

**U.S. Embassy Kabul  
Human Resources Office**

**VACANCY ANNOUNCEMENT: FINANCIAL SPECIALIST (FSN-10)**

Announcement Number: 13-182

**OPEN TO:** All Interested Candidates

**POSITION:** Financial Specialist (FSN-10)

**OPENING DATE:** October 2, 2013

**CLOSING DATE:** October 15, 2013

**WORK HOURS:** Full-time, 40 hours/week

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**NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.**

The U.S. Embassy in Kabul is seeking an individual for the position of Financial Specialist with the International Narcotics and Law Enforcement Affairs (INL) section.

**BASIC FUNCTION OF THE POSITION:**

The incumbent supervises four accounting technicians and one voucher examiner; manages the INL Finance Section and handles the complex INL operational budget, in addition to performing accounting and vouchering work; provides budgetary and financial advice and completes special projects for INL Officials in Kabul and Washington; researches, develops and implements INL operational budget that includes development of a Grants Program Budget; conducts audits for portions of major programs (Good Performers Initiative, Government Led Eradication; reviews project proposals; prepares and processes project leases and tracks payment process; prepares project obligations, sub-obligations and Journal Vouchers (JVs); generates Status of Funds Report.

**QUALIFICATIONS REQUIRED**

**NOTE: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.**

**Education:** Bachelor's Degree in Finance or Accounting is required.

**Experience:** Five years performing progressively responsible work of a program/technical/financial/administrative nature with strong emphasis on analytical, judgmental and expository capabilities. Which include of at least one year supervisory experience with UN, NGO, or a Western Embassy is required.

**The position has been approved for substitution per internal policy. Two additional years of experience can be substituted for two years of education.**

**Education:** Two years of college in Finance or Accounting is required.

**Experience:** Seven years performing progressively responsible work of a program/technical/financial/administrative nature with strong emphasis on analytical, judgmental and expository capabilities. Which include of at least one year supervisory experience with UN, NGO, or a Western Embassy is required.

**Language:** level IV (fluent) Speaking/Reading English; Level III (good working knowledge) Speaking/Reading Dari and Pashtu is required.

**Knowledge:** The Incumbent should have thorough knowledge of 4 FAM, 3 FAM, 6 FAM-DOS/INL, budget rules and regulations; should be aware of INL management goals and objectives and the financial system of Afghanistan.

**Abilities and Skills:** The incumbent must possess finely honed interpersonal skills and ability to explain (orally and in writing) intricacies of INL financial programs; highly developed financial management, auditing, and vouchering skills. Sound judgment and analytical ability to review, audit, and analyze INL accounts; above average knowledge of all computer-based financial programs; typing 40 WPM; must be able to effectively deal with high level officials in an effective manner to further INL goals and objectives.

## **HOW TO APPLY**

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment as a Locally Employed Staff (DS-174). Candidates may also send a current resumé or curriculum vitae in addition to the Form DS-174, but in all cases, the DS-174 must be submitted in order for the candidate to receive consideration for this vacancy. The DS-174 form is available on the U.S. Embassy website <http://kabul.usembassy.gov>
2. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
3. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification Requirements of the position as listed above.

## **SUBMIT APPLICATION TO**

Human Resources Office, U.S. Embassy Kabul

**Applications should be submitted through e-mail to this address: [kabuljobs@state.gov](mailto:kabuljobs@state.gov)**

**Subject line must be: (Financial Specialist VA 13-182) or your application may not be considered.**

## **SELECTION PROCESS**

When fully qualified, US Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current Employees serving a probationary period are not eligible to apply.
3. In-house interested candidates of this position should submit their applications through their American or FSN supervisor.
4. Current Ordinarily Resident employees with an Overall Summary rating of needs improvements or unsatisfactory on their most recent Employee Performance Report are not eligible to apply.

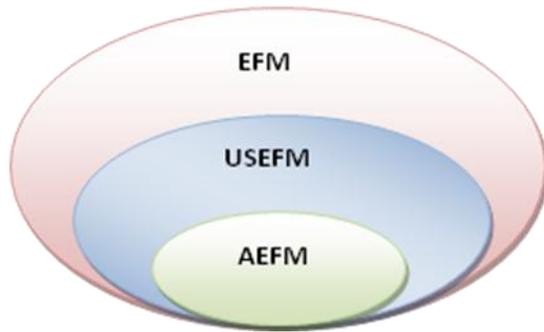
5. Currently Employed US Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
6. Currently employed NORs hired under a personal Service Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their work schedule.

**CLOSING DATE FOR THIS POSITION: (October 15, 2013)**

The U.S. Mission in (Kabul) provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

**Appendix A**  
**DEFINITIONS**



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S. - Citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. Eligible Family Member (EFM): An individual related to a U.S. Government employee in one of the following ways:
  - Spouse or same-sex domestic partner (as defined in 3 FAM 1610);
  - Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
  - Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
  - Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.
  
2. U.S. Citizen Eligible Family Member (USEFM): For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:
  - U.S. Citizen; and,
  - EFM (see above) at least 18 years old; and,
  - Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
    1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
    2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.
  
3. Appointment Eligible Family Member (AEFM): EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:
  - Is a U.S. citizen; and
  - Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18

years old; and

- Is listed on the travel orders or approved Form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. Member of Household (MOH): An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, and other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

4. Not Ordinarily Resident (NOR) – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (OR, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. Ordinarily Resident (OR) – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

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**DISTRIBUTION:** All Section Heads, FSN Bulletin Board, UN Agencies, International NGOs,

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