

POSITION: Medical Technologist, GS-6454-7, Target GS-9 or GS-9**TYPE OF APPOINTMENT:** Permanent**NUMBER OF VACANCIES:** One Full Time position**SALARY RANGE:** \$36,779 to \$45,725; GS-9: \$41,837 to \$54,388 per annum**POSITION DESCRIPTION:** GS-7: 5044A; GS-9: 8501A

NOTE 1: This is an Excepted Appointment. Excepted service positions have been excepted from the requirements of the competitive service by law, Executive Order, or by OPM regulation (5 USC 2103 and 5 CFR part 213). Public law No. 108-170 converts this occupational series from the competitive civil service to the Hybrid Title 38 employment system.

NOTE 2: Applications received by 6/30/04 will be given first consideration for this position.

NOTE 3: Eligible employees may be non-competitively reassigned to fill this position as an exception to merit promotion.

NOTE 4: This is a developmental position. If selected below the target level, employee may be promoted without further competition upon satisfactory completion of qualification and eligibility requirements.

NOTE 5: 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.

NOTE 6: Applicants without prior federal service will be appointed at step one of the grade.

NOTE 7: Appointment to positions at this facility requires completion of a background investigation. Candidates selected must complete the investigation request, and will be fingerprinted prior to appointment.

NOTE 8: A pre-employment physical examination may be required for an applicant not currently employed by the VA Medical Center who is tentatively selected.

NOTE 9: A drug test may be required for any applicant tentatively selected from outside the VA Medical Center.

NOTE 10: This is a Bargaining Unit position.

TOUR OF DUTY: Position is dayshift, M-F. The work conditions may require a change in the tour of duty.

LOCATION: This position is located in Pathology & Laboratory Medicine Service, Portland OR Division; however, it may be necessary to utilize the selected person's services at a different Medical Center location if conditions require it in the future.

AREA OF CONSIDERATION: Applicants will be considered in the following order: First consideration will be given to current employees of this Medical Center including Willamette National Cemetery, Regional Counsel and the Veteran Outreach Center. Second consideration: Any U.S. citizen.

Displaced/Surplus Federal Employees: Employees covered under the provision of the inter-agency Career Transition Plan (ICTAP) and Career Transition assistance Plan (CTAP) (displaced VA Employees) eligibles will be given priority consideration for vacancies within the **local commuting area** for which they are well qualified. Applicants requesting this consideration must attach appropriate proof of the ICTAP eligibility with their application.

DUTIES: The complete position description may be reviewed in Human Resources Management Division. The following duties and responsibilities are taken from the position description and are considered to be a brief extract. The incumbent is assigned to the laboratory and evaluates requested procedures to determine the suitability of specimen for analysis, requesting new specimen if determined to be unsuitable. Prepares reagents and primary reference materials. Selects, performs, evaluates, and monitors the performance of non-routine and specialized test procedures using the manual and/or instrumental techniques in accordance with established protocols. Calibrates, standardizes, adjusts, and maintains instruments. Conducts quality control procedures on equipment, reagents, and products, and maintains proper records for quality control reports. Instructs medical technicians, residents, and others in topics such as emergency techniques, equipment use, requisition requirements, and lab computer software.

QUALIFICATION REQUIREMENTS:

Basic Requirements:

A. Degree: medical technology, chemistry, or biology that included or was supplemented by at least:

- 16 semester hours of biological sciences of which one course was in microbiology and one course was in immunology. (NOTE: If there is no mention of immunology or immunobiology in the course title, the requirement for a course in immunology may be met by any course that covers the following topic areas: (1) definition and relationships of antigens and antibodies; (2) host-antigen interactions; (3) bursal and thymic influences on lymphoid cells; and (4) humoral and cellular response mechanisms.) The remaining biology courses must have been in general biology, zoology, or any of the areas listed below under "Evaluation of Education and Experience;"
- 16 semester hours of chemistry of which one course was in organic or biochemistry. The remaining chemistry courses must have been in general chemistry, qualitative analysis, qualitative chemistry, quantitative chemistry, physical chemistry, analytical chemistry, or any of the areas listed below under "Evaluation of Education and Experience;" and
- 3 semester hours of college mathematics.

OR

A. A full 4-year course of study that included or was supplemented by at least 12 months in a college or hospital-based medical technology program or medical technology school approved by a recognized accrediting organization. The professional medical technology curriculum may have consisted of a 1-year post-baccalaureate certificate program or the last 1 or 2 years of a 4-year program of study culminating in a bachelor's in medical technology.

OR

B. A combination of (1) at least 35 semester hours of biological science, chemistry, and mathematics as described in paragraph A above and (2) additional appropriate education and/or experience totaling 4 years. This combination of education and experience must have provided knowledge of the theories, principles, and practices of medical technology equivalent to that provided by the full 4-year course of study described in A or B above. All science and mathematics courses must have been acceptable for credit toward meeting the requirements for a science major at an accredited college or university. Acceptable experience is responsible professional or technician experience in a hospital laboratory, health agency, industrial medical laboratory, or pharmaceutical house; or teaching, test development, or medical research program experience that provided an understanding of the methods and techniques applied in performing professional clinical laboratory work. Certification/licensure as a medical technologist (generalist) obtained through written examination by a nationally recognized credentialing agency or State licensing body is a good indication that the quality of experience is acceptable.

(OVER)

Evaluation of Education and Experience: The four major areas of clinical laboratory science are microbiology, clinical chemistry, hematology, and immunohematology (blood banking). Qualifying course work in these areas includes bacteriology, mycology, mycobacteriology, tissue culture, virology, parasitology, endocrinology, enzymology, toxicology, urinalysis, coagulation, hemostasis, cell morphology, immunology, serology, immunoserology, immunodeficiency, hemolysis, histocompatibility, cyto-genetics, and similar disciplines or areas of laboratory practice.

Related fields include physiology, anatomy, molecular biology, cell biology, embryology, pathology, genetics, pharmacology, histology, cytology, nuclear medicine, epidemiology, biostatistics, infection control, physics, statistics, and similar areas of science *where the work is directly related to the position to be filled*. For positions above grade GS-5, experience or graduate education must have been in (1) the general field of medical technology, (2) one of the disciplines or specialized areas of medical technology, or (3) a field directly related and applicable to medical technology or the position to be filled.

Work-study experience in a clinical laboratory as a student medical technologist in an CAHEA-accredited education program may be credited on a month-for-month basis toward meeting the GS-7 specialized experience requirement. (NOTE: A typical program comprises 12 consecutive months of professional study, including didactic and practical instruction. Approximately 6 to 7 months are devoted to lectures, laboratory study, demonstrations, and seminars covering theory and technique in clinical laboratory science. The other 5 to 6 months are devoted to clinical laboratory rotations. It is the latter, i.e., the period(s) of supervised work experience in a service laboratory that may be credited as work-study experience.

Superior Academic Achievement – Individuals who have completed all the requirements for an appropriate bachelor's degree from an accredited college or university may be rated eligible for the **GS-7** grade provided they meet one of the requirements listed below:

1. Class standing--Applicants must be in the upper third of the graduating class in the college, university, or major subdivision, such as the College of Liberal Arts or the School of Business Administration, based on completed courses.

2. Grade-point average (G.P.A.)--Applicants must have a grade-point average of:

- a. **3.0 or higher out of a possible 4.0 ("B" or better)** as recorded on their official transcript, or as computed based on 4 years of education, or as computed based on courses completed during the final 2 years of the curriculum; or
- b. **3.5 or higher out of a possible 4.0 ("B+" or better)** based on the average of the required courses completed in the major field or the required courses in the major field completed during the final 2 years of the curriculum.

3. Election to membership in a national scholastic honor society--Applicants can be considered eligible based on membership in one of the national scholastic honor societies. These honor societies are listed in the *Association of College Honor Societies: Booklet of Information* (1992-95) and/or *Baird's Manual of American College Fraternities* (1991).

Specialized Experience: One year of 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 in the normal line of progression for the occupation in the organization.

Substitution of Education for Experience: **GS-7:** 1 year of graduate-level education or superior academic achievement. **GS-9:** 2 years of progressively higher level graduate education leading to a master's degree or master's or equivalent graduate degree

Knowledge, Skills, & Abilities: *On a separate sheet of paper, provide a written, detailed response to each of the following KSAs. Failure to respond to these KSAs will result in applicant not being referred for the position:* **1.** Ability to apply basic mathematical and statistical formulas to evaluate the results of laboratory tests, maintain a satisfactory level of performance, calibrate instruments, calibrate normal values, and determine accuracy and precision of methods. **2.** Ability to communicate clearly and in a timely manner with people from varying backgrounds such as medical personnel, ward clerks, patients, and students in order to transmit and receive information accurately. This includes the ability to understand another person's point of view. **3.** Ability to thoroughly complete detailed laboratory procedures by applying current knowledge of scientific theories and principles. This includes calculation of results and verifying patient's result by using physiological checks and balances. **4.** Ability to work efficiently under time pressure.

Well Qualified (CTAP/ICTAP): A well-qualified candidate is defined as one who meets the qualification and eligibility requirements for the position, including all educational/experience and selective factors (when applicable), and is able to satisfactorily perform the duties of the position upon entry.

EQUAL EMPLOYMENT OPPORTUNITY: All qualified applicants will receive equal consideration without regard to race, religion, color, national origin, sex, politics, marital status, non-disqualifying physical or mental handicap, age or membership or non-membership in a labor organization.

HOW TO APPLY (First Considerations): In order to be considered for this vacancy, **interested employees must complete and submit VA Form 5-4078, Application for Promotion or Reassignment**, to be received in Human Resources Management Division (P4HRMS) no later than 4:30 p.m. on the closing date of this announcement. **Applicants are responsible for completing and submitting VA Form 5-4676a, "Employee Supplemental Qualifications Statement" no later than first consideration date for first consideration.** VA Form 5-4676b, Supervisory Appraisal of Employee for Promotion, will be furnished to the employee for completion by supervisory officials also no later than 6/30/04 for first consideration date. This position will remain open until filled. These forms are available in Human Resources Management Division.

HOW TO APPLY (Second Consideration Applicants): In order to be considered for this vacancy, interested applicants must complete and submit:

- A. [VA Form 10-2850c, "Application for Associated Health Occupations."](#) (REQUIRED)
- B. [OF-306, "Declaration for Federal Employment"](#). (REQUIRED)
- C. DD-214, "Certificate of Release or Discharge from Active Duty" (if claiming veterans preference and/or VRA eligibility).
- D. SF-50, Notification of Personnel Action" (for proof of civilian Federal status). (If applicable)
- E. On a separate sheet of paper, provide a written, detailed response to each of the **KSAs** listed in the paragraph above. (REQUIRED)
- F. [SF-15, "Application for 10-point Veteran Preference"](#) (with required documentation for proof). (If applicable)

You may obtain these forms by contacting one of the Personnel Clerks at (503) 273-5236 or you may visit the Human Resources Management Division Office, Building 100, Room 6C-12, 3710 SW US Veterans Hospital Road, Portland, OR 97239. You can return or mail your completed application to the above address **ATTN: Announcement T38-04-408**.

HOW TO OBTAIN FORMS:

Forms are available online at www.va.gov/portland/hr

In Portland:

VA Medical Center
Human Resources Management Division
3710 SW US Veterans Hospital Road, (Bldg. 100, Room 6C-12)
Portland, OR 97239. Phone # (503) 273-5236

If Mailing:

VA Medical Center,
Human Resources Management Division (P4HRMS)
P.O. Box 1034
Portland, OR 97207

Human Resources Management Division will not photocopy any application material; applicants are responsible for making photocopies prior to submitting applications. Applications must be received in Human Resources Management Division in the Portland office as listed above. **Applications must be received by 6/30/04 for first consideration, however this position will remain open until filled.** Applications will not be returned to applicants. For additional information you may contact Personnel (503) 273-5236.

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