

or certified within the proscribed amount of time will result in removal from the GS-185 social work series and **may** result in termination of employment.

- **Loss of Licensure or Certification.** Once licensed or certified, social workers must maintain a full, valid and unrestricted independent license or certification to remain qualified for employment. Loss of licensure or certification **will** result in removal from the GS-185 social work series and **may** result in termination of employment

Specialized Experience Requirements:

GS-9: GS-9 is the entry level grade for the GS-185 social work series and is used for social workers with less than one year of post-MSW experience **and** for social workers who are not yet licensed or certified at the independent practice level. Social workers at the GS-9 level are working toward completion of prerequisites for licensure or certification. In addition, the candidates must demonstrate the GS-9 KSAs below.

GS-11: Full performance level requires completion of a minimum of one (1) year of post-MSW degree experience in the field of health care social work (VA or non-VA experience) and licensure or certification in a state at the independent practice level.

Substitution of Education for Experience: In addition to meeting basic requirements, a doctoral degree in social work from a school of social work may be substituted for the required one (1) year of professional social work in a clinical setting. In addition, the candidate must demonstrate the KSAs listed below. **If using education as a substitute for experience, please submit a copy of your college transcripts with application packet.**

BASIS OF RATING: (Knowledge, Skills, Abilities (KSAs))

Applicants must demonstrate through their experience or education that they possess the following published KSAs(from VA Handbook 5005) for the grade at which they wish to apply (and grades below that grade if applicable):

***GS-9:**

- 1.** Ability to provide psychosocial treatment to a wide variety of individuals from various socio-economic, cultural, ethnic, educational, and other diversified backgrounds. This requires knowledge of human development and behavior (physical and psychological), and the differential influences of the environment, society, and culture.
- 2.** Ability to work with patients and families who are experiencing a variety of psychiatric, medical, and social problems utilizing individual, group, and family counseling skills. Work with more complex problems is done under close supervision. With guidance from the social work supervisor, ability to assess the psychosocial functioning and needs of patients and their family members, and to formulate and implement a treatment plan, identifying the patient's problems, strengths, weaknesses, coping skills, and assistance needed.
- 3.** Basic knowledge of psychosocial treatment modalities and, under supervision, ability to implement treatment modalities in working with individuals, families, and groups to achieve treatment goals. This requires judgment and skill in utilizing supportive, problem solving, or crisis intervention techniques.
- 4.** Ability to establish and maintain effective working relationships with clients, staff, and representatives of community agencies. Ability to communicate effectively, both orally and in writing, with people from varied backgrounds.
- 5.** Knowledge of medical and mental health diagnoses, disabilities, and treatment procedures. This includes acute, chronic, and traumatic illnesses/injuries; common medications and their effects/side effects; and medical terminology.
- 6.** Basic skill in the use of computer software applications for drafting documents, data management, and tracking. Ability to learn and utilize software programs in use by VHA.

***Amended Optional KSA. The following two questions are optional KSAs. For those who previously applied before the amendment was issued are welcome to resend or resubmit their KSAs.**

- 7.** Knowledge of and experience applying principles of Dialectical Behavior Therapy within a comprehensive Dialectical behavior Therapy Program.
- 8.** Experience working with clients with chronic and acute suicidal ideation and/or self-harming behaviors.

GS-11:

- 1.** Knowledge of community resources, how to make appropriate referrals to community and other governmental

agencies for services, and ability to coordinate services.

2. Ability to independently assess the psychosocial functioning and needs of patients and their family members and to formulate and implement a treatment plan, identifying the patient's problems, strengths, weaknesses, coping skills and assistance needed, in collaboration with the patient, family and interdisciplinary treatment team.

3. Ability to independently conduct psychosocial assessments and provide psychosocial treatment to a wide variety of individuals from various socio-economic, cultural, ethnic, educational and other diversified backgrounds. This requires knowledge of human development and behavior (physical and psychological) and the differential influences of the environment, society and culture.

4. Knowledge and experience in the use of medical and mental health diagnoses, disabilities and treatment procedures. This includes acute, chronic and traumatic illnesses/injuries, common medications and their effects/side effects, and medical terminology.

5. Knowledge of psychosocial treatment and ability to independently implement treatment modalities in working with individuals, families and groups who are experiencing a variety of psychiatric, medical and social problems to achieve treatment goals. This requires independent judgment and skill in utilizing supportive, problem solving or crisis intervention techniques.

6. Ability to independently provide counseling and/or psychotherapy services to individuals, groups and families. Social workers must practice within the bounds of their license or certification. For example, some states may require social workers providing psychotherapy to have a clinical level of licensure.

7. Ability to provide consultation services to other staff about the psychosocial needs of patients and the impact of psychosocial problems on health care and compliance with treatment. Ability to provide orientation and coaching to new social workers and social work graduate students. Ability to serve as a field instructor for social work graduate students who are completing VHA field placements.

8. Ability to independently evaluate his/her own practice through participation in professional peer review case conferences, research studies, or other organized means.

***Amended Optional KSA. The following two questions are optional KSAs. For those who previously applied before the amendment was issued are welcome to resend or resubmit their KSAs.**

9. Knowledge of and experience applying principles of Dialectical Behavior Therapy within a comprehensive Dialectical behavior Therapy Program.

10. Experience working with clients with chronic and acute suicidal ideation and/or self-harming behaviors.

CONDITIONS OF EMPLOYMENT:

- This is an Excepted Appointment. Excepted service positions have been excepted from the requirements of the competitive service by law, Executive Order, or by OPM regulation (5 USC 2103 and 5 CFR part 213). Public law No. 108-170 converts this occupational series from the competitive civil service to the Hybrid Title 38 employment system.
- Applicants without prior federal service will be appointed at step one of the grade
- Although the duty station is shown in this announcement, it may be necessary to utilize the selected person's services at a different location within the Portland VA Medical Center commuting area if conditions require it in the future
- Eligible employees may be non-competitively reassigned to fill this position as an exception to merit promotion.
- Under Executive Order 11935, only United States citizens and nationals (residents of American Samoa and Swains Island) may compete for civil service jobs. Agencies are permitted to hire noncitizens only in very limited circumstances where there are no qualified citizens available for the position.
- If you are a male born after December 31, 1959, and are at least 18 years of age, civil service employment law (5 U.S.C. 3328) requires that you must register with the Selective Service System, unless you meet certain exemptions.
- All information submitted to this VA Medical Center is subject to verification by VetPro.
- A security clearance and a favorable suitability determination are required. Misconduct in prior employment, criminal, dishonest or disgraceful conduct, habitual use of intoxicating beverages, abuse of narcotics, drugs or other controlled substances, or reasonable doubt of loyalty to the United States are examples of reasons

- an offer of employment may be denied.
- This is a developmental position. If selected below the target level, employee may be promoted without further competition upon satisfactory completion of qualification and eligibility requirements.
- A pre-employment physical examination will be required for an applicant who is tentatively selected.
- Applicants appointed to direct patient care positions must be proficient in spoken and written English as required by 38USC 7402(d) and 7407(d).
- [VACareers](#) has descriptions of all Title 38 Jobs and their benefits.
- This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis
- The United States Government does not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, marital status, disability, age, membership in an employee organization, or other non-merit factor.
- It is the policy of the Department of Veterans Affairs that all Federal wage and salary payments are paid to employees by Direct Deposit/Electronic Funds Transfer (DD/EFT).

HOW TO APPLY:

All application packets must be received in Human Resources by Close of Business (COB) on 6/5/09.

Application forms may be obtained in Human Resources Office or on our external website,

<http://www.visn20.med.va.gov/Portland/mc/hr>

Applications may be mailed to:

Portland VA Medical Center, P4HRMS

Attn: T38-09-0193-JB

PO Box 1034

Portland, OR 97207

Or brought in person to:

Portland VA Medical Center

3710 SW US Veterans Hospital Rd

Building 16, Room 300

Portland OR 97239

Portland VAMC employees must submit:

1. [VAF 4078, Application for Promotion or Reassignment](#)
2. [VAF 4676a, Employee Supplemental Qualifications Statement](#)
3. [VAF 4667b, Supervisory Appraisal of Employee for Promotion](#) is optional, but recommended.
4. MPQ – Merit Promotion Questionnaire is optional but recommended if you have qualifications pertaining to the position applied for but are not in your OPF

Other VA Employees must submit:

1. [VA Form 10-2850c, Application for Associated Health Occupations](#)
2. [VAF 4676a, Employee Supplemental Qualifications Statement](#)
3. [VAF 4667b, Supervisory Appraisal of Employee for Promotion](#) is optional, but recommended.
4. Resume or CV
5. [OF-306, Declaration for Federal Employment](#)
6. Latest SF-50, Notification of Personnel Action
7. Copies of all current licenses
8. Latest performance appraisal

Non VA Applicants must submit:

1. [VA Form 10-2850c, Application for Associated Health Occupations](#)
2. Resume or CV
3. [OF-306, Declaration for Federal Employment](#) (January 2001 version or later).
4. Veterans Preference:
 - a. DD-214, Military Discharge Paper (member copy #4 for July 1979 or later editions) (For 5 Point Veteran's Preference).
 - b. [SF-15, Application for 10-point Veteran Preference](#) (December 2004 version or later)
 - c. VA letter of service-connected disability rating dated 1991 or later.
5. SF-50, Notification of Personnel Action (if applying as a current or former federal employee).
6. Narrative statement relating to all of the KSAs. Candidates **must** submit a narrative statement on a separate page(s) with specific responses to all of the knowledge, skills, and abilities (KSAs) in this announcement. Failure to submit your narrative response to all of the KSAs will result in the applicant not being referred for the position.
7. Copies of all current licenses, registrations, or certifications (applicable to job).
8. A copy of your college transcripts (Optional unless education is required).

APPLICANT'S 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.

IMPORTANT NOTICE ABOUT APPLICANT'S RESPONSIBILITY:

- It is the applicant's responsibility to submit documentation to support his/her application for this position. Applicant is responsible for ensuring that all experience, formal training, award recognition, etc. are documented in the application package. Experience may include voluntary or other non-paid experience in the appropriate field. If you feel that your training record contains information pertinent to your qualifications, then you must submit a printed copy of your training record with your application package. Your training record will become part of the specific vacancy file and will not be filed in Official Personnel Folder. Human Resources Management Division will not photocopy any application material; applicants are responsible for making photocopies prior to submitting applications.
- **It is the responsibility of the applicant to ensure timely receipt of the application, regardless of the method used for submission. The VA assumes no responsibility for the late delivery of applications (i.e. postal service delays). The Portland VA Medical Center will not accept FAX, or emailed applications or applications in a US government envelope.**