



## HUMAN RESOURCES OFFICE OKINAWA SATELLITE OFFICE

---

### MERIT PROMOTION PROGRAM / VACANCY ANNOUNCEMENT

---

**ANNOUNCEMENT NUMBER: NV-OKI-04-032**

**TITLE/SERIES/GRADE: CLINICAL NURSE**

**GS-0610-07: \$29,821 TO \$38,767 per annum**

**GS-0610-09: \$36,478 TO \$47,422 per annum**

**LOCATION: U. S. Naval Hospital, Camp Lester, Okinawa, Japan**

**NOTE: Selectee may be required to work in the following clinics: Lester Family Practice, Evans (Camp Foster), Bush (Camp Courtney), Futenma, and Camp Kinser.**

**NOTE: This announcement will serve to provide a supply of qualified applicants Clinical Nurse positions. Applications submitted for this announcement will be processed into an inventory database and will be used to fill current and future vacancies. It is the applicant's responsibility to ensure all information in the application package remains up-to-date, and to inform the Navy HRO of any changes in the status or availability.**

**NOTE: All required forms and documents must be submitted with your application on or before the closing date of the announcement. Failure to do so may result in an ineligible rating or may adversely affect the overall rating.**

**NOTE: All requirements including but not limited to experience, time-in-grade, and education must be met by the closing date of the announcement.**

**AREA OF CONSIDERATION: OKINAWA-WIDE**

Current permanent DoD appropriated fund employees.

- Reinstatement eligibles: Attained Career status on a permanent, competitive Federal appointment; or Career-Conditional with reinstatement eligibility, generally within 3 years of separation.
- Transfer eligibles: Current permanent competitive non-Navy/Marine Corps Federal employee.
- Veterans Recruitment Appointment (VRA) eligibles: Veterans who are not disabled and who do not have a campaign badge, AFEM, or AFSM may only be appointed within the first three years after their most recent separation. Referral will be as an external applicant with referral preference, if applicable.
- Veterans' Employment Opportunity Act of 1998 (VEOA) eligibles: Preference eligible veterans and veterans who have been separated from the armed forces under honorable conditions after 3 or more years of continuous service may apply for jobs through a merit promotion announcement or through

an open competitive announcement. This is an external appointing authority **that does not allow** for preference in referral.

- NAFI/AAFES Interchange Agreement eligibles: Currently serving in a NAFI/AAFES position without time limitation or have been involuntarily separated from such position without personal cause within the preceding year. In addition to being a current NAFI/AAFES employee in a position without time limitation, a NAFI/AAFES employee must have served continuously for at least one year in a NAFI/AAFES position without time limitation sometime during their career. May be appointed only to permanent positions based on this authority.
- Spouse and family members of military or civilian personnel of the Federal government residing in the commuting area **with SOFA status**, and other U.S. citizens residing on Okinawa.
- Compensable veterans with service connected disability of 30 percent or more; preference eligible veterans; and veterans who have been separated from the armed forces under honorable conditions after 3 or more years of continuous service.
- Employment Program for People with Disabilities: Have a physical or mental impairment which substantially limits one or more major life activities.
- Interagency Career Transition Assistance Plan (ICTAP) eligibles: Current or former employees displaced from non-DOD agencies.
- Military spouses within 30 days of PCSing to Okinawa. Military spouses will not be referred to the selecting official until arriving on Okinawa. Applications must be received by the cutoff or closing date. It is the responsibility of the military spouse to notify CHRO upon arrival on island, and to provide all information concerning positions for which they have applied (e.g., announcement numbers).

**NOTE:**

- This position does not incur overseas allowances. Payment of travel and transportation expenses is not authorized. However, anyone on a transportation agreement with LQA entitlements may be granted continuance.
- Applications will be accepted from U.S. citizens residing on Okinawa who do not have SOFA status. However, referral for selection consideration will only be made if there are no qualified SOFA applicants.
- Position is subject to the provisions of the DoD Priority Placement Program.
- Management has the prerogative to select at any grade level for which this position has been announced.
- This recruitment provides promotion opportunity without further competition. However, promotion is not guaranteed and no promise of promotion is implied. Promotion will depend upon the applicant meeting all eligibility requirements, administrative approval, and continuing need for the position.
- This announcement may also be used to fill temporary/permanent positions. Applicants should reflect availability for such positions.

**SUMMARY OF DUTIES:**

The incumbent provides a high level of nursing care to medical-surgical obstetrical and pediatric patients. Nursing care may involve management of routine, non-emergent patients as well as participating in the more complex management of the seriously ill/very seriously ill emergent patient as in multiple trauma and cardiopulmonary arrest.

Tour of Duty may include any combination of the work schedules listed below:

Permanent Full time, Compressed Work schedule to include a combination of 12 hour, 10 hour, and 8 hour shifts, not to exceed 80 hours per pay period.

12-hour shifts: day shift, 0700 – 1900; night shift, 1900-0700

10-hour shifts: day shift, 0700 – 1700; night shift, 1300-2300

08-hour shifts: day shift, 0700 – 1500; night shift, 2300-0700

**METHOD OF EVALUATION:** Qualified candidates will be evaluated based on the following knowledge, skills, and abilities:

- 1) Knowledge of professional nursing principles, practices and procedures required in the development over the lifespan of the population served in the clinic/ward.
- 2) Ability to administer vaccines and allergens as indicated for routine and/or special requirements and provide individual and family patient education concerning prescribed medications, immunizations and allergens.
- 3) Skill in giving appropriate guidance and health teaching as necessary and referring calls to medical officer when required.

**TIME IN GRADE (TIG) RESTRICTION:** Applicants must meet OPM time in grade requirements for promotion to General Schedule positions in the competitive service. TIG restrictions apply to any candidate who within the previous 52 weeks held a General Schedule (GS) position under non-temporary appointment in the competitive service. TIG must be met by the closing date of this announcement. An individual moving from an excepted appointment to another excepted appointment is NOT subject to TIG

**QUALIFICATION REQUIREMENTS:** Minimum requirements are available for review in the Office of Personnel Management Qualification Standards Handbook at <http://www.opm.gov/qualifications>.

1) Basic Requirements:

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

**Registration:** Applicant must have active, current registration as a professional nurse in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

2) In addition to the basic requirements:

GS-07: Completion of a professional nursing program and one year of experience equivalent to at least GS-5 level or one full year of graduate education or bachelor's degree with superior academic achievement.

GS-09: Two full years of progressively higher level graduate education or a Master's equivalent degree **OR** one (1) year of specialized experience equivalent to at least the GS-07.

**OTHER REQUIREMENTS:**

1) **Applicant must provide: a) official transcripts; b) copy of active registered professional nurse license; c) copy of diploma/certificate; and d) Credentialing for Health Care positions (Supplemental Application-Nurse)**

2) A one-year probationary period is required if applicant selected has not previously met this requirement.

3) If qualified based on education, applicant must provide official transcript.

4) Selected applicant will be subject to satisfactory completion of a medical examination prior to appointment.

5) Failure to provide all or the required information may result in an ineligible rating or may affect the overall rating.

6) Credentialing for Health Care Positions: Applicants must provide documentation necessary for credentialing.

7) THIS IS A DRUG TESTING DESIGNATED POSITION. An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. The selection is contingent upon a negative drug test result and, thereafter the incumbent will be subject to drug testing on a random. Further, all Department of Navy employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have an opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test results will be provided to the selecting official and the servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current Department of Navy employee will also be provided to the employing activity/command.

8) Locality pay does not apply in the overseas area. Locality rates of pay in CONUS will not be used for pay setting when transferring to the overseas area.

9) Pay retention will be afforded to applicants recruited outside Okinawa who accepted a downgrade when there is no step in the lower grade that equals or exceeds their current basic rate of pay.

10) Male applicants born after December 31, 1959 are required to complete a Pre-Employment Certification Statement for Selective Service registration prior to appointment. Failure to comply may be grounds for withdrawal of an offer of employment, or dismissal after appointment.

11) To meet qualification requirements when education is required or being substituted for experience when applicable, the following applies: At the time the education was obtained, the entire institution, applicable school within the institution, or the applicable curriculum was appropriately accredited by the U.S. Department of Education. Education completed outside the U.S. must have been submitted to a private organization that specializes in interpretation of foreign educational credentials and such education has been deemed at least equivalent to that gained in conventional U.S. education programs.

**HOW TO APPLY:** Submit the following:

1) There is no specific format required. You may submit a resume, OF 612, or SF-171. However, if you submit a resume, it must contain all of the information required on the OF 612. All applications must have an original signature

2) Most recent Performance Rating if current federal employee.

**3) Separately list each KSA (Knowledge, Skill and Ability) in the order shown in this announcement and give examples of how and where you have demonstrated each.**

4) Current SF-50 (or current NAFI/AAFES personnel action) showing type of appointment (applies to all current and former employees of the Federal government). Applicants who have repromotion eligibility must submit proof (SF-50) when applying.

5) NAFI/AAFES employees must submit proof that they are a current employee and have completed one year of continuous service; or documentation that they have been involuntarily separated from such appointment without personal cause within the preceding year and have completed one year of continuous service.

6) Veteran preference and non-preference veterans must submit member 4 copy of DD Form 214 (military discharge), which reflects the character of the discharge. Veterans claiming 10 point preference must submit an SF-15 and an official statement, dated within the last 12 months, from the Department of Veterans Affairs or from a branch of the Armed Forces, verifying to the veteran's present disability.

7) Supplemental Questionnaire must be attached to application.

8) All applicants must attach a copy of sponsor's travel orders to verify eligibility for preference. If current tour has been extended, a copy of tour extension must be attached.

9) Your current passport with SOFA stamp.

10) Declaration of Federal Employment, OF-306.

11) Application must be received on or before the closing date of the Vacancy Announcement.

- 12) Faxed applications and applications mailed in an official government envelope will not be considered. **Military spouses within 30 days of PCSing to Okinawa may fax or mail their applications.** Incomplete applications may result in an ineligible rating or adversely affect your rating/ranking.
- 13) Inquiries concerning status of application may be made within two weeks after closing date.

**WHERE TO APPLY:** Human Resources Office, Bldg. 3597, Okinawa Satellite Office, Kadena Air Base

There will be no discrimination in identification, qualification, evaluation, or selection of candidates because of political, religious, or labor organization affiliation or non-affiliation, marital status, race, color, sex, sexual orientation, national origin, non-disqualifying physical handicap or age.

This agency provides reasonable accommodation to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. Determinations on requests for reasonable accommodation will be made on a case-by-case basis. If you have questions regarding this agency's reasonable accommodation policy contact Mr. Randy Manese, Chief, Employee Relations and Services Division, HRO Yokosuka at DSN: 243-8187 or (local) 046-816-8187.

**AN EQUAL OPPORTUNITY EMPLOYER**