



Department of Health and Human Services  
Public Health Service  
Indian Health Service



## Vacancy Announcement

Announcement No.: **IHS-BAO-08-06**  
 Opening Date: **January 16, 2008**  
 Closing Date: **June 30, 2008**  
 Area of Consideration: **Government Wide**  
 Any Qualified Indian Candidates

**INDIAN PREFERENCE POLICY:** The Indian Health Service (IHS) is committed to affording employment preference to American Indian and Alaska Native candidates 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 Indian Health Manual, Part 7, Chapter 3. The IHS is also committed to achieving full and equal opportunity without discrimination because of race, religion, color, gender, national origin, age, physical or mental disability and sexual orientation. The IHS has a zero tolerance for sexual harassment or reprisal.

**POSITION TITLE, SERIES, GRADE:**

Medical Officer (administrative)

**GS-602-13-14-15**

Family Practice Internal Medicine  
 Pediatrics OB/GYN  
 Psychiatry Radiology

**Salary Range:**

GS-13: \$86929-\$107521  
 GS-14: \$100014-\$124341  
 GS-15: \$108110-\$136730

(May be adjusted on Present/Former Federal employees)

**\*Special Salary Rates Authorized Under 5 USC 5303**

Compensation in addition to the above base salary may be available

**OFFICE LOCATION:**

Bemidji Area IHS facilities

**Duty Station**

Red Lake Indian Health Service, Red Lake, MN  
 White Earth Indian Health Service, Ogema, MN  
 Cass Lake Indian Health Service, Red Lake, MN  
 And all other facilities within Bemidji Area

**Number of Vacancies: Position to be filled as vacancies occurs.** This is an **open continuous vacancy announcement** and applications will be referred when vacancies occur. The open continuous vacancy announcement allows this office to accept applications/resumes on a year round basis and eligible qualified applicants are placed in the applicant supply file (ASF) for a period of six (6) months. This announcement may be used to fill jobs with multiple appointment terms: permanent, temporary, or term.

Your application will be included in the file of candidates established for consideration for current and/or future job vacancies. You will be considered for those vacancies that match your desired geographic locations, skills and or job preferences. Applications that are complete in accordance with the outlined Agency application procedures will be referred to fill any current and/or future vacancies.

*These positions are also being filled through Office of Personnel Management's Government-wide Direct Hire Authority (DHA) for this occupation and are open to all U.S. Citizens. The Direct Hire Authority has been authorized by the Homeland Security Act of 2002 and Part 337, Subpart B, Title 5 of the Code of Federal Regulations (5 CFR). If filled utilizing DHA, the following is applicable: all applicants who meet the basic qualification requirements will be forwarded to the Selecting Official for consideration. The "rule of three," Veteran's preference and traditional rating and ranking of applicants do not apply to the Direct Hire process. Indian Preference does apply*

- Positions may be permanent, temporary, term, full-time, part-time or intermittent.
- Promotion potential: Position may be filled at one of the grades levels listed above. Depending on location some permanent position may have promotional potential to GS-14/15 level.
- Incumbents of these positions are Subject to call back duty, i.e. irregular or occasional work performed on a day when work is not scheduled
- This position requires that the selected individual obtain and maintain medical staff clinical privileges. If privileges are not obtained or maintained during employment, the employee may be subjected to an adverse action, up to and including removal from the federal service.
- Position is supervisory/managerial and may require the incumbent to serve a supervisory probationary period.
- Travel and relocation expenses will be Authorized in Accordance with Federal Regulations. Payment of relocation expenses will be determined on a case by case basis
- You must be a U.S. citizen to qualify for this position.
- All application and required documents (See Required Documents on Page 4) MUST be received by 4:30 Central Time (CT) the date this vacancy announcement closes.
- If you are submitting your application via Federal Express/Overnight delivery, please allow at least three days prior to the closing date of this vacancy announcement due to screening of all mail prior to delivery.

**BRIEF STATEMENT OF DUTIES:** This position is located in a Medical inpatient/outpatient Department at one of the various Indian Health Service facilities located in the Bemidji Area. Medical Officers advise on, administer, or perform professional work in one or more fields of medicine and in clinical specialty fields generally concerned with individual specialties. Medical Officer practice medicine involving diagnostic, preventive, and therapeutic services to patients in hospitals, clinics, diagnostic centers, etc. Medical Officers in the Federal service typically treat common diseases, ailments, and injuries of persons reporting to sick call, conduct periodic physical examinations, and provide immunization against common diseases. They must be skilled in recognized various medical pathologies that require referral to specialists for specialized diagnostic and treatment procedures. They direct care/services to new-natal, pediatric, geriatric, adolescent and adult patients. They, provide consultative and/or direct outpatient services within their specialized areas a filed health facilities as assigned. They serve on appropriated hospital committees as directed. They supervise ancillary hospital and field personnel when actually providing direct patient care. Medical Officers in the Federal service have a high degree of freedom for inpatient care within established guidelines', policies and concepts of good medical practice. Duties will vary according to location of the position and applicants may obtain more information as vacancies occur. Applicants must indicate the specialty area for which they are applying.

**COMPETITIVE AND EXCEPTED SERVICE QUALIFICATION REQUIREMENT: (Education & Experience)**

The basic qualifications for this position are in the Operating Manual for Qualification Standards for General Schedule Positions click on link below:

<http://www.opm.gov/qualifications/SEC-IV/B/GS0600/0602.HTM>

GS -13: Candidate must have 1 year of specialized experience equivalent to at least the GS-12 grade level.

GS-13: Candidate must have 1 year of specialized experience equivalent to at least the GS-14 grade level.

GS-14: Candidate must have 1 year of specialized experience equivalent to at least the GS-15 grade level.

- **Foreign Degree Note:** All foreign degrees must be evaluated by a nationally recognized accrediting agency. You must submit proof of such evaluation and/or conversion.
- **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 qualification (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.

**Basic Requirements: Basic Requirements: Must be board eligible or board certified in a medical specialty.**

*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 the standard, graduate training programs include only those internships, residency, and fellowship programs that are approved by accrediting bodies recognized within the United States of Canada.

*Licensure:* For positions involving patient care, 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. Applications will be accepted from physicians who are not currently licensed; however, if selected for appointment, they must (a) obtain a license before entering on duty, or (b) meet one of the following provisions:

- *Waiver of Licensure Requirement:* An agency may waive the licensure requirement for positions not involving direct patient care, e.g., positions performing disability evaluations, positions performing solely research, or administrative program managers. If the agency does not waive the license requirement for these kinds of positions, candidates may be appointed subject to obtaining a license within 1 year.
- *Appointments Pending Meeting Licensure Requirement:* Individual circumstances may warrant appointments pending meeting the licensure requirement (e.g., when a candidate has a temporary license to practice until the next regular session of the licensing board). Persons appointed pending licensure may not be retained beyond 1 year of appointment if they do not obtain the license.

Applicants who meet the basic requirements qualify for GS-11 positions. This position is being announced at the GS-13/14/15 grade.

**Additional Requirements for Grades GS-13 and Above:**

The requirements below are grouped according to types of programs-clinical and training, aviation medical, occupational health, disability evaluation, maternal and child health, and research.

- *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.

### **General Practice positions**

*For GS-13--3 years of graduate training or equivalent experience and training.*

*For GS-14 and above--In addition to the requirements for GS-13, 1 year of appropriate experience equivalent to at least the next lower grade level.*

### **Specialist positions**

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

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

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

Candidates can apply within nine (9) months of meeting the residency requirements; however, candidates cannot enter on duty until they have provided written verification of completion of the residency requirement.

**Public Health Service (PHS) Licensure Policy:** Each PHS physician must possess and maintain a current and unrestricted license in a State.

**Supervisory or Managerial Abilities:** Candidates must have demonstrated in their work experience or training that they possess, or have the potential to develop, the qualities of successful supervision, as listed under the appropriate categories below:

1. First level supervisory position:
  - a. Ability to motivate, train, and work effectively with subordinates who have a variety of backgrounds and training.
  - b. Ability to accomplish the quality and quantity of work expected within set limits of cost and time.
  - c. Ability to plan own work
  - d. Ability to communicate with others effectively both orally and in writing in working out solutions to problems or questions relating to work.
  - e. Ability to understand and further management goals as these effect day-to-day operations.
  - f. Ability to develop improvements in or design new work methods and procedures.
2. Supervisory positions at second and higher levels. In addition to the abilities required for first level supervisory positions, candidates for supervisory positions at second and higher levels must possess, or have the potential to develop, the following:
  - a. Ability to deal effectively with individuals or groups representing widely divergent backgrounds, interests, and points of view.
  - b. Ability to adjust work operations to most emergency or changing programs of production requirements within available resources and with minimum sacrifice of quantity or quality of work.
  - c. Ability to establish program objectives or performance goals and to assess programs towards their achievement.
  - d. Ability to coordinate and integrate the work activities of several organizational segments of several different projects.
  - e. Ability to analyze organizational and operational problems and develop timely and economical solutions.
  - f. Ability to represent the activity both within and outside the organization or agency and to gain support for the agency's program goals.

**Specialized Experience:** is experience that has equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of this position, and that is typically in or directly related to the work of this position. **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. Specialized experience that is creditable is experience in the operation of medical services of a hospital of healthcare organization and in a healthcare delivery system. Experience must be progressive and responsible, demonstrating good knowledge of current principles, practice, methods and techniques in the field of medicine. The types of experience that will be credited are shown under the Statement of Duties and Responsibilities. 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. Applicants **must** clearly demonstrate in their application that they possess strong qualifications/experience required of this position. Your description of work experience, level of responsibility, and accomplishments will be used to determine that you meet these requirements. Examples of specialized experience that can be creditable are show under “*Brief statement of Duties*” above. The specialized experience must have been equivalent to at least the next lower grade level in the normal line of progression for the occupation in the organization.

TIME-IN-GRADE REQUIREMENTS: Merit Promotion candidates must have completed 52 weeks of service no more than 1 grade lower than the position to be filled.

- Applicants must meet all qualification requirements within 30 calendar days after the closing date of this announcement.

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**EVALUATION METHOD:** Applicants who meet the basic qualification requirements described above will be further evaluated by determining the extent to which their work or related experience, education, training, awards, outside activities, and performance appraisals, etc., indicate they possess the Knowledge, Skills, and Abilities (KSA), described below. All applicants **must** provide clear, concise examples that show level of accomplishment or degree to which they possess the KSA=s either on their applications/resumes or as a separate attachment. The information provided will be used to determine the **Best Qualified** candidates.

If found qualified, your score will range from 70-100 points (not including points that may be assigned for Veteran’s Preference) and will be based on your responses to the questions and information stated in your application. Please follow all instructions carefully as errors and omissions may affect your score. Your score is critical for you being referred for the job. You will be deemed well qualified if you score 85 and above.

**Applicants must address the following Knowledge, Skills, and Abilities (KSAs) on separate bond paper**

1. Skill in providing diagnostic, preventive and/or therapeutic services to patients.
2. Knowledge and skill in providing consultation and problem solving regarding medical issues.
3. Ability to establish rapport and gain the confidence of others (physicians, nurses, members of the medical team, patients, and associates and American Indian community leaders, state and federal agency directors).
4. Ability to lead staff and to exercise managerial responsibility for the planning, development, organization, integration, administration and evaluation of the health care delivery system or services.

These standards also cover positions in the Excepted Service filled under 5 CFR 213.3116(b)(8) by Indians entitled to Indian Preference.

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**WHO MAY APPLY:**

**Merit Promotion Candidates (MP):** Applications will be accepted from status eligibles (e.g., reinstatement eligible and current permanent employees in the Competitive Federal Service) and from current permanent IHS employees

in the Excepted Service.

**Excepted Service Examining Plan (ESEP) Candidates:** Applications will be accepted from individuals entitled to Indian Preference. Current permanent IHS Excepted Service employees and Competitive Service employees or reinstatement eligible applicants entitled to Indian Preference may also apply under the provision of the Indian Health Service ESEP.

- **Candidates must indicate whether their application is being submitted under the *IHS Excepted Service Examining Plan* or the *IHS Merit Promotion Plan*, or both if applicable.**

**Veterans' Preference:** Veterans who are preference eligible and who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply. To claim veterans' preference, veterans should be ready to provide a copy of their DD-214, Certificate of Release or Discharge from Active Duty, or other proof. Veterans with service connected disability and others claiming 10 point preference must submit [Form SF-15, Application for 10-point Veterans Preference](#). For more information on all veterans employment issues such as Veterans' preference or special appointing authorities see the [VetGuide](#) found in website [WWW.OPM.GOV](http://WWW.OPM.GOV).

**The Veterans Employment Opportunity Act (VEOA)** gives veterans access to job vacancies that might otherwise be closed to them. The law allows eligible veterans to compete for vacancies advertised under agency's promotion procedures when the agency is seeking applications from outside of its own workforce.

**Commissioned Corps Officers:** PHS Commissioned Corps Officers are invited to apply for applicable professional positions for which they are qualified. The USPHS Commissioned Corps Officers who wish to apply for this vacancy announcement must submit a resume and meet the same experience and training requirements for positions as Civil Service applicants as provided by the Indian Health Manual, Part 7, Chapter 3, **and must submit all other documents specified in this announcement including KSAs, transcripts, registration, etc.**

**Career Transition Assistance Program (CTAP)/Interagency Career Transition Plan (ICTAP):** Surplus or displaced employees covered by the U.S. Department of Health and Human Services CTAP program or the ICTAP program for all agencies, may apply and will be given special selection priority if determined to be eligible and well qualified. **Well qualified** is defined as displaced Federal employees who meet all education and experience requirements, applicable selective factor(s) and receive a minimum rating of 90 out of a possible 100. For information on how to apply and required proof of eligibility, please refer to these hyperlinks: for **CTAP:** <http://career.psc.gov/chpublic/ctap.html> and for **ICTAP:** <http://career.psc.gov/chpublic/ictap.html>

**Reasonable Accommodation for Disabled Applicants:** 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 Division of Human Resources at (301) 443-6520. The decision on granting reasonable accommodation will be on a case-by-case basis.

**TTY NUMBER IS 301.443.6394**

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## **HOW TO APPLY**

### **REQUIRED DOCUMENTS:**

1. Submit one of the following: OF-612, Optional Application for Federal Employment; or a resume which must include information as indicated on the OF-612. The OF-612 may be downloaded from <http://www.opm.gov/forms/html/of.htm>.
2. **A written response to each KSA.** In addressing each KSA, please include position held, specific tasks, assignments, problems resolved, your level of responsibility, and results achieved. These statements will impact on the evaluation and ranking processing.

- **FAILURE TO SUBMIT THE ABOVE REQUIRED DOCUMENTS WILL ELIMINATE CANDIDATES FROM CONSIDERATION FOR THIS POSITION.**

### **REQUIRED DOCUMENTS (if applicable)**

3. For Commissioned Corps, a copy of the most recent Commissioned Officers Effectiveness Report, and your current billet.
4. Current civil service employees and reinstatement eligible applicants **must submit a copy of your most recent SF-50** (Notification of Personnel Action).
5. Indian Preference applicants - to obtain preference, applicants must provide a **completed copy of Form BIA-4432**. Applicants who wish to receive Indian Preference **MUST** submit the Form BIA-4432, *Verification of Indian Preference for Employment in BIA and IHS Only*. Indian Preference will not be given unless Form BIA-4432 is attached to the application/resume.
6. Handicapped, VEOA, VRA, disabled veteran, and others eligible under special appointing authorities must clearly specify this eligibility on their application and submit proof of appointment eligibility. If applying under VEOA or VRA, a DD-214 (Certificate of Military Discharge) must be submitted with application. If applying under disabled veteran, a DD-214, SF-15 and a letter from the Veterans Administration (if receiving disability compensation) must be submitted with application.
7. If you are substituting education for experience, or if there is a positive education requirement, you must submit a copy of your college transcript [OPM form 1170 and CSC form 226 are obsolete and are no longer accepted in lieu of the college transcript]. Education above the high school level **WILL NOT BE CREDITED** without official verification (e.g., copy of transcript).
8. Applicants are also requested, but not required, to complete an Applicant Background Survey. Submission of this survey is strictly voluntary and is available at [http://www.psc.gov/forms/HHS/HHS\\_Applicant\\_Background\\_Survey.pdf](http://www.psc.gov/forms/HHS/HHS_Applicant_Background_Survey.pdf). The form is used for statistical purposes only and will not be forwarded to the selecting officials.

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### **HOW TO SUBMIT YOUR APPLICATION**

#### **1) You may submit your application by U.S. Mail or other commercial carrier.**

**Applications may be mailed to the following address:**

Bemidji Area Indian Health Service  
Human Resources Office  
522 Minnesota Ave.  
Bemidji, MN 56601

Applications mailed using government postage and/or internal federal government mail systems are in violation of agency and postal regulations and will not be accepted.

#### **2) You may submit your application in person.**

**If you wish to submit an application in person, please bring your application to:**

Bemidji Area Indian Health Service  
Human Resources Office  
522 Minnesota Ave.  
Bemidji, MN 56601

#### **3) You may submit your application by email.**

**If you wish to submit your application by email, you may send it to the following email address:**

[BEMHR@ihs.gov](mailto:BEMHR@ihs.gov)

If you choose to use email to submit your application, all required supporting documents should be included as .pdf attachments to the application and included in the email submission.

Vacancy Announcements may also be downloaded from the **OPM Website, USAJOBS**, <http://www.usajobs.gov> or **IHS Website, www.ihs.gov**. **NOTE: Applicants may use the online form to assist them in developing their application. However, since the USA jobs transmission does not allow for the inclusion of attachments, the final application should be printed and all required supporting documents listed above should be included as attachments to the application, and submitted by one of the three methods above (mail, in person delivery or email).**

Faxed applications will not be accepted.

**All applications along with all supporting documents must be submitted by close of business 5:00 pm Central Standard Time (CST) on the closing date of this vacancy announcement.** We encourage early submissions of all applications regardless of method. Applicants are also encouraged to use certified mail, or to contact the Human Resources office to confirm receipt prior to the closing date.

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**OTHER IMPORTANT INFORMATION:**

- All applications are subject to retention. Requests for copies will not be honored. Additional information will not be solicited by this office.
- For additional information, contact Bemidji Human Resources at (218) 444-0473 or 0487.
- Before hiring, the IHS will ask you to complete the **Optional Form (OF) 306, “Declaration for Federal Employment”** to determine your suitability for Federal employment, to authorize a background investigation, and to certify the accuracy of all the information in your application. If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed.
- **If you are a male over the age of 18, and born after December 31, 1959, you must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.**
- The law prohibits public officials from appointing, promoting, or recommending their relatives.
- Federal annuitants (military and civilian) may have their salaries reduced. All employees must pay any valid delinquent debt or the agency may garnish their salary.

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