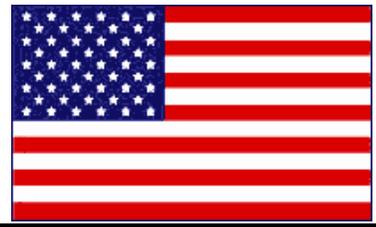




PORTLAND VA MEDICAL CENTER

*Portland, Oregon Division
Vancouver, Washington Division
Community Based Outpatient Clinics
Salem, OR Bend, OR
Camp Rilea (Warrenton, OR)*



NOTICE OF VACANCY

1. <u>Announcement Number</u> <p style="text-align: center;">MP-09-0236-YH</p>	2. <u>Title, Series, Grade, Salary</u> <p style="text-align: center;">Human Resources Specialist (Recruitment & Placement) (07011A/07010A) GS-201-7/9/11/12 \$40,075 to \$92,409 per annum (Based on full-time employment)</p>	3. <u>Tour of Duty</u> <p style="text-align: center;">8am – 4:30pm M-F</p>	4. <u>Duty Station</u> <p style="text-align: center;">Human Resources Management Service, Portland Division</p>
5. <u>Type & Number of Vacancies</u> <p style="text-align: center;">Permanent 2 Full-time positions</p>	6. <u>Contact</u> <p style="text-align: center;">Human Resources Assistant 503-273-5236</p>	7. <u>Opening Date</u> <p style="text-align: center;">05/22/09</p>	8. <u>Closing Date</u> <p style="text-align: center;">06/05/09</p>

WHO MAY APPLY TO THIS ANNOUNCEMENT:

- Career or career conditional employees and permanent Title 38 employees and permanent Title 38 Hybrid employees of the Portland VA Medical Center eligible under the interchange Agreement. Included are permanent employees of the Willamette National Cemetery, Regional Office, Veterans Outreach Center and Veteran's Canteen.
- Career or career conditional employees and permanent Title 38 employees of other VA facilities.
- Applicants with competitive status outside the VA i.e., those with transfer or reinstatement eligibility.
- VEOA (Veterans Employment Opportunities Act) Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 or more years of continuous active service.
- Employees covered under the provision of the inter-agency Career Transition Plan (ICTAP) and Career Transition Assistance Plan (CTAP) (displaced VA Employees) eligibles will be given priority consideration for vacancies within the **local commuting area** for which they are well qualified. Applicants requesting this consideration must attach appropriate proof of the ICTAP eligibility with their application. Well qualified is defined as an applicant, without any further training, can perform the major duties of the position which include recruitment activities which include posting job announcements and DEU's, proficient knowledge and practice of Qual standards and qualifying applicants according to Title 5, Title 38, and Title 38 Hybrid standards, knowledge and ability to code SF-52 actions.

MAJOR DUTIES:

This position is located in the Staffing section of the Portland VA Medical Center (PVAMC) Human Resources Management Service (HRMS). The PVAMC serves the state of Oregon and SW Washington. The PVAMC HRMS provides services to the PVAMC with over 3000 employees and VISN 20 headquarters. As senior specialist the incumbent will lead a team that provides organizational support and administers a highly visible and interactive position management, recruitment and staffing program (for Title 5 and Title 38 occupations) for a major management unit of the PVAMC. Duties include, but are not limited to overseeing staffing activities by team members and provide interpretation and assistance in the use to VA Handbook 5005. Develops job analysis process to identify, analyze and assess knowledge, skills and abilities to perform a variety of positions and unitize these in the announcements. Provides managers and supervisors within area of responsibility with information and interpretations of the VA, OPM, and PVAMC policies, procedures and guidelines. Knowledge of a wide range of HR concepts, practices, laws, regulations, policies and precedents. Ability to provide comprehensive HR management advisory and technical services on substantive organizational functions and work practices. Ability to use analytical and diagnostic techniques and qualitative and quantitative techniques sufficient to identify, evaluate, and recommend to management how to resolve complex interrelated HR problems and issues.

THIS POSITION IS EXCLUDED FROM THE BARGAINING UNIT

QUALIFICATION REQUIREMENTS:

Eligibility: U.S. Office of Personnel Management Qualification Standards Handbook for GS-201, Human Resources Management series apply and may be reviewed in the Human Resources Management Service office.

Specialized Experience: For GS-7 level: At least one (1) full year of specialized work experience that equipped the applicant with the particular knowledge, skills, and abilities (KSA's) to perform successfully the duties of the HR position equivalent to at least the GS-5 level in the Federal service. Specialized experience includes, but is not limited to, working as a Recruiter, HR Assistant, HR Generalist or similar position, posting open vacancies, screening incoming applications, conducting new employee orientations, filing documentation in personnel folders, developing job analysis and/or crediting plans, writing job descriptions, and working with hiring managers to identify hiring needs and

(Continued on next page)

effective recruitment strategies. **For GS-9 level:** Specialized experience includes, but is not limited to, working as a Recruiter, HR Generalist, HR Specialist, or similar position, performing internal placement or external recruitment and placement duties, completing work assignments involving Human Resource and interrelated functional processes and methods, such as classification, recruitment and staffing, performance management, and applicant assessment, researching regulations and other pertinent directives for answers to questions to accomplish assignments independently, and/or serving as an advanced trainee and receiving formal and/or on-the-job training to acquire knowledge, skills, and abilities required to support Human Resource systems, programs, and services. **For GS-11 level:** Specialized experience includes, but is not limited to, working as a Sr. Recruiter, HR Specialist, HR Manager, or similar position reviewing staffing regulations, directives or other guidelines and recommending revisions; assisting in reviewing recruitment and placement actions and providing input on issues, such as compliance issues involved in the execution of a specific appointment authority; advising on well-precedented staffing policies, such as advising on recruitment sources and advertising timeframes, or impact of reduction-in-force procedures; and/or assisting in performing evaluations for a Service's staffing need, such as reviewing the use of crediting plans for common, easily-understood positions using standard merit promotion policies and procedures. **For GS-12 level:** Specialized experience includes, but is not limited to, working as a HR Specialist, HR Manager, Staffing Specialist/Manager or similar position developing strategies and solutions to address challenging or controversial staffing issues, collaborating with stakeholders to build consensus for problem resolution; analyzing assigned Service's Human Resources needs and problems, utilizing qualitative and quantitative techniques, and preparing reports of findings and recommendations for review and incorporation into Service's plans and strategies; and/or providing managers and employees with information and interpretation of the agency's Human Resources policies, procedures, and guidelines; and advising on controversial or complex HR issues involving more than one HR policy area, such as staffing, classification, employee relations, and/or workforce development.

Substitution of Education for Experience: **GS-7:** One (1) full year of graduate level education or superior academic achievement (defined below). **GS-9:** Master's or equivalent graduate degree or two (2) full years of progressively higher level graduate education leading to such a degree or LL.B. or J.D., if related. **GS-11:** Ph.D. or equivalent doctoral degree or three (3) full years of progressively higher level graduate education leading to such a degree or LL.M., if related. **GS-12:** Generally not applicable.

Superior academic achievement is based on (1) class standing, (2) grade-point average, or (3) honor society membership.

1. *Class standing* -- Applicants must be in the upper third of the graduating class in the college, university, or major subdivision, such as the College of Liberal Arts or the School of Business Administration, based on completed courses.
2. *Grade-point average (G.P.A.)* -- Applicants must have a grade-point average of:
 - a. **3.0 or higher out of a possible 4.0 ("B" or better)** as recorded on their official transcript, or as computed based on 4 years of education, or as computed based on courses completed during the final 2 years of the curriculum; or
 - b. **3.5 or higher out of a possible 4.0 ("B+" or better)** based on the average of the required courses completed in the major field or the required courses in the major field completed during the final 2 years of the curriculum.
3. *Election to membership in a national scholastic honor society* -- Applicants can be considered eligible based on membership in one of the national scholastic honor societies. These honor societies are listed by the [Association of College Honor Societies](#).

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

On a separate sheet of paper, provide a written, detailed response to each of the KSAs. Failure to respond to the rating factors may result in your application receiving a less than desirable rating.

1. Knowledge of Federal personnel laws, regulations, principles and practices in the functional areas of recruitment, staffing, and pay administration.
2. Ability to research, interpret and apply rules and regulatory guidelines to a specific problem in order to arrive at a justifiable conclusion.
3. Skill to effectively communicate orally and in writing with individuals of varying backgrounds and levels of understanding.
4. Ability to plan, organize, establish priorities and meet time restraints while working under stressful and/or pressure situations.
5. Ability to provide expert technical assistance in order to resolve complex staffing and pay issues.

CONDITIONS OF EMPLOYMENT:

- 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
- Applicants without prior federal service will be appointed at step one of the grade
- 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.
- Recruitment & Relocation incentives may be authorized.
- 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.
- Public transit subsidy benefits are available. Carpooling assistance is provided. However, single occupancy parking is limited on main Portland campus.
- 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.
- Employee selected must serve a one (1) year probationary period for managers/supervisors as contained in 5 USC 315, unless she/he has already served the required supervisory period.
- 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:

Portland VAMC Permanent 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. OF-612, Resume or 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 Permanent Employees must submit:

1. [OF 612, Optional Application for Federal Employment](#) (attach additional sheets of paper if needed for additional job experience (in same format as application)), or Resume. (Please refer to [OF-510, Applying for a Federal Job](#) on the USA jobs website (<http://www.usajobs.opm.gov/>) for information on how to apply with a resume instead of OF-612)
2. [VAF 4676a, Employee Supplemental Qualifications Statement](#)
3. [VAF 4667b, Supervisory Appraisal of Employee for Promotion](#) is optional but recommended.
4. [OF-306, Declaration for Federal Employment](#) (January 2001 version or later).
5. Latest SF-50, Notification of Personnel Action
6. Latest performance appraisal

Non VA Applicants must submit:

1. [OF 612, Optional Application for Federal Employment](#) (attach additional sheets of paper if needed for additional job experience (in same format as application)), or Resume. (Please refer to [OF-510, Applying for a Federal Job](#) on the USA jobs website (<http://www.usajobs.opm.gov/>) for information on how to apply with a resume instead of OF-612)
2. [OF-306, Declaration for Federal Employment](#) (January 2001 version or later).
3. 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.
4. SF-50, Notification of Personnel Action (if applying as a current or former federal employee).
5. 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.
6. A copy of your college transcripts (Optional unless education is required).
7. ITCAP Applicants: Submit proof by including a copy of the agency notice, most recent Performance Rating and most recent SF-50 indicating current position, grade, level, and duty station.

All application packets must be received in Human Resources by Close of Business (COB) on 06/05/09.

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:

Or brought in person to:

Portland VA Medical Center, P4HRMS
Attn: MP-09-0236-YH
PO Box 1034
Portland, OR 97207

Portland VA Medical Center
3710 SW US Veterans Hospital Rd
Building 16, Room 300
Portland OR 97239

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.
- Foreign Education: To receive credit for education completed outside the United States, you must show proof that the education has been submitted to a private organization that specializes in the interpretation of foreign educational credentials and such education has been deemed at least equivalent to that gained in conventional U.S. education programs.

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.**