

VA and inclusion

At VA, we utilize a team approach that maximizes the unique and diverse talents of all of our staff members, from healthcare professionals to employees in IT, HR, finance, and more.

We have an impressive track record of providing a diverse career opportunities to individuals regardless of their gender, race, creed, sexual orientation or disability status. And we're committed to ensuring that everyone on our team feels respected and valued at all times.



In fact, our Office of Diversity and Inclusion leads several initiatives designed to ensure that we provide our employees with an inclusive environment, including the Diversity @

Work newsletter which features diversity news stories from within VA, culturally significant calendar events, and highlights of special activities. We also provide information and practical tools that can help managers and staff promote workplace diversity and enhance the employment opportunities of minorities, women, Veterans, and people with disabilities.

We find these efforts help to create an inclusive and productive work environment that drives our organizational growth and fuels our employees' potential.

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 administrative and support opportunities.

Wm. Jennings Bryan Dorn Veterans Affairs Medical Center is committed to ensuring that all current employees in the course of carrying out their duties and persons pursuing a career in the Federal service have equality of opportunity in the Federal workplace. The facility is committed to building a workplace collaboration of cultures to enhance the support provided to Veterans. Differences in experience, education, geography, language and perspective are treated as value-added contributions rather than distractions.

The facility prohibits discrimination in employment matters based on race (any race), color (any color), religion, sex (male or female), age (40 and over), national origin, disability (physical or mental), reprisal for participation in prior EEO complaint activity, harassment (both sexual and non-sexual in nature), sexual orientation, and gender identity.



Department of Veterans Affairs

Wm. Jennings Bryan Dorn VA Medical Center
6439 Gamers Ferry Road
Columbia, SC 29209
803-776-4000



The Lesbian, Gay, Bisexual, Transgender Employment Program at Dorn VAMC is designed to support and strengthen Dorn VA Medical Center's commitment to diversity and inclusion by addressing the concerns the lesbian, gay, bisexual, and transgender (LGBT) community.

For more information about Dorn or the LGBT Program, please contact Lynn Dickson at 803.776.4000 Extension 5273.



Defining
EXCELLENCE
in the 21st Century

An Equal Opportunity Employer

Wm. Jennings Bryan Dorn VA Medical Center

Join Our Team



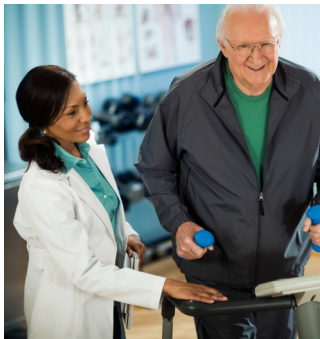
Why VA?

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 patients, *and you*, can thrive.



VA offers our administrative and support professionals the ability to explore more than 300 different disciplines and each of them plays a vital role in helping us to deliver exceptional care to our Nation's

Veterans. And, our vast healthcare system also allows them the freedom to grow professionally by learning from and exchanging best practices with other administrative and support professionals in our network.

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, VA offers extensive employment benefits.

Qualifications

- U.S. citizenship (non-citizenship may be appointed on a temporary basis when qualified citizens are not available)
- Personal interview
- English language proficiency (spoken and written)
- Satisfactory physical examination; may include drug screening



WORKPLACE BENEFITS

- Stable work environment
- Work/life balance
- Competitive salary
- Free parking at most facilities
- Flexible scheduling
- Workforce and leadership development programs
- Credit unions
- Employee association
- Dining facilities and tax-free retail store

SALARY INFORMATION

- VA professionals are compensated according to the Locality Pay System (LPS). The LPS is designed to ensure that VA employees are paid competitive rates within the local labor markets. As such, salary ranges vary according to facility location



- Starting salaries and grades are based on the nature and extent of professional education, training, and experience
- VA professionals are awarded regular increases within each grade based on satisfactory performance
- VA professionals may be

paid overtime and other forms of premium pay

LEAVE AND INSURANCE

- Paid annual (vacation/personal) leave
- 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 Employee's Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.

MOBILITY

Did you know VA has medical facilities 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 position.

TUITION REIMBURSEMENT PROGRAM

Tuition reimbursement may be available to full-time VA employees who are enrolled in any accredited degree program, from associate to doctoral degrees. Prerequisite courses needed for acceptance into a degree program are also funded.