

I'm not just a pharmacist.
I'm advancing
the science of
health care.



Linda, VA Pharmacist



Become a VA pharmacist.

VA



U.S. Department of Veterans Affairs

Health Administration

Why VA?

The **best care** starts with the **best opportunities.**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has been to keep that promise.

Today, Department of Veterans Affairs has grown into one of the largest, most technologically advanced health care systems in the United States. We have employees who work at more than 153 medical centers, 909 ambulatory and community-based outpatient clinics, 135 nursing homes, and a number of other facilities across the country.

At VA, we strive to provide a professional, supportive environment where our patients, *and you*, can thrive.



VA and the practice of pharmacy.

If you're looking for an opportunity that is dynamic, innovative and collaborative, then a career as a VA pharmacist could be for you.

Collaborating with VA's patient care teams, our pharmacists contribute directly to the interdisciplinary process of planning for patient care by providing comprehensive medication management in both inpatient and outpatient settings.

VA offers its pharmacists a wide range of advancement opportunities, as well as giving them the chance to work with the largest pharmacy residency program in the U.S.

Our pharmacists have the time to

be patient focused because we utilize automation and pharmacy technicians to a higher degree.

Consider a career at VA. In return, we offer competitive salaries, first-rate employment benefits, a wide range of practice settings, and ample paid leave.

If you have an interest in serving those who have served our country, while pioneering the way in pharmacy practice, then explore a career with VA.



More opportunities to excel.

Our pharmacists enjoy a high level of clinical practice that utilizes their training in comprehensive medication management. As a part of our team you will make decisions with a positive impact.

Clinical Pharmacy Specialists work under a scope of practice with authority to prescribe and monitor medication therapies. Pharmacists at VA hospitals and clinics also have a wide range of specialization opportunities, including:

- Administration
- Anticoagulation
- Cardiology
- Critical Care
- Dermatology
- Endocrinology
- Emergency Department
- Geriatrics/Home-based Primary Care
- HIV/Hepatitis C
- Infectious Diseases
- Internal Medicine
- Medication Safety
- Mental Health
- Nephrology
- Neurology
- Nuclear Pharmacy
- Nutrition Support
- Oncology
- Pain Management
- Pharmaceconomics
- Pharmacogenomics and Biologics
- Primary Care
- Pulmonary/Smoking Cessation
- Rural Health
- Spinal Cord Injury/Traumatic Brain Injury
- Surgery/OR/Anesthesia
- Telehealth
- Transplantation
- Women's Health



Make the most of your training.

Opportunities for **new pharmacists.**



As graduation nears, you and your peers are about to become the next generation of pharmacists. A VA pharmacy career will allow you to make the most of your training and help you develop your practice better than anywhere.

A HIGHER LEVEL OF PRACTICE

Here are ways pharmacists at VA enjoy a higher level of practice:

- VA pharmacists are an integral part of the patient care team and help guide the best course of medication therapies.
- Our Clinical Pharmacy Specialists have prescriptive authority within their defined scopes of practice.
- VA is one of the largest health care systems in the nation. As such, we offer a wider range of specialization opportunities, practice settings, ongoing training, education programs with career development, and pharmacy leadership positions.
- Our pharmacists are responsible for patient care, but they also conduct research, train students and residents, coordinate VA's mail order program, and much more.
- At VA, only one active state license is necessary to practice across the entire health care system.
- VA utilizes pharmacy technicians to a higher degree and invests in cutting-edge pharmacy technology that keep VA pharmacists patient focused.

Leadership Opportunities

Take your career to a higher level.

You've been in your present position for quite some time now. You love being a pharmacist, but the drive to do something different, something even more stimulating, has been gnawing at you. It's time to shift that desire into gear, and access the tools and opportunity to lead. It's time to consider the pharmacy manager opportunities at VA

MORE POSITIONS

As one of the largest health care systems in the nation, VA offers tremendous management opportunities for pharmacists. Pharmacy managers are needed for a variety of pharmacy programs and practice settings throughout VA. Upward mobility opportunities for experienced managers also include Chief of Pharmacy Services, Directors of Consolidated Mail Outpatient Pharmacy (CMOP) programs, and Pharmacist Executives (regionally and nationally).

BETTER SUPPORT

Once you accept a position of management, you'll always have the support you need to administer your responsibilities effectively. VA offers its supervisors ongoing internal training opportunities, such as Leadership VA (LVA), the Executive Career Field Development Program, VA Learning University, distance learning programs, and training and certification for mentoring and coaching. VA also funds external education opportunities through the Employee Incentive Scholarship Program (EISP). We also have an established communication network that includes e-mail groups for pharmacy specialties, online collaboration and web-based conferencing, teleconferences, regional meetings, and national pharmacy conferences.



Did you know **that VA:**

- Employs 6,500+ licensed pharmacists with a pharmacist workforce that is more diverse than national averages
- Has affiliation agreements with nearly every college or school of pharmacy
- Offers the opportunity to teach and mentor pharmacy students
- Trains the largest number of pharmacy residents in the U.S.
- Offers pharmacists the opportunity to provide cutting-edge patient care, including comprehensive medication management and medication therapy management (MTM)
- Supports clinical pharmacy health services research
- Serves a population of more than 8 million Veterans, providing inpatient care to over 650,000 Veterans and managing more than 75 million outpatient visits each year
- Has facilities in all 50 states, U.S. territories, and the District of Columbia
- Provides medical care backup to military hospitals and active service members and their families during national emergencies, and operates command centers to coordinate services through the National Disaster Medical Service during major disasters such as hurricanes



Mobility is just one of the advantages of working for VA. We offer employment opportunities from coast to coast and beyond. So, whether you enjoy living beachside, in a bustling metropolis or in the serene countryside, there's likely a VA facility nearby.

Advance **your training.**

VA conducts an extensive orientation program for all newly appointed pharmacists.

Additionally, VA offers our pharmacists several education-based incentive and assistance programs:

EMPLOYEE INCENTIVE SCHOLARSHIP PROGRAM (EISP)

This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.

OTHER TUITION REIMBURSEMENT

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

Testimonial



VA has been an excellent choice for me. Hard work and dedication to the pharmacy profession and our Nations Veterans does not go unnoticed within VA. After only 14 months I had moved twice, was working on a national VA pharmacy outcomes project, was a charter member of the VA national clinical pharmacy newsletter and working as contributing blogger for a VA website. Saying that I have been impressed with the strong pharmacy networking opportunities with VA would be an understatement. I have and will continue to recommend a career with VA to anyone!"

—Charles, PharmD
Outpatient Pharmacy Supervisor

Discover more options with the Nation's **largest pharmacy residency** program.

The ideal residency will help you determine which practice environment fits you best. As the largest pharmacy residency training program in the country, our pharmacy residency program offers more practice settings and practice areas than any private sector system.

Our pharmacy residents can explore both inpatient and outpatient care settings as part of a VA interdisciplinary care team. VA offers diverse opportunities for both Post-Graduate Year 1 and Post-Graduate Year 2 pharmacy residents including:

- Administration
- Ambulatory Care
- Biologics/Pharmacogenomics
- Cardiology
- Critical Care
- Geriatrics
- Infectious Diseases
- Internal Medicine
- Managed Care
- Mental Health
- Nephrology
- Nutrition Support
- Oncology
- Pain Management
- Pharmacoeconomics
- Pharmacy Informatics
- Primary Care
- Transplantation



Many research and academic opportunities, mentored by experienced VA pharmacists, are also available.

The best residency program.

The VA Pharmacy Residency Program consists of American Society of Health-System Pharmacists (ASHP)-accredited programs, training more than 450 residents annually. All ASHP-accredited programs participate in the National Matching Services match process. VA pharmacy residents enjoy the following benefits:

- 12-month patient care experience
- Competitive annual salary
- Vacation, federal holidays, and sick days
- Authorized absence for approved continuing education
- Health and life insurance plans available

For more information, visit

<http://www.pbm.va.gov/VAPharmacyResidencyProgram.aspx>



More benefits. Better pharmacists.

VA pharmacists earn competitive salaries and enjoy a work/life balance that is unmatched in the private sector. This is all thanks to VA's robust benefits package that includes 10 paid holidays, up to 26 paid vacation days commensurate with years of experience, sick leave with no limit on accumulation, and flexible scheduling. Additionally, VA pharmacists can engage in an array of patient focused activities and career development options including:

- Providing comprehensive medication management and patient education
- Providing direct pharmacy student and resident training
- Developing and facilitating pharmacy-based research projects
- Pursuing career advancement and management training

Our pharmacists feel good about their jobs and their ability to balance work and home life through a variety of flexible scheduling opportunities. These opportunities may include part-time workweeks, seven days on/seven days off, four 10-hour days, and shorter shifts.



Better benefits. The best care.

VA's mission is to provide the best possible care for America's Veterans. In return for helping VA achieve this goal, we offer extensive benefits to all of our employees.

LEAVE AND INSURANCE

- Up to 26 days paid annual (vacation/personal) leave commensurate with years of experience; may accumulate up to 240 hours of paid leave
- 13 days paid annual sick leave; no limit on accumulation of hours
- 10 paid annual federal holidays
- 15 days paid annual military leave
- Family and Medical Leave Act, which allows employees to take up to 12 weeks of leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Choice of group health insurance plans with the majority of premiums paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- Term life insurance with coverage based on salary and with the cost shared by the Federal Government; family and additional coverage options available

RETIREMENT

Employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Saving Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government. For retired military personnel, these benefits are in addition to full monthly retirement pay or pension. Retirement health care insurance is also available.

MOBILITY

Did you know at VA you could be a pharmacist just about anywhere? VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. Our employees may transfer to any location where there is an available vacancy without loss of benefits and usually no loss in pay. Some VA facilities are also authorized to pay relocation costs in selective cases where a high need is demonstrated to fill a pharmacist position. Multiple state licenses are not required.

LIABILITY PROTECTION

VA pharmacists are protected by the Federal Tort Claims Act when functioning within their Federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing medical care or treatment in the exercise of their official duties in or for VHA.

EDUCATION DEBT REDUCTION PROGRAM (EDRP)

Reduce your qualifying school loan debt with a VHA loan reimbursement program. To qualify, EDRP must be offered within the recruiting VHA Medical Center's vacancy announcement for a qualifying position that provides patient care services.

AWARDS AND HONORS

VA pharmacists are protected by the Federal Tort Claims Act when functioning within their Federal scope of practice. This statute provides immunity from personal liability for damages arising from medical malpractice or negligence by health care personnel of the Veterans Health Administration (VHA) in furnishing

ADDITIONAL BENEFITS

- Smoke-free and drug-free workplace
- Credit unions
- Government discounts



VA hiring policies.



QUALIFICATIONS

Minimum qualifications for appointment as a VA pharmacist are:

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

SALARY INFORMATION

- Starting salaries are recommended by a Pharmacist Professional Standards Board based on professional education, training, and experience
- Special entrance salary rates and ongoing special salary rates are in effect at many locations based on pay-related staffing needs and locality cost of living
- VA offers premium pay to pharmacists for overtime, on-call, weekend, and holiday duty
- Pharmacists are awarded regular increases based on demonstrated performance and may receive accelerated increases for outstanding performance

Call the Human Resources Management Office at your local VA health care facility or visit VAcareers.va.gov to learn more. For more information, call **1-800-949-0002**.

How to Apply:

VAcareers.va.gov

VA can take you anywhere you want to live and work. We have facilities in all 50 states, the District of Columbia, and U.S. territories. So, whether you're a confirmed urbanite, fond of the beach, or in search of peaceful Midwestern landscapes, you can explore VA pharmacy opportunities.

Because hiring decisions are made locally, you should apply directly to the Pharmacy Recruiter or Human Resources Management Office at the VA health care facility where you desire employment consideration. Information about VA pharmacists and application procedures may be obtained from any VA facility.

Veteran employment information can also be obtained by contacting

VAplacementservice@va.gov

The toll-free number is **1-800-949-0002**.

Employment information and job applications can also be found on the Internet at

VAcareers.va.gov

VA



U.S. Department of Veterans Affairs

Health Administration



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