

DEPARTMENT OF HEALTH AND HUMAN SERVICES
**NAVAJO AREA
 INDIAN HEALTH SERVICE**



RE-ANNOUNCEMENT
RE-ANNOUNCED TO SOLICIT ADDITIONAL CANDIDATES

Applicants who previously applied need not reapply, but changes to applications must be made by closing date.

We will not accept faxed or emailed applications.

Applications mailed using government postage or through an internal government mail system will not be considered.

VACANCY ANNOUNCEMENT

SR-08-074B

OPENING DATE

September 22, 2008

CLOSING DATE

October 10, 2008

POSITION

Supervisory Community Health Nurse

LOCATION AND DUTY STATION

SHIPROCK SERVICE UNIT
Four Corners Regional Health Center
 Community Health Services Branch
 Red Mesa, AZ

NUMBER OF VACANCIES

One (1) PCN 5364-01

GRADE/SALARY

GS-610-12: \$75,025 - \$92,341 per annum
 GS-610-13: \$82,353 - \$102,945 per annum

APPOINTMENT

Permanent

WORK SCHEDULE

Full-Time

AREA OF CONSIDERATION

IHS-Wide

PROMOTION POTENTIAL

Yes, to 13, if selected at lower grade level.

SUPERVISORY/MANAGERIAL

Yes, 1 year probationary period

HOUSING

Governing Housing available

TRAVEL/MOVING EXPENSE

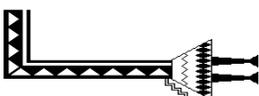
Relocation costs authorized

DUTIES: Responsible for program development, administration, direction, budget, personnel, and staff education. Identifies needs and coordinates services and activities to promote preventive health services. Serves as a liaison to non-IHS programs to include community, tribal, state and other federal programs. Coordinates with Navajo Nation programs including Health Education, Behavioral Health, and Community Health Representatives. TB and STD programs. Works with tribal groups to promote and understanding of community health programs and individual and group participation in planning, implementing, and evaluating health programs and policies. Participates in the formulation of policies, programs, procedures related to professional services. Develops and implements plans, programs for improvement and expansion; for revision of present programs and services to meet the changing needs of the patient population; and for the integration of health activities with other programs and local and state government entities. Serves on task forces; provides recommendations regarding THC inspections and procedures, infection control, communicable disease, injury prevention and control, etc. Reviews, approves, modifies, or rejects changes in functions, procedures, personnel assignments, and other operating matters proposed by subordinate supervisors. Makes decisions on problems not covered by precedent, protocols, or established policy. Organizes and evaluates the public health nursing, public health nutrition, diabetes management, and HP/DP Programs. Assures that personnel requirements such as employee performance standards, orientation, and developmental plans for training are met. Plans, coordinates and resolves problems; recommending corrective action as appropriate. Coordinates and communicates regularly with all units and committees interacting with Community Health Services (CHS) to assure that needs and problems are being addressed and that ideas are being discussed and communicated. Provides oversight and direction for the design and implementation of epidemiological investigations related to health promotion and disease prevention and other public health issues. Provides on-going monitoring and assessment of the CHS' programs and activities and makes recommendations for optimizing patient outcomes and resources. Reviews and analyzes records, reports, and other evidence of work performance to evaluate performance makes changes to improve the quality, access, and appropriateness of services and preventive programs. Reports progress and resolution of problems in achieving objectives to management. Oversees the design, establishment, evaluation, and utilization of database systems to enhance surveillance, evaluation, tracking and monitoring capabilities of the various CHS programs. Develops collaborative relationships with community and clinical preventive services, including Navajo Area Indian Health Service and other Indian Health Service programs, Navajo Nation agencies, universities, and state health departments. Responsible for furthering the goals of Equal Employment Opportunity (EEO) by taking positive steps to assure the accomplishment of affirmative action objectives and adhering to non-discriminatory employee practices.

QUALIFICATION REQUIREMENTS: YOUR DESCRIPTION OF WORK EXPERIENCE, LEVEL OF RESPONSIBILITY, AND ACCOMPLISHMENTS WILL BE USED TO DETERMINE THAT YOU MEET THE FOLLOWING REQUIREMENTS:

POSITIVE EDUCATION REQUIRED: Yes

LICENSURE REQUIRED: Yes



THIS POSITION IS LOCATED IN A TOBACCO-FREE ENVIRONMENT



BASIC REQUIREMENTS: EDUCATION – Applicants must have graduated from a baccalaureate (or higher) BSN degree in nursing which included the study of community health nursing concepts. To obtain education credit, applicant must submit official college transcript; diploma; license; or other appropriate proof of educational attainment by the closing date of the vacancy announcements.

IN ADDITION TO BASIC REQUIREMENTS:

GS-12: 52 weeks of professional community health nursing experience equivalent to at least the GS-11 level.

GS-13: 52 weeks of professional community health nursing experience equivalent to at least the GS-12 level.

SPECIALIZED EXPERIENCE: Experience that equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position, and that is typically in or related to the work of the position to be filled. To be creditable, professional nurse experience must have been equivalent to at least the next lower grade level. Experience in providing direct community health services to patients in clinics, homes and schools. Assesses the health needs of individuals, families and the community recognizing symptoms that indicate the early stages of serious physical, emotional, or mental problems. Administers treatments and medications; directs rehabilitative services; counsels and teaches in relation to the patient's condition and his/her ability to care for himself/herself.

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:

- Ability to review work of subordinates, train and work effectively with subordinates from a variety of backgrounds and with different levels/areas of training.
- Accomplish the quality and quantity of work expected within set limits of cost and time.
- Plan own work and carry out assignments effectively.
- Communicate with others effectively both orally and in writing to work out solutions to problems or questions related to work.
- Understand and further management goals as these affect day-to-day work operations.
- Develop improvements in or design new work methods and procedures.

IN ADDITION TO THE ABILITIES REQUIRED ABOVE, candidates must possess, or have the potential to develop, the ability to:

- Deal effectively with individuals or groups representing widely divergent backgrounds, interest, and points of view.
- Plan and adjust work operations to meet changing or emergency program or production requirements within available resource and with minimum sacrifice of quantity or quality of work.
- Establish program objectives or performance goals and assess progress toward their achievement.
- Coordinate and integrate the work activities and resources of several organization segments or of several different projects.
- Analyze organizational and operational problems and develop timely and economical solutions.
- Represent the activity both within and outside the organization or agency to gain support for the agency's program goals.

PERSONAL ATTRIBUTES: The attributes listed below are important to success in supervisory or managerial positions at all supervisory levels.

- Objectivity and fairness in judging people on their ability, and situations on the facts and circumstances.
- Capacity to adjust to change, work pressures, or difficult situations without undue stress.
- Willingness to consider new ideas or divergent points of view; and
- Capacity to "see the job through."

CONDITIONS OF EMPLOYMENT: Immunization Requirement – all persons born after 12-31-56, must provide proof of immunity to Rubella and Measles. Serology testing to confirm immunity and/or immunizations will be provided free of charge. Special consideration may be allowed to individuals, who are allergic to a component of a vaccine, have a history of severe reaction to a vaccine, or who are currently pregnant. This applies to candidates for positions in any Service Unit or any Area Office position, which requires regular work at a Service Unit.

OTHER SIGNIFICANT FACTORS: This position is covered under the Indian Child Protection Act and is hereby designated an authorized child care position subject to P.L. 101-630 and P.L. 101-647.

SELECTIVE PLACEMENT FACTORS: Applicant must possess active, current registration as a professional nurse in a State, the District of Columbia, the Commonwealth of Puerto Rico, or a Territory of the United States. (Attach copy of licensure).

TIME-IN-GRADE REQUIREMENTS: Candidates applying under the provisions of the Excepted Service Examining Plan may be appointed without regard to time-in-grade requirements. Candidates applying under the provisions of the Merit Promotion Plan must have completed at least 52 weeks of service at the 11 level to qualify at the GS-12 level and 52 weeks of service at the 12 level to qualify at the GS-13 level.

LEGAL AND REGULATORY REQUIREMENTS: Candidates must meet time-after-competitive appointment, time-in-grade (if applicable), and qualification requirements by the closing date of the vacancy announcement.

••• NOTE ••• Refer to OPM Handbook Qualification Standards Operating Manual or the IHS Excepted Service Qualification Standards, Series 0610, for complete information. Substitution of education for experience will be made in accordance with those standards. For more complete information, contact your Servicing Human Resources Office.

WHO MAY APPLY: Merit Promotion Plan (MPP) Candidates. Applications will be accepted from status eligibles (e.g., reinstatement eligibles and current permanent employees in the Competitive federal service), and from current permanent IHS employees in the Excepted federal service who are entitled to Indian Preference.

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 eligibles entitled to Indian Preference may also apply under the provisions of the Indian Health Service Excepted Service Examining Plan. These candidates **MUST** indicate on their "Application for Federal Employment" whether their application is submitted under the IHS Excepted Service Examining Plan, the IHS Merit Promotion Plan, or both.

COMMISSIONED OFFICERS: Commissioned Officers may indicate an interest in being considered by submitting a resume. Commissioned Corps applicants will be evaluated by the Human Resources Office against the applicable Preston Standards or the Civil Service Standards if no Preston Standard exists. These applicants must describe the experience gained in their two most recent positions and provide the dates they occupied those positions. In addition, **Commissioned Corps applicants** must also provide information regarding education, including degrees obtained and schools attended by submitting official transcripts and they must include home/work telephone numbers if this information is not contained in the resumes. When required by the vacancy announcements, those applicants must submit specific information related to any knowledge, skills, and abilities that are being used as selective factors. Commissioned Corps applicants may also be required to submit proof of Indian Preference and proof of possession of the appropriate license.

Applications will also be accepted from individuals eligible for non-competitive appointment (e.g., applicants eligible for appointment under the Veterans' Readjustment Act, the severely handicapped, or those with a 30% or more compensable service-connected disability).

INFORMATION FOR DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) SURPLUS OR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION (CTAP).

If you are currently a DHHS employee who has received a Reduction-in-Force (RIF) separation notice or a Certificate of Expected Separation (CES), you may be entitled to special priority selection under the DHHS Career Transition Assistance Program (CTAP). To receive this priority consideration you must:

1. Be a current DHHS career or career-conditional (tenure group I or II) or be a current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice or a CES and, the date of the RIF separation has not passed and you are still on the rolls of DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
4. Be currently employed by DHHS in the same commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.).
6. Meet the basic qualifications for the position, any documented selective factor, and physical requirements with any reasonable accommodation and is able to satisfactorily perform the duties of the position without undue interruption.

INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION UNDER THE INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP).

If you are a displaced Federal employee, you may be entitled to receive special priority consideration under the ICTAP. To receive this priority consideration, you must:

1. Be a displaced Federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from Office of Personnel Management (OPM) or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees.
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 1. Received a specific RIF separation notice; or
 2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies it is unable to place; or
 3. Retired with a disability and whose disability annuity has been or is being terminated; or
 4. Upon receipt of a RIF separation notice retired on the effective date of the RIF and submit a Standard Form 50 that indicates "Retirement in lieu of RIF; or
 5. Retired under the discontinued service retirement option; or
 6. Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.
 - B. Former Military Reserve or National Guard Technicians who are receiving a special OPM disability retirement annuity under section 8337(h) or 8456 of Title 5, United States Code.

2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc.)
6. Be rated well qualified by achieving a score of 80 on a rating scale of 70 to 100 for the position including documented selective factors, quality ranking factor, physical requirements with reasonable accommodations and is able to satisfactorily perform the duties of the position upon entry.

EVALUATION CRITERIA: Evaluation will be made of Experience, Performance Appraisals, Training, Letters of Commendation, Self-Development, Awards and Outside Activities, which are related to this position. To receive full credit for your qualifications, provide a narrative statement of training, awards, hobbies, self-developed achievements, and any other aspects of your background as they relate to the knowledge, skills, and abilities (KSAs) outlined below and show the level of accomplishment and degree of responsibility.

The KSAs in your narrative statement will be the principle basis for determining whether or not you are highly qualified for the position. Describe your qualifications in each of the following:

1. Knowledge of professional nursing principles, practices and procedures applied to community health nursing.
2. Ability to identify and prioritize health problems in the community, and implement interventions and programs.
3. Demonstrate the ability to supervise.
4. Ability to plan, negotiate and collaborate within IHS and with other health care programs and agencies.
5. Knowledge of the principles, concepts, theories and techniques of teaching and learning of healthy lifestyles.

HOW AND WHERE TO APPLY: All applicants must submit the following to the Four Corners Regional Health Center, Branch of Human Resources, HC 6100 Box 30, Teec Nos Pos, AZ 86514, by 4:30 p.m., on the closing date.

1. OF-612, Optional Application for Federal Employment; or
2. Resume; or
3. Any other written application format

Plus:

- BIA Form 4432, if applicable.
- OF-306, Declaration for Federal Employment (revised January 2001).
- Addendum for Child Care & Indian Child Care Worker Positions Form.
- Any other necessary documentation pertinent to the position.

A copy of an official Bureau of Indian Affairs Indian Preference Certificate, BIA Form 4432, signed by the appropriate BIA Official, **must be submitted if the applicant claims Indian Preference**. Navajo Area Indian Health Service employees claiming Indian Preference need not submit the BIA Form 4432, but must state that such documentation is contained in their Official Personnel Folder.

VETERANS: Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of active service may apply.

"Declaration for Federal Employment" (OF-306), and Addendum for Child Care & Indian Child Care Worker Positions form must be completed and submitted with **original** signatures to determine your suitability for Federal employment, to authorize a background investigation and to certify the accuracy of all the information in your application. Responding "yes" to any of these questions can make you ineligible for employment in this position. 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.

For more information, contact: Paula Williams. Human Resources Specialist, at (505) 368-6094; Email: paula.williams2@ihs.gov.

INFORMATION REQUIRED ON RESUMES AND OTHER APPLICATION FORMATS: Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the Human Resources Office to make a determination that you have the required qualifications for the position. Specifically, the information provided under #7 (High School), #8 (Colleges and Universities), and #9 (Work Experience) would be used to evaluate your qualifications for this position. **FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION.**

1. Announcement Number, Title and Grade of the job for which you are applying;
2. Full name, mailing address (with zip code), day and evening phone numbers (with area codes);
3. Social Security Number;
4. Country of Citizenship;

5. Veterans' preference: indicate if you are claiming preference; attach DD-214. Preference is not applicable to current DHHS permanent employees (Federal employees with competitive status or reinstatement eligibles);
6. Highest Federal civilian grade held (give series and dates held; attach SF-50, if applicable);
7. High School: Name, City, State (zip code, if known), and date of diploma or GED;
8. Colleges and Universities: Name, City, State (zip code, if known), Majors, Type and Year of Degrees received (if no Degree, show total semester or quarter hours earned); attach official transcript;
9. Work Experience (paid and non-paid) – Job title, duties and accomplishments, Employers' names and addresses, Supervisors' names and phone numbers, starting and ending dates (month/year), hours worked per week, and salary;
10. Indicate if we may contact your current supervisor;
11. Job-related training courses; skills, certificates, registrations, and licenses (current only), honors, awards, special accomplishments, etc.

NOTE: Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veterans' preference determination, Indian preference, education, training, and/or experience. THIS OFFICE WILL NOT SOLICIT ADDITIONAL INFORMATION.

REASONABLE ACCOMMODATION: This agency provides 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.

ADDITIONAL SELECTIONS: Additional or alternate selection may be made within 90 days of the date of the certificate issued if the position becomes vacant or to fill an identical additional position in the same geographical location.

INDIAN PREFERENCE: Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act. In other than the above, the IHS is an Equal Opportunity Employer.

SELECTIVE SERVICE CERTIFICATION: If you are a male born after December 31, 1959, and you want to be employed by the Federal government, you must (subject to certain exemptions), be registered with the Selective Service System.

EQUAL EMPLOYMENT OPPORTUNITY: SELECTION FOR POSITIONS WILL BE BASED ON MERIT WITH NO DISCRIMINATION FOR NON-MERIT REASONS, SUCH AS RACE, COLOR, RELIGION, GENDER, SEXUAL ORIENTATION, NATIONAL ORIGIN, POLITICS, MARITAL STATUS, PHYSICAL HANDICAP, AGE OR MEMBERSHIP OR NON-MEMBERSHIP IN AN EMPLOYEE ORGANIZATION. PROMOTIONS OR APPOINTMENTS WILL NOT BE BASED ON PERSONAL RELATIONSHIP OR OTHER TYPES OF PERSONAL FAVORITISM OR PATRONAGE.

/s/ Paula Williams

Human Resources Clearance

August 15, 2008

Date

EACH APPLICATION FORM AND DOCUMENT FORM MUST BE INDIVIDUALLY IDENTIFIED BY THIS ANNOUNCEMENT NUMBER SR-08-074B. ALL ORIGINAL DOCUMENTS AND COMPLETED APPLICATION FORMS ARE TO BE DUPLICATED BY THE APPLICANT BEFORE SUBMISSION AS WE DO NOT HONOR REQUESTS FOR COPIES. COMPLETED FORMS WHEN SUBMITTED BECOME THE PROPERTY OF THIS HUMAN RESOURCES OFFICE AND WILL NOT BE RETURNED.

SUPPLEMENTAL QUESTIONNAIRE
Supervisory Community Health Nurse, GS-610-12/13

1. **KNOWLEDGE OF PROFESSIONAL NURSING PRINCIPLES, PRACTICES AND PROCEDURES APPLIED TO COMMUNITY HEALTH NURSING.** This is the understanding of community health nursing principles, practices and procedures as they are used in delivery of community health care. What in your background would indicate that you possess this knowledge?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number.)

2. **ABILITY TO IDENTIFY, PRIORITIZE HEALTH PROBLEMS WITHIN THE COMMUNITY, AND IMPLEMENT INTERVENTIONS AND PROGRAMS.** This is the ability to be able to work with community, health care personnel and agencies to identify the nature and extent of health and community problems and to prioritize for nursing, medical, health promotion and disease prevention interventions. What in your background would indicate that you possess this knowledge?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number.)

3. **DEMONSTRATE THE ABILITY TO SUPERVISE.** The person in this position should have an understanding of the role of a supervisor in directing work, accountability, performance evaluation and productivity, awards, disciplinary action, etc. What in your background would indicate that you possess this ability?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number.)

4. **ABILITY TO PLAN, NEGOTITATE AND COLLABORATE WITHIN IHS AND WITH OTHER HEALTH CARE PROGRAMS AND AGENCIES.** The person in this position should have the understanding of the division of responsibilities within a multidisciplinary, multi-departmental organization, and consult/collaborate with members of other agencies, including community, tribal, local (county and state), and federal programs. What in your background would indicate that you possess this ability?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number.)

5. **KNOWLEDGE OF THE PRINCIPLES, CONCEPTS, THEORIES AND TECHNIQUES OF TEACHING AND LEARNING OF HEALTHY LIFESTYLES.** This includes the knowledge of the principles, theories, concepts and techniques of teaching and learning for individuals, groups and community of disease prevention and health promotion/maintenance programs. What in your background would indicate that you possess this ability?

What was the duration of these activities?

Who can verify this information? (Please provide a telephone number.)

CERTIFICATION

I certify that all of the statements made in the above questionnaire are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signature of Applicant

Date