- The selected candidate will be board certified or board eligible in Anesthesiology. He/she must have Fellowship training in Critical Care and be board eligible or board certified.
- Incumbent will oversee the Surgical ICU patients and act as the interface between the Medical Intensivist and the Surgical Service.
- The selected candidate will work Monday – Friday, from 7:00 a.m. to 3:30 p.m., with on-call duties required (evenings/weekends), as necessary.

Relocation Expenses: Relocation expenses are not authorized for this position.

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## QUALIFICATIONS REQUIRED:

- U.S. Citizenship (Non-citizens may be appointed only if it is not possible to recruit qualified citizens)
- Degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine or osteopathic medicine.
- Current, full and unrestricted license to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia.
- Must be board eligible or certified.

### Experience Required

1. Fellowship in Critical Care.
2. Board certification by the [American Board of Anesthesiology](#) (ABA) or the [American Osteopathic Board of Anesthesiology](#) (AOBA) and board eligible or certified in Critical Care.

**IN DESCRIBING YOUR EXPERIENCE, PLEASE BE CLEAR AND SPECIFIC. WE MAY NOT MAKE ASSUMPTIONS REGARDING YOUR EXPERIENCE.**

**Reference: VA Handbook 5005/27, Part II, Appendix G-2 PHYSICIAN QUALIFICATION STANDARD <http://www.va.gov/ohrm/joblistings/VAQualStds.doc>**

**Physical Requirements: *Physician Functional Requirements: Reaching above shoulder; Use of fingers; Both hands required; Walking (up to 4 hours); Standing (up to 5 hours)***

**APPLICANTS PLEASE NOTE:** Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications (particularly



Keyword:

Location:

Keywords, Job Title, Control #, Agency City, State, ZIP Code, or Country

[Advanced Search >](#)

Overview

Duties

Qualifications &amp; Evaluations

Benefits &amp; Other Info

How to Apply



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**Job Title:** Physician (Assistant Chief of the Medicine Care Line)

**Department:** Department Of Veterans Affairs

**Agency:** Veterans Affairs, Veterans Health Administration

**Job Announcement Number:** PM-15-DCT-1397240

**SALARY RANGE:** \$110,000.00 to \$275,000.00 / Per Year

**OPEN PERIOD:** Friday, May 1, 2015 to Wednesday, November 4, 2015

**SERIES & GRADE:** VN-0602-00

**POSITION INFORMATION:** Full Time - Excepted Service Permanent

**DUTY LOCATIONS:** 1 vacancy in the following location:  
Tucson, AZ [View Map](#)

**WHO MAY APPLY:** US Citizens and Non Citizens

**SECURITY CLEARANCE:** Not Applicable

**SUPERVISORY STATUS:** Yes

**JOB SUMMARY:**

Dedicated to Patient-Centered Care, the Southern Arizona VA Healthcare System (SAVAHCS) is a state of the art network of health care facilities throughout Southern Arizona comprised of the medical center in Tucson, Arizona and seven Community Based Outpatient Clinics in Casa Grande, Green Valley, Safford, Sierra Vista, Yuma, Northwest and Southeast Tucson. Through an environment of compassion, education, and research, SAVAHCS is a national model of clinical and organizational excellence.

Vacancy Identification Number (VIN): 1397240

**OUR MISSION:** To fulfill President Lincoln's promise – "To care for him who shall have borne the battle, and for his widow, and his orphan" – by serving and honoring the men and women who are America's Veterans.

### How would you like to become a part of a team providing compassionate care to Veterans?

As a VA physician, your opportunities are endless. With many openings in the multiple functions of VA, you will have a wide range of opportunities at your fingertips. Not only is it the largest, most technologically advanced integrated health care system in the nation, but we also provide many other services to Veterans through the Benefits Administration and National Cemeteries.

#### VA encourages persons with disabilities to apply

VA professionals feel good about their careers and their ability to balance work and home life. VA offers generous paid time off and a variety of predictable and flexible scheduling opportunities. For more information on the Department of Veterans Affairs, go to <http://www.vacareers.va.gov/>.

The Southern Arizona VA Health Care System honors America's Veterans by providing exceptional health care that improves their health and well being.

Are YOU the one?

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**Job Announcement Number:**  
PM-15-DCT-1397240

**Control Number:** 402683600

We expect members of the SAVAHCS team to continually meet the VISN 18 Quality Standards.

**Safety:** SAFETY comes first!

**Kindness:** Treat Veterans, families, guests and SAVAHCS team members with compassion, respect and dignity.

**Performance Excellence:** Give your personal best and strive to "exceed expectations."

**Presentation:** Demonstrate professionalism, positive attitude and passion.

**Stewardship:** Accept responsibility for the duties entrusted to you, maintain the environment and support the SAVAHCS tradition of exceptional health care.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- Must pass pre-employment examination.
- Designated and/or Random Drug Testing required.
- Background and/or Security Investigation required.
- Selective Service Registration is required for males born after 12/31/1959.
- Must be proficient in written and spoken English.

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#### DUTIES:

[Back to top](#)

The Department of Medicine at the Southern Arizona VA Health Care System (SAVAHCS) is seeking energetic candidates for Assistant Chief of Medicine. The position, located in Tucson, Arizona, will provide leadership and direction for the Medical Service staff and its programs including Specialty Care, Emergency Department, and Specialty Telemedicine.

Excellent Veteran care is our organizing principle; we have important second tier missions in education, research, and professional development. There will be numerous opportunities to identify and implement service enhancements and process improvements.

The Assistant Chief, Medical Service, in conjunction with the Chief, Medical Service, is responsible for the management, oversight and implementation of services relating to the timely and efficient care of the Veterans. Both clinical and administrative expertise will be helpful in supporting Veteran care. The Assistant Chief will be expected to collaborate with other service lines and periodically with other VA medical centers, and to support compliance with various oversight administrative and clinical entities. The position anticipates clinical, teaching, and administrative contributions, the proportions fluctuating in response to service needs.

**To apply, applicants must be Board Eligible or Board Certified in Internal Medicine by the American Board of Internal Medicine.**

SAVAHCS is the major teaching affiliate of the University of Arizona . The candidate must be eligible for an appointment in the Department of Medicine at the University of Arizona. **Clinical contact for this position is: Raymond Kacich, MD, FACC, Chief of Medicine, SAVAHCS, [Raymond.Kacich@VA.gov](mailto:Raymond.Kacich@VA.gov).**

#### Federal Benefits for Physicians:

- 26 days paid vacation per year
- 13 days sick leave per year
- 10 paid holidays
- 15 days military leave per year for active reservists and National Guard

## ANESTHESIA SERVICE

- 1. REASON FOR ISSUE.** This Veterans Health Administration (VHA) Handbook establishes the programmatic structure and procedures that are to be used for the practice of anesthesiology in VHA.
- 2. SUMMARY OF CONTENTS/MAJOR CHANGES.** Procedures have been revised to note the team approach to anesthesia care within the Department of Veterans Affairs (VA), and to be more specific regarding provision of anesthesia care. Procedures have been revised to recognize the participation of ancillary personnel including anesthesiologists' assistants, physicians' assistants, and biomedical technicians as part of the anesthesia team.
- 3. RELATED ISSUE.** VHA Directive 1123 (to be published).
- 4. RESPONSIBLE OFFICE.** The Office of Patient Care Services (111L) is responsible for the contents of this VHA Handbook. Questions may be addressed to the Anesthesia Service at 206-764-2157.
- 5. RECISSIONS.** VHA Handbook 1123, dated March 27, 1998, is rescinded.
- 6. RECERTIFICATION.** This VHA Handbook is scheduled for recertification on or before the last working day of March 2012.

Michael J. Kussman, MD, MS, MACP  
Acting Under Secretary for Health

DISTRIBUTION: CO: E-mailed 3/9/2007  
FLD: VISN, MA, DO, OC, OCRO, and 200 – E-mailed 3/9/2007



improvement results can then be systematically fed back to providers and patients, as appropriate.

- i. Administrative involvement in hospitals, medical schools, and outpatient facilities necessary for implementation of these responsibilities.
- j. Involvement in quality improvement efforts.

#### **4. PROVISION OF ANESTHESIA CARE**

The VA system incorporates different types of facilities with differing levels of complexity of anesthetic care. Different models of anesthesiology practice may exist including facilities with only anesthesiologists, facilities with anesthesiologists and nurse anesthetists working in a care team approach, and facilities with nurse anesthetists only. In addition, other team members may include nurse practitioners, biomedical technicians, anesthesiologist assistants (AAs), physicians' assistants, registered nurses, or others as determined locally. Responsibility for care is determined by local policy, but the following minimum standards must be met:

- a. In facilities with both anesthesiologists and nurse anesthetists, care needs to be approached in a team fashion taking into account the education, training, and licensure of all practitioners.
- b. Anesthesia must be practiced at the highest levels of care and quality at all times.
- c. While ultimate responsibility for the patient's care during the peri-procedure period rests with the practitioner performing the procedure, the choice of anesthetic technique and treatment of intra-operative physiologic changes rests with the anesthesia practitioner of record, whether it is an anesthesiologist or a nurse anesthetist. In facilities where nurse anesthetists practice and there is no anesthesiologist, responsibility for intra-operative anesthesia choice is determined by the anesthetist. In those cases, as the anesthesia practitioner of record, only the Certified Registered Nurse Anesthetist (CRNA)'s signature is required on the anesthetic record for purposes of authentication.
- d. Responsibility for departmental policy rests with the Chief of Anesthesiology, or designee.
- e. Providers must meet the licensure requirements defined in their respective VHA qualification standards. Facilities are reminded that state license scope of practice establishes the maximum breadth of practice allowable for a provider. VHA facilities, based on local needs, may specify privileges or scopes of practice that are narrower than those established in the state licenses.

#### **5. THE DIRECTOR, ANESTHESIA SERVICE (AS)**

- a. The Director, AS, must be certified by the American Board of Anesthesiology and appointed by VHA Central Office.

## EMERGENCY MEDICINE HANDBOOK

- 1. REASON FOR ISSUE.** This Veterans Health Administration (VHA) Handbook establishes procedures for VHA Emergency Departments (EDs).
- 2. MAJOR CHANGES.** This is a new VHA Handbook establishing procedures for VHA EDs.
- 3. RELATED ISSUE.** None.
- 4. RESPONSIBLE OFFICE.** The Office of Patient Care Services (11), Specialty Care Services (111), is responsible for the contents of this VHA Handbook. Questions may be referred to the National Director for Emergency Medicine at (202) 461-7120.
- 5. RESCISSIONS.** None.
- 6. RECERTIFICATION.** This VHA Handbook is scheduled for recertification on or before the last working day of May 2015.

Robert A. Petzel, M.D.  
Under Secretary for Health

DISTRIBUTION: E-mailed to the VHA Publications Distribution List 5/14/2010

- d. Appropriate signage at all entrances directs patients to the ED.
- e. A plan is established for the provision of additional nursing, provider, and support staff in times of acute overload or disaster.
- f. A diversion policy is in force that provides clear indications for the use of diversion and limitations for the length of time spent on diversion without a re-evaluation of the situation (see subpar. 14d).
- g. The credentialing and privileging process for ED physicians includes an assessment of airway management and management of hypotension prior to approval for use of anesthetic drugs (see subparagraph 15c).
- h. Protocols are established identifying procedures for assessing suspected alcohol intoxication. Breathalyzer or blood alcohol testing may be used with the patient's informed consent to aid in making this determination in the non-acute setting such as a CBOC or substance abuse clinic. Title 38, CFR 17.32(d) provides that signature consent would not be required
- i. Procedures and plans are established, with VA Regional Counsel review, to contact VA police or local law enforcement officials for patients leaving against medical advice if patients are considered a danger to themselves or others. These plans must take into consideration the laws governing the release of information about the Veteran's medical condition. No information that is protected by title 38 U.S.C. § 7332 (i.e., information related to the condition of sickle cell anemia or Human immunodeficiency virus (HIV), or the condition and treatment of drug or alcohol abuse) may be disclosed. *NOTE: VA policy regarding disclosing patient alcohol information to police is found in VHA Handbook 1605.1.*

## 9. RESPONSIBILITIES AND CREDENTIALS OF THE ED MEDICAL DIRECTOR

The ED Medical Director is responsible for directing the medical care provided in the ED and must:

- a. Be certified by the American Board of Emergency Medicine, the American Osteopathic Board of Emergency Medicine, or possess comparable qualifications as established by the facility credentialing and privileging policy.
- b. Have experience and possess competence in management and administration of clinical services in an ED.
- c. Ensure that quality, safety, and appropriateness of emergency care are continually monitored and evaluated.
- d. Be a voting member of the hospital Medical Staff Executive Committee (MSEC) or equivalent committee.
- e. Be knowledgeable about EMS operations and the local and regional EMS network.

## 11. ED STAFFING

Appropriately educated and qualified emergency care professionals staff the ED during all hours of operation. This includes, at a minimum, a registered nurse and a licensed physician credentialed and privileged to work in the ED. ED volume, complexity, and flow rate are important information needed to determine the number of staff members required. A plan established and supported by the medical center must exist for additional nursing, provider, and support staff in times of acute overload or disaster.

### a. Physician Staffing

(1) Each physician must be individually credentialed and privileged by the medical facility in accordance with criteria contained in the facility policy on physician credentialing.

(2) All physicians who practice in an ED must possess training, experience, and competence in emergency medicine sufficient to evaluate and initially manage and treat all patients who seek emergency care, consistent with the physician's delineated clinical privileges. **NOTE:** *Physicians board certified in emergency medicine are preferred.*

(3) Residents may be appointed to serve as ED physicians (sometimes referred to as Medical Officer of the Day (MOD) in accordance with the provisions of VA guidelines on Pay Administration and VHA Handbook 1400.1). Residents who are appointed, outside of their training program, to work on a fee basis as an ED physician or MOD must be licensed, credentialed, and privileged in order to qualify for such an appointment. If appointed as an independent "admitting physician" for nights or weekend duty, the resident is not working under the auspices of a training program, and must meet the same requirements as all staff physicians and dentists appointed for ED duties at the facility. However, the hours worked count towards the duty week maximum under accreditation standards. Such residents must have completed their primary specialty training, as required to apply for board certification (see VHA Handbook 1400.1). **NOTE:** *The provision for residents to serve as fee-basis "admitting physicians" (if specified criteria are met) is allowable under an exemption to dual compensation restrictions governing VA employment. No other exemptions are allowed for trainees (as specified in VA guidance on Pay Administration).*

(4) As a general rule, residents who have not completed the preceding requirements are not eligible to practice independently in the ED. In a critical staffing emergency situation, permission to use a post-graduate year (PGY)-3 and above, non-board-eligible resident for sole, unsupervised coverage may be requested from the respective VISN Director. When such an emergency exists, the VISN Director may approve the use of a PGY-3 and above, non-board-eligible resident on a short-term, time-limited basis, when truly exceptional circumstances exist. In these rare instances, the resident must be appropriately credentialed and privileged and be an approved provider of Advanced Cardiac Life Support (ACLS) (see VHA Handbook 1100.19). Normally, residents who have not satisfied their primary training requirements may only be eligible to serve as non-independent practitioners in the ED and if used under routine (non-emergent) conditions, must be credentialed and privileged as "dependent" practitioners, who must be supervised (see VHA Handbook 1400.1).

## SUPERVISION OF PHYSICIAN RESIDENTS PROVIDING EMERGENCY CARE COVERAGE

**1. Emergency Department (ED) Physician (sometimes called the Admitting Officer of the Day).** Physicians providing independent ED coverage must be credentialed, privileged, and fully licensed. **NOTE:** *Post-graduate year (PGY)-3 and above residents are normally subject to the same supervisory requirements as specified in paragraph 12.* However, in a critical staffing emergency situation, permission to use a PGY-3 and above, non-board-eligible resident for sole, unsupervised coverage may be requested from the respective Veterans Integrated Service Network (VISN) Director. When such an emergency exists, the VISN Director may approve the use of a PGY-3 and above, non-board-eligible resident on a short-term, time-limited basis, when truly exceptional circumstances exist. In these rare instances, the resident must be appropriately credentialed and privileged and be an approved provider of Advanced Cardiac Life Support (ACLS) (see VHA Handbook 1100.19).

### **2. Supervision of PGY-4 and above Board-Certified or Board-Eligible Residents**

a. Physician residents who are board-certified or board-eligible may be privileged as independent practitioners for purposes of ED coverage. Privileges sought and granted may only be those delineated within the general category for which the resident is board-certified or board-eligible.

b. Residents who are appointed as such, outside the scope of their training program (i.e., fee basis), must be fully licensed, credentialed, and privileged for the duties they are expected to perform. In this capacity, they are not working under the auspices of a training program and must meet the requirements for appointment, and they are subject to the provisions contained in VHA Handbook 1100.19, Credentialing and Privileging. Specialty privileges, which are within the scope of the resident's training program, may not be granted.

c. Regarding documentation of attending supervision for ED care:

(1) **Physical Presence.** The supervising practitioner for the ED must be physically present in the ED.

(2) **ED Visits.** Each new patient to the ED must be seen by or discussed with the supervising practitioner. **NOTE:** *Documentation of supervising practitioner involvement must be according to subparagraphs 12a, 12b(1)-(4), and 12c.*

(3) **Discharge from the ED.** The supervising practitioner, in consultation with the resident, ensures that the discharge of the patient from the ED is appropriate. **NOTE:** *Any of the four types of documentation referenced in subparagraphs 12b(1)-(4).*

## CREDENTIALING AND PRIVILEGING

**1. REASON FOR ISSUE.** This revised Veterans Health Administration (VHA) Handbook provides VHA procedures regarding credentialing and privileging.

**2. SUMMARY OF CONTENTS/MAJOR CHANGES.** This revision of VHA Handbook 1100.19 incorporates:

a. VHA policy on participation and actions related to the National Practitioner Data Bank (NPDB) including participation in the Proactive Disclosure Service and changes concerning second level review by the Veterans Integrated Service Network Chief Medical Officer of the appointment and privileging process.

b. Clarification of identified issues related to verification and follow-up of State licenses, including a requirement for written verification of licensure in follow-up to other methods of verification, as well as timely follow-up of actions taken by State licensing boards. Specific guidance is provided for those instances where a practitioner enters into an agreement to not practice in a State.

c. The educational requirement for facility medical staff leaders to complete training in Medical Staff Leadership and Provider Profiling within 3 months of assuming the position.

d. The Focused Professional Practice Evaluation and ongoing monitoring of privileges, as well as clarifies information on practitioner specific information to be compiled in the provider profile and evaluated as part of the facility's ongoing monitoring of practitioner health care practice, as well as for the reappraisal and privileging process.

e. Sample letters for the Summary Suspension of Privileges, Automatic Suspension of Privileges, and Clinical Practice Review.

**3. RELATED ISSUE.** VHA Directive 1100 (to be published).

**4. RESPONSIBLE OFFICE.** The Office of Quality Performance (10Q), is responsible for the contents of this VHA Handbook. Questions may be addressed to (919) 993-3035, extension 236.

**5. RESCISSIONS.** VHA Handbook 1100.19, dated October 2, 2007, is rescinded.

**6. RECERTIFICATION.** This VHA Handbook is scheduled for recertification on or before the last working day of November 2013.

Michael J. Kussman, MD, MS, MACP  
Under Secretary for Health

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education used to support the granting of clinical privileges, if applicable (e.g., for an APRN, the qualifying degree for the registered nurse (RN) and the advanced APRN education must be verified).

(g) Primary source verification of other advanced educational and clinical practice program is required if the applicant offers this credential(s) as a primary support for requested specialized clinical privileges.

(2) **Educational Profile for Physicians.** Facilities may obtain, from the American Medical Association (AMA) or the American Osteopathic Association (AOA) Physician Database, a profile listing of all medical education a physician candidate has received in this country. These data sources contain other information for follow-up, as necessary. The AMA Physician Masterfile is a TJC-designated equivalent for primary source verification requirements for physicians' and osteopaths' education and completion of residency training. **NOTE:** *The AOA Physician Database is a designated equivalent for: pre-doctoral education accredited by the AOA Bureau of Professional Education, post-doctoral education approved by the AOA Council on Postdoctoral Training, and Osteopathic Board certification.* In instances where these profiles do not stipulate primary source verification was obtained, the facility must pursue that verification, if required by this policy. If a VA facility elects to use the profile, any associated fee is borne by the facility. Nothing in this Handbook regarding the AMA Physician Profile or AOA Osteopathic Physician Profile alters Human Resources Management's documentation requirements for employment.

(3) **Filing.** Verification of all education and training is filed in Section III of the Credentialing and Privileging Folder and in the appropriate portion of VetPro.

#### **f. Verifying Specialty Certification**

##### **(1) Physician Service Chiefs**

(a) Physician service chiefs must be certified by an appropriate specialty board or possess comparable competence. For candidates not board-certified, or board certified in a specialty(ies) not appropriate for the assignment, the medical staff's Executive Committee affirmatively establishes and documents, through the privilege delineation process, that the person possesses comparable competence. If the service chief is not board certified, the Credentialing and Privileging file must contain documentation that the individual has been determined to be equally qualified based on experience and provider specific data. Appointment of service chiefs without board certification must comply with the VHA policy for these appointments as appropriate.

(b) Verification must be from the primary source by direct contact or other means of communication with the primary source, such as by the use of a public listing of specialists in a book or Web site, or other electronic medium as long as the listing is maintained by the primary source and there is no disclaimer regarding authenticity. If listings of specialists are used to verify specialty certification, they must be from recently issued copies of the publication(s), and include authentic copies of the cover page indicating publication date and the page listing the practitioner. This information must be included in the practitioner's folder (electronic or paper) as follows:

1. Physicians. Board certification may be verified through the Official ABMS Directory of Board Certified Medical Specialists, published by the American Board of Medical Specialists (ABMS), or acceptable Internet verification, or by direct communication with officials of the appropriate board. A letter from the board addressed to the facility is acceptable for those recently certified. The electronic matching through VetPro is primary source verification because it is performed through an electronic version of Official ABMS Directory of Board Certified Medical Specialists. Osteopathic board certification may be verified through the AOA Physician Database. Copies of documents used to verify certification are to be filed in the Official Personnel Folder and in the credentialing and privileging file. **NOTE:** *The address and telephone number of the board may be obtained from the latest Directory of Approved Residency Programs published by the Accreditation Council for Graduate Medical Education.*

2. Dentists. Board certification may be verified by contacting the appropriate Dental Specialty Board. **NOTE:** *Addresses of these boards may be obtained from the American Dental Association (ADA).*

3. Podiatrists. The following three specialties are currently recognized by the House of Delegates, American Podiatric Medical Association, and VA: the American Board of Podiatric Surgery, the American Board of Podiatric Orthopedics, and the American Board of Podiatric Public Health. **NOTE:** *Addresses of these boards may be obtained from the latest American Podiatric Directory.*

4. Other Occupations. Board certification and other specialty certificates must be primary source verified by contacting the appropriate board or certifying organization.

(2) **Evidence of Continuing Certification.** Board certification and other specialty certificates, which are time-limited or carry an expiration date, must be reviewed and documented prior to expiration.

(3) **Filing.** Verification of specialty certification is filed in Section III of the Credentialing and Privileging folder and in the Board Certification portion of VetPro.

g. **Licensure**

(1) **Requirement for Full, Active, Current, and Unrestricted Licensure.** Applicants being credentialed in preparation for applying for clinical privileges must possess at least one full, active, current, and unrestricted license that authorizes the licensee to practice in the state of licensure and outside VA without any change being needed in the status of the license.

**NOTE:** *For new appointments after a break in service, all licenses active at the time of separation need to be primary source verified for any change in status.*

(2) **Qualification Requirements of Title 38 United States Code (U.S.C.) Section 7402(f).** Applicants being credentialed for a position identified in 38 U.S.C. Section 7402(b) (other than a Director) for whom State licensure, registration, or certification is required and who possess or have possessed more than one license (as applicable to the position) are subject to the following provisions:



(2) **Employees and Other Returning Practitioners.** At the time of initial hire, a new appointment after a break in service, or reappraisal, each employee or returning practitioner (e.g., contractor) is asked to list any involvement in administrative, professional, or judicial proceedings, including Tort claims, and to provide a written explanation of the circumstances, or change in status. A review of clinical privileges, as appropriate, must be initiated if clinical competence issues are involved. The information provided by the individual must be filed in Section VI of the Credentialing and Privileging folder and in the Supplemental Section of the VetPro file.

(3) **Primary Source Information.** Efforts should be made to obtain primary source information regarding the issues involved and the facts of the cases. The Credentialing and Privileging folder must contain an explanatory statement by the practitioner and evidence that the facility evaluated the facts regarding resolution of the malpractice case(s), as well as a statement of adjudication by an insurance company, court of jurisdiction, or statement of claim status from the attorney. A good faith effort to obtain this information must be documented by a copy of the refusal letter or report of contact.

(4) **Evaluation of Circumstances.** Facility evaluating officials must consider VA's obligation as a health care provider to exercise reasonable care in determining that health care professionals are properly qualified, recognizing that many allegations of malpractice are proven groundless.

(a) Facility officials must evaluate the individual's explanation of specific circumstances in conjunction with the primary source information related to the payment in each case. The practitioner's explanatory statement is to be documented in the Supplemental Questions. A practitioner's statement included in the NPDB-HIPDB report does not satisfy the need for the practitioner to provide an explanation.

(b) This review must be documented and filed in Section VI of the standard folder and the appropriate section in VetPro. Reasonable efforts must be made to ensure that only health care professionals who are well-qualified to provide patient care are permitted to do so.

(c) NPDB-HIPDB reports contain information regarding any malpractice payment made on behalf of the practitioner. This information is considered a secondary source and does not meet the standard of primary source verification. Primary source verification must be obtained on this information from the appropriate sources.

***NOTE:** Questions concerning legal aspects of a particular case need to be directed to the Regional Counsel or General Counsel.*

#### 1. **NPDB – HIPDB Screening**

(1) Proper screening through the NPDB-HIPDB is required for applicants, including: physician residents who function outside of the scope of their training program, i.e., those

**SAMPLE ADVISEMENT TO LICENSED HEALTH CARE PROFESSIONAL OF  
AUTOMATIC SUSPENSION OF CLINICAL PRIVILEGES**

Date

John Doe, M.D.  
1234 East Main  
Little Town, Big State 12345

Dear Dr. Doe:

This serves as notification that effective \_\_\_(Insert date)\_\_\_, your clinical privileges have been administratively suspended based on the recommendation of the Professional Standards Board or Medical Executive Committee (MEC) due to \_\_\_(Insert justification, such as delinquent dictations, expired license)\_\_\_ . Corrective action should be accomplished within \_\_\_(Insert #)\_\_\_ days of receipt of this notice. Once the \_\_\_(Insert issue)\_\_\_ has been corrected, the Executive Committee of the Medical Staff will review your credentialing information and make a recommendation regarding reinstatement of your privileges. Until that time, you are removed from patient care and placed in an administrative position or on administrative leave. This action is being taken in accordance with the \_\_\_(Insert Facility name)\_\_\_ Medical Staff Bylaws. The circumstances will be thoroughly reviewed to determine if the reason for this administrative suspension meets the criteria for substandard care, professional misconduct, or professional incompetence. This will then be reviewed against all reporting requirements.

Please note that a practitioner may not have more than three automatic suspensions in 1 calendar year, and no more than 20 days per calendar year. If either of these occurs, a review of the need for the practitioner's continued services will be performed.

Please sign and date the acknowledgment on the next page return it to the Office of the Chief of Staff by close of business today.

Should you have any questions or wish to discuss this issue, please feel free to contact the Chief of Staff.

Sincerely yours,

Medical Center Director

cc: Service or Product Line Chief

# Castle Worldwide Report



## **THE AMERICAN BOARD OF PHYSICIAN SPECIALTIES**

# **REPORT ON THE AAPS BOARDS OF CERTIFICATION EXAMINATION DEVELOPMENT**

### **ABSTRACT**

*The standards and rationale used in the construction of the 14 Boards of Certification exams of the American Association of Physician Specialists, Inc. (AAPS)/ American Board of Physician Specialties (ABPS) are described in this 797 page document. By applying these methods, AAPS/ABPS provides the foundation for a legally defensible, reliable and valid examination program.*



***THE AMERICAN ASSOCIATION OF PHYSICIAN SPECIALISTS, INC.***

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## INTRODUCTION

The knowledge and skills needed to be a competent professional in the field must be determined before a content-valid examination is developed. The process for identifying these competency areas is a practice analysis, which serves as a blueprint for examination development. The critical reason for conducting a practice analysis study is to ensure that an examination is content-valid. Today, content validity is the most commonly applied and accepted validation strategy utilized in establishing certification programs. In psychometric terms, validation is the way a test developer documents that the competence to be inferred from a test score is actually measured by the examination. A content-valid examination, then, appropriately evaluates knowledge or skills required to function as a competent practitioner in the field. A content-valid examination contains a representative sample of items that measure the knowledge or skills contained in the profession being tested.

The practice analysis study is an integral part of ensuring that an examination is content-valid, therefore, the aspects of the profession covered on the examination reflect the tasks performed in practice settings. The practice analysis studies for the American Association of Physician Specialists, Inc. consist of the following six (6) phases:

- I. Initial Development and Validation: Over the course of extensive and comprehensive meetings, the subject matter experts in each specialty identify the technical knowledge areas, domains, and tasks essential to the performance of a certified physician.
- II. Validation Study: A representative sample of professionals in the field of each specialty reviews and validates the domains and tasks as identified by the practice analysis panel.
- III. Development of Test Specifications: Based on the ratings gathered from the representative sample of professionals, the test specifications (or test blueprint) for the certification examination are developed.
- IV. Assembly of Exams: For each specialty area, tests are constructed that conform to the test blueprint. Each question on each test is referenced to a published and readily available source in the specialty practice field, and each question is validated by a group of subject matter experts.
- V. Setting of a Criterion-Referenced Passing Point: A passing point is set for each examination, using the Angoff Modified Technique, which is one of the most common and accepted ways of setting a passing point for a certification examination.
- VI. Development of the Oral Examinations:  
New oral examination development was conducted in workshops and via teleconferences in 2001 through 2002. The principles and procedures are outlined in the Federal regulations (Uniform Guidelines on Employee Selection Procedures) and manuals, such as Standards for Educational and Psychological Testing (published by the American Educational Research Association, 1999).

In a typical test cycle, over 100 different physicians will participate in developing the examinations. The level of commitment demonstrated by AAPS, Inc. and its individual members is very unusual for a certification organization and attests to the quality of its certification program.

## ROLE OF CASTLE WORLDWIDE, INC.

The process of developing the examinations is overseen by Castle Worldwide, Inc., an independent test development company. Using an independent testing company provides the measure of objectivity, which is crucial in developing certification examinations. AAPS' decision to employ an independent testing company is evidence of their commitment to producing the highest quality examinations.

CASTLE offers its clients the experience gained through years of service in leadership positions with the National Organization for Competency Assurance (NOCA), the National Commission for Certifying Agencies (NCCA), and the Council on Licensure, Enforcement, and Regulation (CLEAR). CASTLE'S psychometric expertise is widely-recognized and has been solicited for leading publications such as *Certification: A NOCA Handbook* and the revised *Standards for Educational and Psychological Testing* published by the American Educational Research Association, the American Psychological Association, and the National Council on Measurement in Education.

The following staff members are involved in the AAPS certification program:

### **James P. Henderson, Ph.D. - President**

Dr. Henderson has extensive experience in the administration of credentialing programs. This expertise involves the administration of national licensing and certification examinations with the National Athletic Trainers Association Board of Certification, Board of Certified Safety Professionals, American Council on Exercise, National Council on Interior Design Qualification, Project Management Institute, Society of American Foresters, International Certification and Reciprocity Consortium/Alcohol and Other Drug Abuse, American Healthcare Radiology Administrators, and many others.

The examinations developed under the direction of Dr. Henderson are highly regarded as reliable, content-valid instruments for assessing professional competence. Under Dr. Henderson's leadership, CASTLE has conducted numerous practice analysis and role delineation studies for clients of both national and international scope including the American Association of Physician Specialists, Inc. and the American College of Medical Practice Executives. The role delineation study for alcohol and drug abuse counselors, directed by Dr. Henderson, is considered a national model for the counseling profession.

Dr. Henderson served as Chair and Psychometrician for the National Commission for Certifying Agencies (NCCA), which is the accreditation body of the National Organization for Competency Assurance (NOCA). While serving as NCCA Psychometrician, Dr. Henderson reviewed applications for NCCA accreditation. He has recently completed service as Steering Committee Co-chair for NCCA's *Standards Review and Validation Project*. Dr. Henderson also is a member of NOCA's Leadership Council, and a past member of NOCA's Board of Directors. He contributed a chapter titled "Job Analysis" for a NOCA book entitled, *Certification: A NOCA Handbook*, and was the recipient of the 2001 NOCA Leadership Award, the second recipient to receive this honor in the 25-year history of NOCA.

At CASTLE, Dr. Henderson has assembled teams of multi-skilled workers who focus on product development and customer service, and he has put in place the technology infrastructure and benefits plans to encourage employee excellence and loyalty. Dr. Henderson obtained his doctorate at the University of North Carolina at Chapel Hill. After completing his doctoral studies, Dr. Henderson served as Assistant Professor at the State University of New York at Cortland. While there, he taught

graduate courses in tests and measurement and carried out a number of research projects. He has published numerous articles and made national presentations on a variety of psychometric topics.

**James A. Penny, Ph.D. – Project Director**

Dr. Penny's role as project director for AAPS includes oversight for future practice analysis studies and examinations. He has extensive experience in all aspects of examination development. He has moderated job analysis, item writing, and examination assembly meetings with numerous organizations including Certifying Board for Gastroenterology Nurses and Associates, Examination Board for Professional Home Inspectors, National Council on Interpreting, and Society of American Foresters.

Dr. Penny is a measurement specialist with specific expertise in item response theory, measurement equivalence, multi-rater assessments, assessment fairness, and nonlinear response models. He has published many papers concerning the demonstration of measurement equivalence in industrial and organizational professional journals. He has published critical analyses of high stakes assessment methodologies in professional journals of educational measurement and experimental education. In conjunction with these publications, Dr. Penny has presented at numerous professional conferences.

Dr. Penny earned an undergraduate degree in physics at the University of North Carolina at Chapel Hill. He completed his masters' degree and specialist certification in science education at North Carolina State University in Raleigh. His doctorate is from the University of North Carolina at Greensboro, Department of Educational Research Methodology. There he developed statistical indicators to assess the statistical significance of the area between pairs of response functions used in item response theory as indicators in differential item functioning.

Before working as a Psychometrician, Dr. Penny taught statistics, mathematics, and computer science at Greensboro College, the University of North Carolina, North Carolina A&T State University, and in the public schools of Lee and Wake counties in North Carolina. In addition, Dr. Penny worked as director of academic computing at Greensboro College and North Carolina A&T State University. Most recently Dr. Penny worked as a Psychometrician with the Center for Creative Leadership, developing and validating scales to assessing various aspects of leadership.

**Scott T. Bublitz, Ph.D. – Associate Project Manager**

Dr. Bublitz serves as the associate project manager for AAPS and works closely with Dr. Henderson on all aspects of AAPS programs. Dr. Bublitz has valuable experience in all aspects of test development including job analysis, examination development, passing point determination, and statistical analysis of examination results. He has considerable training and experience in the collection and analysis of statistical data as it relates to examination validation, development, and maintenance.

Dr. Bublitz has performed job analysis studies and test development activities for more than twenty CASTLE clients. He has completed job analysis studies for the National Council of Interpreters, Sara Lee Corporation, the Custom Electronic Design and Installation Association, the Registry of Interpreters for the Deaf, and the American Healthcare Radiology Administrators. He has conducted test development activities for those clients as well as for the North Carolina Biotech Center. He recently completed a program evaluation for the American Board of Chiropractic Orthopedists and made a presentation to the Texas Real Estate Commission on the merits of the CASTLE-developed test used by the Examination Board of Professional Home Inspectors. He has presented a research paper to



the Registry for Interpreters for the Deaf in which he investigated the reliability and validity of two RID examinations.

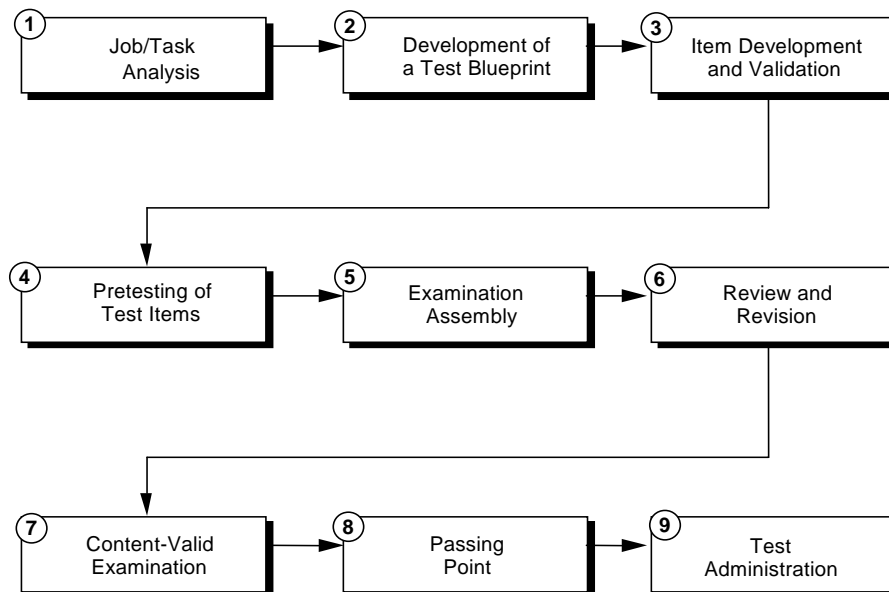
Dr. Bublitz also is an experienced Web administrator and has developed Web-based training guides to improve employee performance. He has developed and maintained Web pages for the Purdue University Psychology Department and CASTLE Worldwide, Inc. He recently conducted a workshop on Front Page Web development software at North Carolina State University. Dr. Bublitz's combined experience in psychometrics and information systems management is well suited to the AAPS program.

Dr. Bublitz received his doctoral degree in Industrial/Organizational and Vocational Psychology from North Carolina State University. He holds a masters' degree in Industrial/Organizational Psychology from Purdue University and a bachelor's degree in Psychology from Winona State University.

**Tracie Hickman, M.A. - Senior Editor**

Ms. Hickman and her editorial staff conduct editorial reviews of new examination items, manage the item banks, conduct the preliminary assembly of examinations, and prepare candidate handbooks, study guides, and project reports. Ms. Hickman received her bachelor's degree in English from Elon College and her advanced degree in Mass Communication from the University of Georgia. She has considerable experience in many areas of publishing and is highly skilled in both writing and graphic design.

## Steps in the Construction of a Content-valid Examination



- 1. Job/Task Analysis.** Before developing an examination, a job/task analysis study determines the knowledge and skills that define a minimally competent professional in the field to be tested. Linking the knowledge and skills defined in the job analysis to the examination content ensures that an examination is content valid. In psychometric terms, validation is how a test developer documents the competence inferred from an examination test score.

During the job/task analysis process, a committee of subject matter experts defines the overall performance domains associated with competent practice. These performance domains are further broken down into more distinct tasks, knowledge, and skills required on the job. The job responsibilities developed by the subject matter experts are then validated through a survey of practitioners. The practitioners review and rate the domains and tasks according to their importance, criticality, and frequency of performance.

- 2. Development of a Test Blueprint.** In the next step, the results from the validation survey are used to develop a blueprint, or a plan, for the examination. The information regarding the importance, criticality, and relevance of each domain and task is translated directly into the percentage of items that should be included in the examination for each content area. This blueprint guides the item development and examination assembly process and ensures that the examination reflects the relative importance of the required knowledge and skills.
- 3. Item Development and Validation.** All examination items are written by experts in the practice field. Each item writer is trained in writing, reviewing, editing, and validating questions. Each question is reviewed and validated by at least three other subject matter experts and must have at least two verifiable references. Each item is classified by content category, assigned a cognitive level, and validated according to its appropriateness to the certification-level practitioner. After development, items are reviewed to ensure they are psychometrically sound and grammatically correct.

4. **Pretesting of Test Items.** In order to verify the validity and reliability of the examination items, a pilot test is administered to a group of practitioners. The examination results are statistically analyzed to evaluate the performance of each item and the reliability of the overall examination.
5. **Examination Assembly.** Each examination is created by randomly selecting the appropriate number of items from each content area, as specified in the test blueprint.
6. **Examination Review and Revision.** The draft examination is reviewed by subject matter experts for technical accuracy and by psychometric experts to ensure its psychometric integrity. At this time, item performance data are available for those items that were used on previous examination versions. Using the statistical item analyses, inappropriate or questionable items are either revised or omitted from the examination.
7. **Content-valid Examination.** The procedures described above are accepted procedures for developing reliable and content-valid examinations. Each step in the test construction process is carefully documented. Multiple reviews by content and psychometric experts and the use of stringent criteria strengthen the validity of the test. Continuous evaluation of each examination's reliability maintains the consistency of the test to measure examinees' skills accurately.
8. **Passing Point.** A valid credentialing examination must have a defensible passing score. The cut-off score that separates examinees who pass from examinees who fail must be based on the minimum competence required to protect the public from harm. A criterion-referenced approach called the Modified Angoff Technique is often used to determine the cut score or passing point of an examination. This technique is currently considered by the testing profession to be one of the most defensible criterion-referenced methods available for setting passing points.
9. **Test Administration.** Test administration procedures must ensure consistent, comfortable testing conditions for all examinees. For secure examinations, procedures must address examinee admission into the room, seating charts, display of information signs, security, time allocation, and other aspects of the administration. Testing facilities must meet guidelines that ensure security, proper room size, ventilation, rest room facilities, handicap accessibility, and noise control.

## **PHASE I INITIAL DEVELOPMENT AND EVALUATION**

The first steps in analyzing the profession of the different specialty areas are the identification of the major technical knowledge areas, the major content areas or domains, and the listing of tasks performed under each domain. Based on the work of these different panels, a survey was developed for each specialty and sent to board certified professionals in that particular specialty. The results of the surveys are the focus of Phase II.

## **PHASE II VALIDATION STUDY**

Using the domains and tasks identified by the practice analysis panel, CASTLE developed different questionnaires for each specialty area. These surveys were sent to physicians nationwide. Survey respondents were asked to evaluate, validate, and provide feedback on the practice analysis panels' technical knowledge areas, domains, and tasks. The questionnaires also solicited demographic information from the respondents in order to ensure a representative response and completion by appropriately qualified individuals.

The survey respondents were asked to evaluate each performance domain and task, rating each on importance, criticality, and frequency. A 5-point scale was used for the importance and criticality ratings, with a "5" representing the highest rating. For the frequency ratings, survey respondents were asked to estimate the percentage of time that a physician would spend performing the activities associated with the particular domain or task being rated.

The demographic information provided a measure of assurance that the survey respondents represented a broad range of age, experience, and geographical location. When using a survey to collect information regarding a profession, the possibility that individuals in various settings may have differing views of the profession is to be expected. Finding differences in ratings among the various subgroups would indicate that one should not generalize the survey results from one subgroup to another. With this in mind, the responses of specific subgroups were compared, and no meaningful differences were identified.

Reliability of a measurement instrument is the glue that holds tests together. No instrument can be valid without also being reliable. For this reason, it is most important that the measurement instruments in a study be reliable. In the context of this practice analysis study, reliability is one of internal consistency. It examines how well the internal data contribute in a constant and similar manner to the overall ratings. It is highly desirable to have this measure as large (approaching 1.0) as possible. This is important in a practice analysis survey because it seeks to have consistent, highly relevant information about the specialty being studied. The reliability studies indicate that the surveys were measuring either the same trait or highly correlated traits.

<b>Survey Return Rate</b>		
	<b># Returned</b>	<b>Return Rate</b>
Anesthesiology	245	12.23%
Dermatology	266	13.30%
Diagnostic Radiology	252	12.60%
Emergency Medicine	288	14.40%
Family Practice	333	16.65%
General Surgery	247	12.35%
Geriatric Medicine	344	21.50%
Internal Medicine	231	11.55%
Obstetrics/Gynecology	267	13.35%
Ophthalmology	319	15.95%
Orthopedic Surgery	250	12.50%
Plastic/Reconstructive Surgery	306	15.30%
Psychiatry	282	14.10%
Radiation Oncology	276	13.80%
Total	3906	14.15%

The overall reliability of the surveys is shown on the next chart. As can be seen, the reliability of all the scales is high.

<b>Reliability of Survey Results</b>		
	<b>Reliability</b>	<b>% of Variance Accounted For</b>
Anesthesiology	.90	81.0%
Dermatology	.91	82.8%
Diagnostic Radiology	.88	77.4%
Emergency Medicine	.87	75.7%
Family Practice	.94	88.4%
General Surgery	.89	79.2%
Geriatric Medicine	.88	77.4%
Internal Medicine	.90	81.0%
Obstetrics/Gynecology	.87	75.7%
Ophthalmology	.91	82.8%
Orthopedic Surgery	.92	84.6%
Plastic/Reconstructive Surgery	.90	81.0%
Psychiatry	.89	79.2%
Radiation Oncology	.90	81.0%

### **PHASE III TEST SPECIFICATIONS**

The final phase of AAPS practice analysis studies was the development of test specifications, which identify the proportion of questions from each technical knowledge area, domain and task to appear on the certification examinations. Test specifications were developed by combining the overall evaluations of importance, criticality, and frequency and then converting the results into percentages. These percentages were used to determine the number of questions related to each domain, task, and technical knowledge area that should appear on the multiple-choice format examinations.

### **PHASE IV ASSEMBLY OF EXAMINATIONS**

Using the test blueprints, the AAPS certification examinations were constructed for each of the specialty areas. Each question that is proposed for the examinations has to pass a rigorous test. First, the question has to be referenced to a current and valid publication in the specialty practice area. Second, a group of at least six subject matter experts had to agree that the question is correct as written and that the question tests a relevant, critical, and important piece of knowledge in the particular specialty area being tested. If any one of the subject matter experts declined to give a question a high rating in each of these categories, then the question was rejected. Third, each question was subjected to a psychometric and editorial review from qualified staff at CASTLE.

### **PHASE V SETTING OF A CRITERION-REFERENCED PASSING POINT**

A high quality examination must have a defensible passing score. The cut-off score that separates examinees who pass from those who fail must be determined in a systematic and reasonable way. Generally, only criterion-referenced procedures are accepted in the standards for credentialing examinations because these methods define the minimally acceptable level of competence and evaluate each question in light of minimum competence. Criterion-referenced procedures provide a demonstrable linkage between the passing standard and public protection.

The purpose of setting the passing point is to establish the score that accounts for acceptable knowledge in the duties performed by a physician in each particular specialty area. To achieve this objective, subject matter experts appointed by AAPS followed accepted methods as delineated by CASTLE to implement the Modified Angoff Technique.

This technique is currently considered by the testing profession to be one of the most defensible criterion-referenced methods available for setting passing points. It relies on the pooled judgments of content experts. For example, in this approach, a group of experts is asked to judge each item on the test. The criterion used to judge each item is formed into a question: "What is the probability that a 'minimally acceptable' candidate will answer this item correctly?" This question prompted the judges to consider a group of acceptable physicians in the specialty practice area and what proportion of that group will answer each item correctly.

The average of the proportions, or probabilities, is multiplied by the total number of items on the test. The result then represents the "minimally acceptable" score. The final passing score for the examination is based on this pooled judgment and includes a statistical adjustment for testing error.

CASTLE followed this procedure in setting the recommended passing score for each of the AAPS examinations.

## **PHASE VI ORAL EXAMINATION DEVELOPMENT**

### **INTRODUCTION**

Requirements for physician certification for the various boards of certification affiliated with the American Association of Physicians Specialists, Inc. (AAPS) include both a written examination and an oral examination. Written examinations were developed based on specifications as derived from a practice analysis as reported by Columbia Assessment Services, Inc. (now doing business as CASTLE Worldwide, Inc.) in the report *The AAPS Certification Examinations*, by Joseph McClintock, Ph.D., 2001. New oral examination development was conducted in workshops and via teleconferences in 2001 through 2002. The following is a report on the oral examination case development.

### **THE ORAL EXAMINATIONS**

Requirements for achieving certification with the various AAPS affiliated boards of certification include a written examination of 150 to 350 multiple choice items and a corresponding oral examination.

Only physicians who pass the written examination may sit for an oral examination. The oral examination is designed according to the examination blueprint with a set of cases covering the subject matter proportionally, as seen in the classifications of topics as derived from the practice analysis. Most importantly, the oral exams allow the candidate to demonstrate a higher level of cognitive capacity and mastery of subject matter. With oral exams, decision making can be examined in a more valid and reliable format than available with a written multiple choice examination.

The oral examination evaluators determine how well a candidate will manage a simulated case. The candidate is given four to five cases across a range of clinical situations similar to what would be encountered in normal practice. The cases are designed to be completed within 15-20 minutes and may include the candidate reviewing lab findings, x-rays or other imaging data, determining a diagnosis, and describing a management plan. The cases are developed to examine the comprehensiveness of candidates approach to a particular case. Each case is personally presented (read) to a candidate by a physician examiner who is a diplomate of the particular board of certification while one or two other diplomates record the candidates' responses. Cases are developed and standardized in order for a trained examination team of two to three physicians to be able to administer the cases in the most objective format possible. Score sheets are designed in a check list fashion (yes or no) so that the candidates' responses are collected in an objective scoring scheme. The candidate and the examiner engage in a dialogue about the case as the examiner closely follows a script presented in a standardized manner to insure the consistency needed for a high degree of reliability across cases and candidates. The oral examination cases may also include a pathophysiology section that consists of several direct questions to the candidates regarding the case about such things as the etiology of the clinical situation or other relevant aspects of the case.

Each case is based on achieving a total of 100 points with the expected passing standard set at about 60-80% with 70% as a typical passing score.



## THE WORKSHOPS

In the Fall of 2001, AAPS contracted with Larry Allan Early, PhD, Certification Consultant/Psychometrician, to conduct a series of workshops to facilitate the development of oral examination cases for the Boards of Certification for the specialties of Anesthesiology, Emergency Medicine, Family Practice, Geriatric, Internal Medicine, Obstetrics/Gynecology, Orthopedic Surgery, Ophthalmology, Plastic and Reconstructive Surgery, Radiation Oncology, Radiology (Diagnostic) Psychiatry, and General Surgery. Two separate workshops were convened in March and April of 2002 in Atlanta for 8 of the specialties while the Emergency Medicine development work was done via a series of teleconferences over March to June of 2002. Each Board designated 4 to 6 physician subject matter experts to participate in the development of the oral examination cases.

The workshops commenced with a presentation by Dr. Early on the psychometrics and testing principles underlying an oral examination. A standardized format or template for oral examination cases was provided to all specialty groups in order to insure that all relevant features of the cases were included. The participants in the workshops and via teleconferences drafted 10 to 20 cases for each medical specialty. Each specialty group worked to complete a case by drafting the case based on a particular clinical encounter in order to test a candidate's ability to recognize signs, symptoms and physical findings leading to a diagnosis and management plan. Each case was drafted and critiqued with the participants to determine the scoring procedure for each section of the case such as presenting symptoms, patient history, physical findings, treatments, and management or follow-up plans. Each of the sections were weighted according to the examination objectives of the case.

Drafted cases and score sheets were reviewed by the subject matter experts with Dr. Early to ensure the manageability of the cases in a standardized oral examination administration. It was essential for the workshop participants to be able to write the cases so that other diplomate examiners would be able to administer the case from the material provided to them for familiarization with additional training on the scoring process.

Dr. Early led each group through setting the Angoff process for each case and a minimal passing standard was set. This concluded the steps for the development of the oral examination cases across each of the nine specialty boards of certification affiliated with the AAPS.

## THE CONSULTANT PSYCHOMETRICIAN

### **Larry A. Early, Ph.D.**

Dr. Early is an independent consultant to national and international certification organizations. Spanning over 30 years, his career has included academic positions with medical schools and leadership positions in testing organizations applying his expertise in test development and management of certification programs. In addition, Dr. Early has been the President of the National Organization for Competency Assurance (NOCA) and Chairman of the NOCA accreditation entity, the National Commission for Certifying Agencies (NCCA) and currently serves as the Lead Psychometric Consultant to the American Board of Nursing Specialties (ABNS). Dr. Early has published numerous monographs, and articles on certification and test development issues and was a contributing author to the recent publication *The Licensure and Certification Mission: Legal, Social and Political Foundations*, edited by Craig Schoon and Leon Smith, published by Professional Examination Services, New York, New York, 2000.

## ORAL DEVELOPMENT CONCLUSION

A quality and high standards credentialing or licensing program must follow certain logically sound and legally defensible procedures for developing examinations. These principles and procedures are outlined in the Federal regulations (Uniform Guidelines on Employee Selection Procedures) and manuals, such as Standards for Educational and Psychological Testing (published by the American Educational Research Association, 1999). The American Association of Physician Specialists, Inc., certification programs adhere to these principles and procedures, and their examinations are reliable and valid instruments for assessing the minimum level of knowledge required to perform competently as a physician specialist.

**As a result of the extensive and comprehensive *Practice Analyses* studies, the oral examinations of AAPS meet or exceed the equivalent standards of any certification organization. A comprehensive 797-page report is available upon request. Any questions about the test development process of AAPS may be directed to Larry A. Early, Ph.D., at 330-298-0078.**

## RESULTS OF THE EXAMINATIONS

The first exams developed through this process were administered in July, 2000 to candidates from eight different specialty boards. The results of the examinations are shown by the following table:

Examination Results		
	# of Candidates Passing the Exam	Total # of Candidates
Anesthesiology	0	4
Diagnostic Radiology	1	2
Emergency Medicine	83	122
Family Practice	3	10
Internal Medicine	9	17
Ophthalmology	2	3
Orthopedic Surgery	0	3
Plastic/Reconstructive Surgery	0	3

It is important to note that some of the passing percentages for the different specialty areas were quite low. This suggests that the standards set by the physicians using the Angoff Modified Technique were quite stringent, which would result in greater protection to the public.

The most important statistic in determining the quality of the exam is its internal consistency or reliability. The American Educational Research Association suggests that the reliability for a high-stakes examination should be 0.85 or above. Determining the reliability of an exam requires a minimum number of candidates. Three of the AAPS examinations had ten (10) or more candidates, and the reliability results of these examinations are as follows:

[Table shown on following page]

<b>Reliability Results of Exams (KR-20)</b>	
	<b>Reliability</b>
Emergency Medicine	0.91
Family Practice	0.98
Internal Medicine	0.88

These reliability results attest to the overall quality of AAPS certification examinations. Given that the other examinations were developed through the same process, it is likely that all of the AAPS examinations are of similar quality.

## CONCLUDING STATEMENTS



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CASTLE Worldwide's practice analysis methodology, a quality credentialing or licensing program follows certain logically sound and legally defensible procedures for developing examinations. These principles and procedures are drawn from the following guidelines, and conform to the *Standards for Educational and Psychological Testing* (1999) and all other applicable standards, and is considered valid by nationally recognized, expert psychometricians.

These principles and procedures are outlined in federal regulation procedures and manuals:

- *Joint Technical Standards for Educational and Psychological Testing* (AERA, APA, NCME, 1999)
- *Uniform Guidelines on Employee Selection Procedures* (Equal Employment Opportunity Commission)
- *Standards for Accreditation of National Certification Organizations* (National Commission for Certifying Agencies)
- Guidelines of the Association of Test Publishers.

The American Association of Physician Specialists, Inc., certification programs adhere to these principles and procedures, and their examinations are reliable and valid instruments for assessing the minimum level of knowledge required CC: Edward E. Janus, D. O. to perform competently as a physician specialist.

As a result of the extensive and comprehensive practice analysis studies, the examinations of AAPS meet or exceed the equivalent standards of any other certification organization, including other health-related organizations. A comprehensive 797-page report is available upon request. Any questions regarding the AAPS test development process of may be directed to the AAPS Certification Manager at 813-433-2277.

# Monograph:

## A Short Guide to the Specialty Certification of Physicians

# A Short Guide to the Specialty Certification of Physicians

by Todd Sagin, M.D., J.D.

This brief monograph is intended for multiple audiences who have an interest in understanding how physician specialty certification is determined and utilized in the United States. Certification by medical specialty boards has become an increasingly important indicator of physician competency as concerns about healthcare quality have escalated in recent decades. For the public, board certification is often used as a proxy of physician quality. For physicians, board certification is an essential criterion for medical privileges at many hospitals and is under consideration as a requirement for licensure in some states. Board certification is also a criterion for participation in some payer networks, considered by medical school promotion committees, and a requirement in many instances for the selection of physicians to be GME program directors.



The efficacy of modern medicine has grown and there has been a concurrent proliferation of organizations that claim to represent specialty organizations with the ability to “certify” the expertise of practitioners. Some of these organizations represent multiple specialty boards and are national in scope. These organizations often sponsor intensive efforts to strengthen and validate their certifying activities. Other certifying bodies are limited to a single specialty, have a more limited scope of activity, and bring fewer resources to bear on their efforts to assess specialty expertise. Some organizations are widely recognized by licensing bodies and major health care organizations, while others are not. This creates a confusing *mélange* of resources for individuals and health care bodies seeking information on the abilities of physicians in various specialties. To complicate things further, the evidence-based literature that reflects on the efficacy of ‘board certification’ is relatively sparse.

Given the growing importance of specialty certification, it is not surprising that there are many voices making various claims about who should certify physicians and what certification actually represents. This monograph is meant to be a guide through the cacophony.

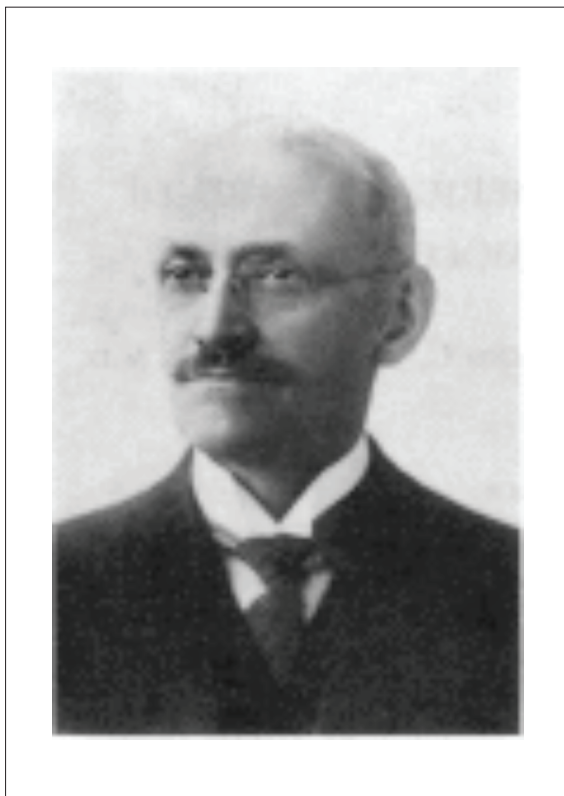
## A Brief History of Medical Specialty Certification in the United States

### Early Formation of Specialty Organizations

Throughout most of history, doctors have tended to be generalists who provided care that ranged from delivering babies and treating infections to performing surgery. However, the beginning of the 20th century saw rapid advances in medical care that spawned a rise in physician specialization. The increasing technical nature of new areas of practice that accompanied the expansion of medical knowledge attracted many physicians to focus on the satisfaction of mastering a single field. This appeal was reinforced by the shorter hours, fewer house calls, and greater prestige and income that accompanied specialization.

Initially, any physician could claim status as a 'specialist'. However, in his seminal history of American health care, *The Social Transformation of Medicine*, the author Paul Starr notes ... "World War I accentuated the sense that specialty practice needed standards. In its examinations of physicians who claimed to practice a specialty, the military found many unqualified. Of the ophthalmologists, for example, 51 percent were rejected."<sup>1</sup>

The period immediately after WWI saw more and more doctors taking short postgraduate courses and calling themselves specialists. One response to this unregulated environment was the establishment of the medical residency system as the recognized pathway to specialization.<sup>2</sup>



Edward A. Jackson (1856-1942)  
Major contributor to the establishment  
of the first specialty medical board (Ophthalmology).

As doctors began to narrow the focus of their care to specific areas of clinical medicine, they developed professional specialty groups to support their work. These 'professional societies' and medical education institutions encouraged the development of 'boards' to define specialty qualifications and to issue credentials that would assure colleagues and the public of the specialists' qualifications. The concept of a specialty board was first proposed in 1908 by Dr. Derrick T. Vail, Sr. in his presidential address to the American Academy of Ophthalmology and Otolaryngology. As a result of his recommendations and the

persistent efforts of Edward M. Jackson, M.D., the American Board for Ophthalmic Examinations was chartered in 1917.<sup>3</sup>

<sup>1</sup> See *The Social Transformation of Medicine* by Paul Starr, pg. 224.

<sup>2</sup> An excellent reference on this development is Kenneth M. Ludmerer's, *Time to Heal: American Medical Education from the Turn of the Century to the Era of Managed Care*.

<sup>3</sup> This specialty board officially changed its name to the American Board of Ophthalmology in 1933. For information on Drs. Vail and Jackson see, *Archives of Ophthalmology*, Feb 2012; 130(2):224-32

The second specialty board to formally organize was the American Board of Otolaryngology established in 1924. Since that time there has been a steady proliferation of specialties and specialty boards. The third and fourth organized specialty boards were the American Board of Obstetrics and Gynecology (1930) and the American Board of Dermatology and Syphilology (1933).<sup>4</sup> The intent of these boards was summed up in an editorial in the American Medical Association's Archives of Dermatology in 1933, which extolled the value of a newly established board in dermatology as follows:

*"...the Board will undoubtedly gain quickly the recognition of the profession and will become in effect the licensing board of dermatologists in the United States. This is an end much to be desired. One of the things that is not needed in medicine is more confusion in medical education, such as would be caused by the states undertaking to set up standards for specialists. Volunteer certifying boards like the Board of Dermatology seem to be the proper solution of certification of specialists. This board has the confidence and the best wishes of the ARCHIVES."<sup>5</sup>*

#### Advocates of Specialty Boards Identified Numerous Benefits:

- Elevation of standards of clinical practice in specialty niches
- Education of the public and other professionals about the growing capabilities of specialists
- Protection of the public from unqualified practitioners
- Establishment of requirements for education and training in specialty medicine
- Development of educational resources for the preparation of specialists
- Provision of oversight of examination processes tied to the granting of specialty certification

Advocates for such boards saw them as beneficial in numerous ways beyond merely issuing certificates of qualification. They argued that boards could be utilized to elevate the standards of clinical practice in specialty niches; educate the public and other professionals about the growing

capabilities of specialists; protect the public from unqualified practitioners; set requirements for education and training in specialty medicine; develop educational resources for the preparation of specialists; and provide oversight of examination processes tied to the granting of specialty certification.

In these early decades of the twentieth century attention focused on creating a certifying agency in every specialty of medicine and surgery and an advisory board to consult on these activities. The development of such certifying boards was aided by the National Board of Medical Examiners (NBME) in May 1932 through the formation of a 'Committee on Specialists'. The purpose of this committee was to present suggestions for establishing national qualifying boards in medical specialties. In 1933 representatives from several

specialty sections of the American Medical Association, the Association of American Hospitals, the Association of American Medical Colleges, the Federation of State Medical Boards of the United States, the American Medical As-

<sup>4</sup> Arch Derm Syphilol. 1933;27(3):505

<sup>5</sup> Ibid.



sociation's Council on Medical Education and Hospitals, and the National Board of Medical Examiners formed an advisory council to serve as a forum for the discussion of problems common to the various specialty examining boards in existence or being considered in medicine and surgery. The formal organization of the Advisory Board for Medical Specialties took place at a meeting in Boston in September of 1933 and bylaws and a constitution were adopted in February of 1934.<sup>6</sup> Further efforts at formalizing the recognition of specialty boards occurred in 1948 with the establishment by the AMA and the Advisory Board for Medical Specialties of the Liaison Committee for Specialty Boards (LCSB). The LCSB was created to receive applications for approval of new medical specialty certifying boards and make recommendations on these applications to its parent organizations. At the time the LCSB was founded the Liaison Committee recognized 18 specialty boards.

### The Rise of Subspecialty Medicine

Medical research and the development of new clinical practices took another spurt during WWII and in the years immediately following. An explosion of new medical knowledge and technology spawned an increasing number of specialties and a rapid rise in the number of specialists. The 1960s and 1970s saw a significant rise in the number of requests to the Advisory Board for Medical Specialties by organizations wishing to be recognized as a specialty board. During this time the concept of subspecialty certification took hold and many boards began to grant subspecialty certificates. The significance of specialty certification began to be appreciated by an ever growing body of health care institutions, the

concept marketed to the public, and the movement supported by an ever more complex educational establishment focused on graduate medical education. By the 1970s and in the decades since, the proliferation of certifications has generated a confusing nomenclature of terms: e.g. general certification, initial certification, primary certification, special certification, subspecialty certification, certificates of added qualifications, certificates of special qualifications, and more. Organizations granting certification have had to struggle over the years with numerous difficult and often controversial questions. For example,

“Announcement is made of the formation of the Advisory Board for Medical Specialties... The Advisory Board should have an influence on undergraduate medical education as well as on graduate education in the specialties... and in effecting a general improvement in the standards of practice in the various specialties.”

Notice in the *Journal of the American Medical Association*, April 21, 1934

- Does the creation of too many subspecialties fragment the effectiveness of primary specialty boards?
- Should specialists be required to receive general training prior to sub-specialization, and if so, how much?
- What are appropriate eligibility requirements for specialty residency training programs?
- Who should create the standards for specialty residency training?
- Should there be a 'preceptor' path to specialty certification in lieu of specialized residency training?
- Should specialty residency training occur only in academic institutions and if not, what community settings are adequate?

<sup>6</sup> See the website of the American Board of Medical Specialties

- What are adequate examination procedures?
- Should certification reflect training and education or current competence?
- What status should training outside of the United States be given?

While consensus has been reached on some of these questions, many are still areas of contention now in the second decade of the 21st century. The past fifty years has also seen a proliferation of organizations offering specialty certification. Some have been short-lived and clearly self-serving, while others have grown into substantial entities that have achieved broad recognition for the quality of their work. A partial description of the most prominent specialty certification organizations can be found later in this monograph.

### **Certification, Renewal of Certification, Maintenance of Certification, and Subspecialty Certification**

As medical knowledge and technology continue their rapid expansion, physicians have continued to narrow the focus of their expertise in subspecialty silos. In response, specialty boards have identified subspecialty domains in which they choose to issue additional certification. Many doctors have a general specialty certification, as well as one or more subspecialty certifications. For example, a physician might hold board certification in Psychiatry with additional subspecialty certification in Child and Adolescent Psychiatry. Some boards augment their general grants of certification by issuing eligible individuals with ‘certificates of added qualifications’ (CAQs). In addition, there are no restrictions on a physician holding board certification in more than one general specialty as long as she meets the criteria established by each board. For instance, a doctor may be board certified in both internal medicine and in pediatrics.

Over the past decades many specialty boards have been widely recognized for the rigorous requirements established for certification in their area of expertise. For example, testing has gotten more sophisticated based on rigorous evidence in the educational literature. Initially, grants of certification from specialty boards were not time limited and did not have to be renewed. However, given the rapid rate at which medical science advances, ‘once-in-a-lifetime’ certification is hard to justify. The American Board of Family Practice (ABFP), founded in 1969, was the first specialty board to grant time limited certification.<sup>7</sup> The ABFP administered its first recertification exams in 1976 and other specialty boards began to follow suit by the 1980s. Recertification requirements vary by specialty, but those issuing time-limited certification generally require re-examination every six to ten years. The stated purpose of recertification has been to ensure physicians engage in continuing medical education and examination to maintain competency in their given specialty.

A new approach being advocated by some certifying organizations is ‘maintenance of certification’ (MOC). This approach requires physicians to engage in ongoing education and clinical experience in-between testing for re-certification. Specialty boards that have chosen to pursue this approach are implementing maintenance of certification standards at differing rates. In general, these new MOC requirements are based on evidence-based guidelines, national standards and best practices in combination with customized continuing education that demonstrates mastery of specialty subject matter. Advocates of MOC argue it will benefit physicians because it drives focused learning based on individual practice needs, may reduce malpractice premiums, can reduce duplicate demands for evidence of competence from credentialing bodies, and can be used to market the quality of a physician’s care. However, the approach has vocal detractors who see maintenance of certification as burdensome requirements imposed on physicians to meet the growth

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<sup>7</sup> In 2005 this board was renamed the American Board of Family Medicine.

demands of sponsoring organizations. As one commentator in the *New England Journal of Medicine* noted, the MOC process “fall short in terms of relevance and the time, effort and expense it requires of candidates.”<sup>8,9</sup> In part because of physician concerns raised over maintenance of certification, different certifying bodies are taking somewhat different approaches to continuous assessment of specialty competency. The American Board of Medical Specialties refers to their efforts as ‘Maintenance of Certification (MOC)’. The American Board of Physician Specialties labels their efforts as ‘Continuous Competency in Certification (CCC)’. The American Osteopathic Association’s nomenclature for this approach to certification is ‘Osteopathic Continuous Certification (OCC)’.

Over the years there have been ongoing pockets of physician resistance to evolving requirements for board certification. Many physicians have chosen not to comply with the requirements to maintain or renew their board certification designation.<sup>10</sup> The reasons vary and include the burden of preparing for examinations, the expense involved, nonbelief in the value of ongoing certification, or the proximity to retirement.<sup>11</sup> However, this resistance continues to fall away as younger generations of physicians, more accustomed than their older peers with new practice evaluation methodologies, come to expect that board certification will become an ongoing requirement in their professional careers.

Board certification is widely recognized as an important quality marker by hospitals, insurers, credentialing and patient safety organizations, governments, and the public.

## The Connection Between Licensure and Specialty Certification

State licensure is the dominant method of regulating the medical profession. Licensure is a grant of official permission to an individual or business to engage in a specific activity. States define the scope of medical practice through statutes and regulations and they discipline practitioners who are non-compliant. While specialty certification in the United States is a voluntary process, a physician must possess a license to practice medicine in any state. The process of medical licensure is not specialty specific and it sets the minimum competency requirements to diagnose and treat patients. This

license typically results in unrestricted permission to exercise medical practice in any specialty area. Thus, being licensed does not indicate whether a doctor is actually qualified to practice in a particular medical specialty.

The Federation of State Medical Boards (FSMB) is a non-profit organization that represents the nation’s 70 state medical boards.<sup>12</sup> In recent years, FSMB has demonstrated growing interest in linking licensure and re-licensure to demonstration of clinical competence. This concern stems from a growing number of studies (e.g. from the Institute of Medicine and the PEW Commission) that suggest the health care system could be safer if this were the case. It also is driven by growing public demand for greater accountability by state medical boards.

<sup>8</sup> Goldman L, Gorrol AH, Kessler B. Do not enroll in the current MOC program. *NEJM*, 2010;362:950-952.

<sup>9</sup> For a thoughtful discussion of the strengths and weaknesses of Maintenance of Certification see, Ensuring Physician’s Competence –Is Maintenance of Certification the Answer, by John K. Inglehart and Rober Baron, M.D. in *NEJM*, 2012; 367(27): 2543-9

<sup>10</sup> Lipner R, Bylsma W, Arnold G, Fortna G, Tooker J, Cassel C. Who is Maintaining Certification in Internal Medicine – and Why? A National Survey 10 Years after Initial Certification. *Annals of Internal Medicine*. 2006; 144(1):29-36

<sup>11</sup> Drazen J, Weinstein D. Considering Recertification. *NEJM*. 2010; 362(10):946-947

<sup>12</sup> Many states have both an allopathic and an osteopathic medical board. Recognized state medical boards and their addresses can be found on the FSMB website at [www.fsmb.org/directory\\_smb.html](http://www.fsmb.org/directory_smb.html)

The FSMB has had ongoing discussions regarding the implementation of 'Maintenance of Licensure' (MOL). The organization characterizes MOL as "a process by which licensed physicians periodically provide, as a condition of license renewal, evidence that they are actively participating in a program of continuous professional development that is relevant to their areas of practice, measured against objective data sources and aimed at improving performance over time."<sup>13</sup>

In 2010, after seven years of study, the FSMB adopted a general framework for MOL that acknowledges the need for lifelong learning and is based on the general competencies for physicians identified by the American College of Graduate Medical Education (ACGME).<sup>14</sup> Nevertheless, the FSMB is still years away from adopting specific requirements for maintenance of licensure. It is likely that any requirements the FSMB finally establishes will recognize the importance of certification status by specialty certifying boards.<sup>15</sup>

### **Board Certification and Hospital Privileges**

In order to practice medicine in a hospital in the United States, a physician must be granted the right to do so by the institution's governing board. Every hospital must adopt formal processes for vetting the credentials of physicians who wish to practice in its facilities. In addition, the hospital must make explicit determinations of what clinical activities it will allow a physician to perform based on an assessment of that practitioner's current competency.

Each hospital gets to establish its own criteria for medical staff membership and privileges. As it became customary for physicians completing residency training to take certification exams in their specialty area, many hospitals began to make board certification an eligibility requirement for staff mem-

bership and/or privileges. While accurate data on board certification requirements is not available, it appears that a majority of the nation's thousands of hospitals require an initial applicant for staff membership and/or privileges to be board certified in at least one specialty area or to be in the process of becoming board certified. Many hospitals have also implemented requirements that members of their medical staff *maintain* their board certification. At the time they adopted these standards, most hospitals have allowed current staff members an exemption from the newly imposed board certification requirements. As a result, many medical staffs lack uniformity in the certification status of their physician staff.

In an increasingly competitive healthcare world, hospitals frequently post or advertise the extent to which their medical staff is board certified as a marketing strategy. Organizations that rate the quality of hospitals often report the percent of staff board certified as a marker of superior quality.

While board certification can be used to establish eligibility for medical staff membership, it can also be used to establish criteria to hold specific clinical privileges. For example, a physician may be granted staff membership as a result of being boarded in internal medicine, but rejected for privileges in the catheterization lab because he or she does not hold certification in cardiology. The use of specialty board certification as criteria to hold a specific privilege or cluster of privileges is on the rise in healthcare institutions across the country.

Despite the rising use of board certification criteria by hospital credentialing bodies, it remains clear that specialty boards are more aggressive than hospitals in establishing higher standards for physicians who provide care. In this regard, organizations of specialty boards in the United States have

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<sup>13</sup> see the FSMB website at [www.fwmb.org/pdf/mol-faqs.pdf](http://www.fwmb.org/pdf/mol-faqs.pdf)

<sup>14</sup> These general competencies are: medical knowledge, patient care, interpersonal and communication skills, practice-based learning and improvement, professionalism, and systems based practice.

<sup>15</sup> The research underpinning the move to MOL is summarized in the following article: Chaudhry, Cain, Staz, et. al., The Evidence and Rationale for Maintenance of Licensure, *Journal of Medical Regulations*, Vol. 99, No.1, p. 19

assumed a clear leadership role in addressing the nation's deficits in patient safety and health care quality.

### **The Rationale and Evidence Justifying Specialty Certification**

The historical premise of specialty certification has been that a certain constellation of education and training is required to be able to perform with reliable quality in a specialized area of medicine. As specialty boards became more sophisticated the addition of testing assured that this education and training actually resulted in acquisition of the requisite specialty knowledge base. Many boards also added an experiential requirement – a defined period in which specialty knowledge and skills were actually exercised – in order to provide evidence of actual competency in the performance of specialty medicine. In recent decades many specialty boards have focused on periodic recertification requirements to assure the public and the profession that board certification actually reflects current – rather than historical – competence in their area of specialization. The most recent manifestation of this effort is the trend to require ‘maintenance of certification’ – an ongoing set of requirements that must be fulfilled in order to maintain the ‘board certified’ designation. The attention to demonstrating ongoing competence has been given impetus from ongoing studies which show that physicians may develop deficits in critical skills and knowledge the further away they get from the rigors of their residency training.<sup>16</sup>

To add to the credibility of their work, many boards or organizations that support them have made significant investments in improving the scientific rigor underpinning their testing methodologies, utilizing the latest educational research and

testing technologies. New modalities for testing have been introduced, from the deployment of computers to the use of sophisticated simulation laboratories and patient actors.

Despite the increasing rigor of certification requirements there have always been skeptics who challenged the belief that such requirements were actually linked to better clinical outcomes for patients. A growing body of evidence-based literature is beginning to demonstrate a clearer connection between the testing of certification bodies and the ability to predict higher levels of clinical performance. For example, recent research has provided evidence that: board certified physicians provide care to patients with acute myocardial infarction consistent with national guidelines more often than their noncertified counterparts; board certification is associated with higher rates of preventive services in the Medicare population; certification in surgery is a significant predictor of lower mortality and complication rates for colorectal surgery; and physicians who are not board certified are more likely to have been subject to professional disciplinary action.<sup>17</sup>

While the evidence demonstrating that board certified physicians provide higher quality care than their noncertified counterparts is growing, it is far from conclusive. Critics have pointed to the poor quality of many of the studies conducted to date. Nevertheless, the more rigorous studies have been supportive of a link between board certification and quality.<sup>18</sup> It is clear that more rigorous study in this area is necessary and will become more essential as hospitals and regulatory bodies increase their reliance on certification as a proxy for current competence.

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<sup>16</sup> Caulford PG, Lamb SB, Kaigas, TB, et.al. Physician Incompetence: Specific Problems and Predictors, *Academic Medicine*. 1994;69(10): p.16-18

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Eva KW. The Aging Physician: Changes in Cognitive Processes and Their Impact on Medical Practice. *Academic Medicine*. 2002; 77(10)(suppl.)S1-S6

<sup>17</sup> References regarding research on the connection between board certification and improved clinical outcomes can be found in the bibliography accompanying this monograph.

<sup>18</sup> Sharp LK, Bashook PG, Lipsky MS, Horowitz SD, Miller SH. Specialty board certification and clinical outcomes: the missing link. *Acad Med*. 2002;77(6):534-52

## Legal Ramifications of Certification

Board certification is the process by which a physician (or other medical practitioner) demonstrates through written, practical, and/or actual practice or simulator based testing, a mastery of the basic knowledge and skills that define a particular area of medical specialization. As such, plaintiff attorneys frequently claim that a non-certified physician is not competent and should not have treated injured patients who are their clients. While board certification is not a definitive marker of physician competence, its widespread recognition is making it a de facto standard for this determination. Physicians that fail to become board certified and organizations that do not insist on certification as a credentialing requirement will be increasingly vulnerable to the allegations by plaintiff attorneys that malpractice occurred.

## Descriptions of the various organizations that certify physicians in specialty practice

Today there are hundreds of organizations that claim to validate the expertise of physicians in specialty areas of medicine. Each of these organizations is a private entity with a unique history that underpins its formation. The proliferation of such organizations makes a comprehensive description or complete listing impossible for this brief monograph. However, there are three primary entities in the United States which oversee the vast majority of physician specialty certifications:

The American Board of Medical Specialties (ABMS);

The American Board of Physician Specialties (ABPS);  
and,

The American Osteopathic Association Bureau of Osteopathic Specialists (AOABOS).

The first two of these organizations will certify M.D.s and D.O.s, while the last certifies osteopathic physicians only.

## American Board of Medical Specialties



Following its formation in 1933, the Advisory Board for Medical Specialties functioned as a federation of individual specialty boards for nearly four decades. In 1970 the organization was restructured, a full time staff hired, and the name changed to the American Board of Medical Specialties (ABMS). The organization's website states that "The primary function of ABMS is to assist its Member Boards in developing and implementing educational and professional standards to evaluate and certify physician specialists."<sup>19</sup> The ABMS officially recognizes twenty-four member boards. These include the following:

- Allergy and Immunology
- Anesthesiology
- Colon and Rectal Surgery
- Dermatology
- Emergency Medicine
- Family Medicine
- Internal Medicine
- Medical Genetics
- Neurological Surgery
- Nuclear Medicine
- Obstetrics and Gynecology
- Ophthalmology
- Orthopaedic Surgery
- Otolaryngology
- Pathology
- Pediatrics

<sup>19</sup> [www.abms.org/About\\_ABMS/who\\_we\\_are.aspx](http://www.abms.org/About_ABMS/who_we_are.aspx)

- Physical Medicine and Rehabilitation
- Plastic Surgery
- Preventive Medicine
- Psychiatry and Neurology
- Radiology
- Surgery
- Thoracic Surgery
- Urology

Today, ABMS member boards certify nearly 800,000 physicians in over 150 general specialties and subspecialties. The organization also sponsors the ABMS Research and Education Foundation whose purpose is to support the scientific, scholarly and public education mission and goals of the ABMS.

In 2000, the 24 member boards of the ABMS agreed to evolve their recertification programs to one of continuous professional development called ABMS Maintenance of Certification (MOC). All of its member boards are in the process of implementing their MOC programs.

Contact Information:

American Board of Medical Specialties  
222 North LaSalle Street, Suite 1500, Chicago, IL 60601  
Phone: 312-436-2600  
www.abms.org

**The American Board of Physician Specialties  
(ABPS), Inc.**



**American Board of  
Physician Specialties®**

The American Board of Physician Specialties (ABPS) is the third largest nationally recognized physician multispecialty certifying body in the United States, providing board certi-

fication to both allopathic (M.D.) and osteopathic (D.O.) physicians. The ABPS has Diplomates in all of the fifty states, the District of Columbia, Puerto Rico, and Canada. The ABPS serves as the certifying body for the American Association of Physician Specialists.

The ABPS is a 501 (c) (6) not-for-profit organization first organized in 1950 for the purpose of providing a clinically recognized mechanism for specialty certification for physicians who had obtained advanced training in various areas of medical specialty. The organization began granting its first certifications in 1960.

At present, the ABPS oversees the administration and development of 12 member boards, representing 18 distinct medical specialties, including:

- Anesthesiology
- Dermatology
- Diagnostic Radiology
- Disaster Medicine
- Emergency Medicine
- Family Medicine Obstetrics
- Family Practice
- General Surgery
- Geriatric Medicine
- Hospital Medicine
- Integrative Medicine
- Internal Medicine
- Obstetrics and Gynecology
- Ophthalmology
- Orthopedic Surgery
- Psychiatry
- Radiation Oncology
- Urgent Care

All of the above specialties require applicants for certification to take both a written and an oral examination, except for Geriatric Medicine, Ophthalmology, Hospital Medicine, Dermatology, Internal Medicine, Urgent Care, Integrative Medicine and Family Practice. Physicians who pass the certification requirements of an ABPS board are considered diplomates in the relevant specialty area.

Contact information:

American Board of Physician Specialties

5550 West Executive Drive, Suite 400, Tampa, Florida 33609

Phone: 813-433-2277

[www.abpsus.org](http://www.abpsus.org)

### **American Osteopathic Association Bureau of Osteopathic Specialists (AOABOS)**



A M E R I C A N  
O S T E O P A T H I C A S S O C I A T I O N

American Osteopathic Association Bureau of Osteopathic Specialists (AOABOS) is a non-profit umbrella organization for eighteen medical specialty boards in the United States. The AOABOS assists its member boards in developing and implementing educational and professional standards to evaluate and certify physician specialists. The AOABOS was organized in 1939 as the Advisory Board for Osteopathic Specialists in order to promote the certification of osteopathic physicians wishing specialty designation. The name was changed from Advisory Board to Bureau in 1993. At the current time the following are recognized American Osteopathic Association (AOA) Specialty Certifying Boards:

- Anesthesiology (AOBA)
- Dermatology (AOBD)
- Emergency Medicine (AOBEM)
- Family Physicians (AOBFP)
- Internal Medicine (AOBIM)

- Neurology
- Neuromusculoskeletal Medicine (AOBNMM)
- Nuclear Medicine (AOBNM)
- Obstetrics and Gynecology (AOBOG)
- Ophthalmology and Otolaryngology (AOBOO)
- Orthopedic Surgery (AOBOS)
- Pathology (AOBPp)
- Pediatrics (AOBP)
- Physical Medicine & Rehabilitation (AOBPMR)
- Preventive Medicine (AOBPM)
- Proctology (AOBPR)
- Radiology (AOCR)
- Surgery (AOBS)

The AOABOS recognizes primary certification as conferred upon physicians who “meet the requirements in a specified field of medical practice under the jurisdiction of a certifying board”. According to the AOABOS, “primary certification represents a distinct and well defined field of osteopathic medical practice”. The organization also recognizes subspecialty certification that it calls Certification of Special Qualifications (CSQ). This status is granted to physicians who possess knowledge, skill, training, and successful examination in a subspecialty field over and above that required for primary certification. Furthermore, the AOABOS grants Certification of Added Qualifications (CAQ) which is a “modification of a primary certificate or certificate of special qualifications to reflect additional training of at least one year in length and satisfactory completion of a certifying examination in that field”.<sup>20</sup>

As with other certifying organizations, AOABOS recognizes that certification should not be a single event, but rather a continuous and lifelong process. It uses the designation, Osteopathic Continuous Certification (OCC) to indicate its efforts

<sup>20</sup> American Osteopathic Association website at <http://www.osteopathic.org/inside-aoa/development/aoa-board-certification/Pages/certification-definitions.aspx>



to ensure that board-certified osteopathic physicians maintain currency in their knowledge and skills and demonstrate competency in their specialty area. At the present time, OCC augments the recertification process through the addition of a Practice Performance Assessment. As of January 1, 2013, each osteopathic specialty certifying board developed OCC requirements. The OCC process has five components:

- A requirement for unrestricted licensure
- Ongoing medical education requirements (which vary by board)
- Cognitive assessment via proctored examination to assess medical knowledge and core competencies
- Practice Performance Assessment and Improvement (through comparison of personal practice performance measured against national standards by specialty)
- Continuous membership in the American Osteopathic Association (AOA)

The AOA specialty boards use the terminology 'board eligible' to indicate physicians who have completed their training program in a specialty area but not yet completed the certification process. Board eligible status expires on December 31st of the sixth year after the completion of the training program.

Contact information:

American Osteopathic Association

142 E. Ontario Street, Chicago, IL 60611-1773

Phone: 312-202-800

[www.osteopathic.org](http://www.osteopathic.org)

## The Future of Specialty Certification

Board certification is emerging as a de facto requirement for full participation of physicians in the U.S. health care system. Those who are not certified by some specialty board are becoming an increasingly marginalized group. The willingness to demonstrate ongoing clinical competence through the rigorous examination processes of widely recognized specialty boards is increasingly being seen as an important act of professionalism. Numerous studies have firmly established patient preference for board certified physicians to care for them and their families.<sup>21</sup>

The increased reliance on specialty boards to help establish physician competence comes with reciprocal responsibilities. As the science of testing advances, specialty certification boards are obligated to ensure that their requirements and examinations are meaningful and accurate measures of clinical competence. For patients and professional organizations putting reliance on the work of any particular specialty board, it is important to evaluate the quality of the professional network to which it belongs. This will provide an indication of the rigor and credibility of its work. In these turbulent times in the health care field, 'fly by night' specialty boards may become more and more common to meet the self-serving needs of selected constituencies of doctors. The history of the board certification movement shows that all specialty certification bodies are not created equal. This monograph has been intended to assist those seeking to learn more about this ever-changing world of physician competency assessment through board certification.

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<sup>21</sup> Brennan TA, Horowitz RI, Duffy FD, Cassel CK, Goode LD, Lipner RS. The role of physician specialty board certification status in the quality movement. *JAMA*. 2004; 292(9):1038-1043

## **Board Certification FAQs:**

### **What is Board Certification?**

Board certification of doctors is a voluntary process by which a physician demonstrates at a particular time through written, practical, and/or actual practice or simulator based testing, a mastery of the basic knowledge and skills that define a particular area of medical specialization. In general, an applicant for board certification must have acquired an undergraduate degree and a medical degree (M.D. or D.O.) and completed an accredited residency program (typically three to five years) in an area of specialization.

### **What is a medical specialty?**

A core body of knowledge and skill defines an area of medical specialization. Practitioners exercising this core body of knowledge typically organize themselves into a professional group to define the core competencies for the area of specialization.

### **What is a Certification Examination?**

Physicians seeking board certification in a given area of specialty must successfully complete and pass an examination process designed to test their mastery of the minimum knowledge and skills that characterize the area of specialization. Prior to taking the examination, a physician must graduate with a medical degree, either M.D. or D.O., complete a residency program, and meet all other prerequisites to certification as set out by the certifying agency or “board.” Certifying organizations create certification exams after an extensive process to identify the core knowledge and skills that characterize an area of specialization. These organizations also use rigorous educational methodologies to validate the tests they utilize.

### **What is a Specialty Board?**

A specialty board is an organization established by practitioners in a particular specialty to determine the core knowledge

and skills that characterize that specialty, to establish criteria to “certify” the competence of practitioners in the specialty, to create and administer tests of knowledge and skill in the specialty area, and to grant ‘certification’ to practitioners in the specialty.

### **What is a Diplomate of a Medical Specialty Board?**

The term diplomate is generally applied to physicians who have become certified by recognized medical specialty board.

### **What does Board Eligibility Mean?**

Board eligibility is terminology loosely employed by various parties. In general, its intent is to indicate physicians who have completed the requisite education and training for board certification, but have not yet taken the certification exam administered by the relevant specialty board. Many boards allow a window of time following completion of training to successfully pass the certification examination. Most boards limit this time to no more than six or seven years.

### **What is the difference between a Licensed doctor and a Board Certified doctor?**

Every state requires that a physician be licensed by an appropriate state medical board in order to practice medicine in that state. No state currently requires a doctor to be board certified in order to hold an active medical license. Board certification is a voluntary process that goes above and beyond licensing requirements and indicates a doctor’s capabilities in a particular specialty. A medical license enables a doctor to treat patients but does not indicate whether that physician is qualified to practice in a specific medical specialty.

### **What is a Certificate of Added Qualifications (CAQ)?**

This terminology is used by many specialty boards to reflect additional training and testing germane to practitioners in one or more specialties. For example, the American Board of

Family Medicine offers a CAQ in geriatric medicine, as does the American Board of Internal Medicine.

### **What is Maintenance of Certification (MOC)?**

Maintenance of Certification is an approach to continuous certification being advocated by some certifying organizations. MOC programs replace periodic recertification with ongoing requirements that include education, professional practice activities, and intermittent testing. Different certifying organizations use different nomenclature for their efforts at continuous certification and each puts a somewhat different emphasis on what assessment elements should comprise ongoing monitoring of competency. The ABMS refers to their activities in this area as 'Maintenance of Certification (MOC)'. The ABPS efforts are referred to as 'Continuous Competency in Certification (CCC)'. The AOA nomenclature for this approach to certification is 'Osteopathic Continuous Certification (OCC)'.

### **What is a Certificate of Special Qualifications (CSQ)?**

This terminology is primarily used by the American Osteopathic Association to indicate subspecialty certification by one of its boards. Subspecialty certification requires prior attainment of general certification in a "distinct and well defined field of osteopathic medical practice".

### **How Do Individuals or Organizations Verify a Physician's Certification Status?**

The major certifying bodies provide online resources to ascertain a physician's certification status with that organization. This allows hospitals and other credentialing bodies to have an expeditious means for primary source verification of the board certification of applicants for staff membership and privileges. The websites for the three largest multi-specialty certifying organizations are:

[www.abms.org](http://www.abms.org)

[www.abpsus.org](http://www.abpsus.org)

[www.osteopathic.org](http://www.osteopathic.org)

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*Dr. Sagin is board certified in family medicine and geriatrics and has taught and practiced in community hospital and university settings. He currently practices at Community Volunteers in Medicine in West Chester, PA.*

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*Dr. Sagin is a popular public speaker and his teaching won him the Golden Apple teaching award at Temple University School of Medicine. He frequently facilitates board and medical staff retreats and delivers leadership education to physicians and to health system trustees and executives. He has written widely on matters ranging from peer review and credentialing to health care integration. Dr. Sagin can be reached at [TSagin@SaginHealthcare.com](mailto:TSagin@SaginHealthcare.com).*



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