



# NAVAJO AREA INDIAN HEALTH SERVICE

**VACANCY ANNOUNCEMENT**

KA-09-17

**OPENING DATE**

May 6, 2009

**CLOSING DATE**

May 27, 2009

**POSITION**

NURSE SPECIALIST (PERFORMANCE  
IMPROVEMENT/GPRA COORD)

**LOCATION AND DUTY STATION**

KAYENTA SERVICE UNIT, QUALITY MANAGEMENT DEPT.,  
KAYENTA, AZ

**GRADE/SALARY**

GS-0610-11, \$66,054 - \$80,913 PER ANNUM\*  
*\*SPECIAL SALARY RATE UNDER 5 USC 5303*

**NUMBER OF VACANCIES**

ONE VACANCY (756205)

**APPOINTMENT**

- PERMANENT
- TEMPORARY
- NTE: \_\_\_\_\_

**WORK SCHEDULE**

- FULL-TIME
- PART-TIME
- INTERMITTENT

**AREA OF CONSIDERATION**

- COMMUTING AREA
- NAVAJO AREA WIDE
- IHS WIDE
- DHHS WIDE

**SUPERVISORY/MANAGERIAL**

- YES, MAY REQUIRE ONE YEAR PROBATION
- NO

**PROMOTION POTENTIAL**

- YES, TO GRADE \_\_\_\_\_
- NO KNOWN POTENTIAL

**HOUSING**

- YES, GOVERNMENT HOUSING IS AVAILABLE  
PRIVATE HOUSING ONLY

**TRAVEL/MOVING**

- MAYBE PAID FOR ELIGIBLE EMPLOYEES  
NO EXPENSES PAID

**DUTIES:** This position is located in the Division of Quality Management Department at Kayenta Service Unit, Kayenta, Arizona. The incumbent serves as the Performance Improvement Officer and Government Performance Results Act (GPRA) Coordinator covering ambulatory and emergency areas. Incumbent will perform clinical nursing duties in Outpatient (OPD) and Emergency Department by performing triage/screening, nurse only appointments, and code situations. Will collaborate with providers and others regarding health care, improve the quality of life, to prevent diseases, and promote physical and mental health. Abstracts data from the medical record and other sources using predetermined criteria for clinical management and support services. Performs objective assessment of patient records based on specific criteria to determine the severity of deficiencies and initiates appropriate referrals. Interprets complex data according to established criteria and assess the validity reliability, and accuracy of the collected data. Conducts occurrence screening of critical indicators. Compiles and presents statistical data in an effective manner utilizing graphic displays. Effectively communicates data analysis results and other appropriate information to the staff and/or management. Promotes interdepartmental QI activity to assist in quality resolution of issues and program integration. Assists in the maintenance and organization of QI records and committee minutes. Assists in providing education to clinical staffs related to applicable laws and regulations. When indicated, the abstractor performs focused reviews, developing abstract tools or designs formats for reviews. Assists in developing/selection of Important Aspects of Care, setting thresholds, clinic al indicators, review criteria and assures approval through medical staff prior to implementing indicators or criteria for review. Performs other duties as assigned.



**THIS POSITION IS LOCATED IN A SMOKE-FREE ENVIRONMENT**



**QUALIFICATIONS 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

**BASIC REQUIREMENTS: EDUCATION:** Degree or diploma from a professional nursing program approved by the legally designated State accrediting agency at the time the program was completed by the applicant.

**IN ADDITION TO BASIC REQUIREMENTS:** Candidates must have 52 weeks of specialized experience equivalent to the GS-09 to qualify for the GS-11 grade 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, specialized experience must have been equivalent to at least the next lower grade level. Examples of the type of experience that will be credited are carrying out the duties of a Performance Improvement Officer and Government Performance Results Act Coordinator – reviewing of complex medical and professional information; provides accurate ongoing, concurrent, and systematic collection of data; and to educate staff, collect accurate data, and work with clinical staff.

**SELECTIVE PLACEMENT FACTOR:** Applicants 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. Knowledge of and skills in current professional nursing practices are required in the particular field of nursing for the position being filled.

**TIME-IN-GRADE REQUIREMENTS:** Candidates applying under the provision of the Merit Promotion Plan must have completed 52 weeks of service at the GS-09 level to qualify for the GS-11 grade level.

**CONDITIONS OF EMPLOYMENT:** Immunization requirements- All persons born after 12-31-56 must provide proof of immunity to Rubella and Measles. Serology testing to confirm immunity and/or immunization 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 that requires regular work at a Service Unit.

**REASONABLE ACCOMMODATION:** 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.

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

---

**\*\*\*NOTE\*\*\*:** Refer to OPM Handbook Qualification Standards, Series GS-0610 for complete information. For more complete information contact your Servicing Human Resources Office. In order to obtain educational credit, you are required to provide official transcripts by the closing date of this announcement.

---

**WHO MAY APPLY:**

**MERIT PROMOTION PLAN (MPP) CANDIDATES:** Applications will be accepted from status eligible (e.g, reinstatement eligibles and current permanent employees in the competitive Federal service) and from current permanent IHS employees in the Excepted 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 Examining Plan. These candidates MUST indicate on their resumes or, application, whether their resume or application is submitted under the IHS Excepted Service Examining Plan, the IHS Area Merit Promotion Plan or both.

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, those with a 30% or more compensable service-connected disability).

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

---

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

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

1. Be a current DHHS career or career-conditional (tenure group I or II) competitive service employee who has received a RIF separation notice or a Certificate of Expected Separation (CES) and, the date of the RIF separation has not passed on 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 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, 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 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 that 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 submits 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.

OR

- B. Former Military Reserve or National Guard Technician who are receiving a special Office of Personnel Management (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 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 Appraisal, Training, Letters of Commendation, Self-Development, Awards and Outside Activities, which are related to the position. To receive full credit for your qualifications, provide a narrative statement, which fully describes all aspects of your background as they relate to the knowledge, skills, and abilities (KSA's) outlined below and show the level of accomplishment and degree of responsibility.

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

1. **KNOWLEDGE OF PROFESSIONAL NURSING PRINCIPLES AND PRACTICES INCLUDING THE DOCUMENTATION PROCESS**
2. **ABILITY TO COMMUNICATE ORALLY**
3. **ABILITY TO INVESTIGATE, ANALYZE, AND SOLVE PROBLEMS**
4. **ABILITY TO ADAPT TO CHANGE**

**(SEE ATTACHED SUPPLEMENTAL QUESTIONNAIRE FOR DEFINITIONS).**

**NOTE: Form OF-306 "Declaration for Federal Employment" and Addendum to OF-306,** BOTH forms must be completed and submitted with original signature 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 one of these two 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.**

**"DESIGNATION OF CHILD CARE POSITION UNDER PL 101-630 AND PL 101-647"**

**HOW & WHERE TO APPLY:** All applicants, except Commissioned Officers, must submit one of the following to Kayenta Service Unit, Human Resources Office, PO Box 368, Kayenta, Arizona 86033, BY CLOSE OF BUSINESS (5:00 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 Official Transcript of college courses; copy of your most recent performance appraisal and any other necessary documentation pertinent to the position are being filled.

**THIS OFFICE WILL NOT SOLICIT ADDITIONAL INFORMATION. WE WILL NOT ACCEPT APPLICATIONS RECEIVED BY FAX, E-MAIL OR ELECTRONIC RESUMES.**

A copy of an Official Bureau of Indian Affairs 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.

**FOR MORE INFORMATION, CONTACT Arlene Big, Human Resources Specialist, 928/697-4323 or [Arlene.Big@ihs.gov](mailto:Arlene.Big@ihs.gov)**

**\*INFORMATION REQUIRED FOR RESUMES AND OTHER APPLICATION FORMATS:** Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the personnel office to make a determination that you have the required qualifications for the position. **SPECIFICALLY, THE INFORMATION PROVIDED UNDER #8 (HIGH SCHOOL), #9 (COLLEGES AND UNIVERSITIES), AND #10 (WORK EXPERIENCE) WILL 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) and Day and Evening Phone Numbers (with area code);
3. Social Security Number;
4. Country of Citizenship;
5. Veterans' Preference Certification - DD-214, indicating Discharge and/or SF-15 if claiming 10-points. Veterans' Preference is not applicable to current DHHS permanent employees, Federal employees with competitive status, or reinstatement eligibles.
6. Copy of latest SF-50, Notification of Personnel Action, if current or prior Federal employee.
7. Highest Federal civilian grade held (give series and date held);
8. High School - Name, city, state (zip code if known), and date of diploma or GED;
9. Colleges and universities - name, city, state (zip code if known), majors, type and year of any degrees received (if no degree show total semester or quarter hours earned). (Attach Official transcripts);
10. Work experience (paid and nonpaid) - Job, Title, Duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates (month/year), hours/week, and salary.
11. Indicate if we may contact your current supervisor;
12. Job-related training courses, skills, certificates, registrations and licenses (current only), honors, awards, special accomplishments.

**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.**

---

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

---

**COMMISSIONED OFFICERS:** Commissioned Officers applicants claiming the Area Personnel Office against the applicable Preston standard or the civil service standard, if no Preston standard exists will evaluate Indian Preference. 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 Indian Preference applicant must also provide information regarding education, including degrees obtained and schools attended and they must include home/work telephone numbers if this information is not contained in the resumes. When required by the vacancy announcement, these knowledge, skills and abilities that are being used as selective factors. Commissioned Corps Indian Preference applicants may also be required to submit proof of Indian Preference and proof of possession of the appropriate license.

---

**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 SOLELY 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. PROMOTION OR APPOINTMENTS WILL NOT BE BASED ON PERSONAL RELATIONSHIP OR OTHER TYPES OF PERSONAL FAVORITISM OR PATRONAGE.

---

HUMAN RESOURCE CLEARANCE                      DATE

---

EACH APPLICATION FORM AND DOCUMENT FORM MUST BE INDIVIDUALLY IDENTIFIED BY THIS ANNOUNCEMENT NUMBER KA-09-17. ALL ORIGINAL DOCUMENTS AND COMPLETED APPLICATION FORMS MUST 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  
NURSE SPECIALIST (PI/GPRA COORD), GS-610-11**

**1. KNOWLEDGE OF PROFESSIONAL NURSING PRINCIPLES AND PRACTICES INCLUDING THE DOCUMENTATION PROCESS.** This includes the ability to incorporate the professional nursing procedure in the documentation process which denote clear, concise explanation, utilizing acceptable terminology and which specifies carrying out the course of treatment indicated by the medical provider. The documentation process includes the factual data of the patients' care and is free of opinions. What in your background shows you possess this knowledge?

What was the duration of these activities?

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

**2. ABILITY TO COMMUNICATE ORALLY.** This includes the ability to make effective oral presentation by logically, clearly, and concisely presenting ideas and information; the ability to effectively lead a group discussion or meeting; the ability to orally respond to inquiries accurately and clearly. What in your background shows you possess this ability?

What was the duration of these activities?

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

3. **ABILITY TO INVESTIGATE, ANALYZE, AND SOLVE PROBLEMS.** The person in this position should have the ability to thoroughly investigate complicated problems, situations, objectively analyze relevant information gathered and devise acceptable solutions. What in your background shows you possess this ability?

What was the duration of these activities?

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

4. **ABILITY TO ADAPT TO CHANGE.** This is the ability to respond to changes in processes, procedures, and goals in a rapid and constructive manner and to effect necessary modifications in the work situation. What in your background shows 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