



# JOB VACANCY ANNOUNCEMENT

Vacancy Number: **2016-01**

**OPEN TO:** All Interested Candidates

**POSITION:** **PAO Secretary, (FSN-120-6), FP-08\***

Not-Ordinary Resident (NOR): \* FP pay scale to be confirmed by Washington  
Ordinary Resident (OR):  
Starting grade to be determined based on the qualifications of the candidate

**OPENING DATE:** January 11, 2016

**CLOSING DATE:** **January 25, 2016**

**WORK HOURS:** Full-time, 40 hrs. /week

**LENGTH OF HIRE:** **This is NOT a permanent position.** The Embassy Public Affairs Office (PAO) is seeking candidate to **temporarily** replace an employee in absence. The temporary appointment will be for a minimum of 6 months from the date of hire and not to exceed one year, depending on the needs of the service. **This position will be filled last week of March 2016.**

**IMPORTANT NOTE:** All ordinarily resident applicants must have the required work and/or residency permits to be eligible for consideration.

## **BASIC FUNCTION OF POSITION**

The incumbent of this position serves as an Office Manager for the Public Affairs Office (PAO) at the U.S. Embassy Tirana, as well as the personal assistant to Public Affairs Officer (PAO) and Assistant Public Affairs Officer (APAO). S/he carries out all secretarial, administrative, managerial and executive duties necessary to support the PAO, APAO and ten locally engaged members of the Public Affairs Section. In addition, the incumbent serves as the office receptionist greeting and escorting visitors and answering the phone; maintains master programming and event schedule. Tracks and directs information flow in the office, to include e-mails, faxes and messages. Assists in preparing various kinds of reports, briefings and brochures.

A copy of the complete position description listing all duties and responsibilities is available upon request. Send your request to [TiranaEmployment@state.gov](mailto:TiranaEmployment@state.gov) with identification of vacancy number.

## **QUALIFICATIONS REQUIRED**

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

1. **EDUCATION:** A University degree in social sciences, humanities, or education field is required.
2. **EXPERIENCE:** At least two (2) years as personal assistant or administrative assistant is required.
3. **LANGUAGE:** Level 4 (fluent) proficiency in both written and spoken English is required. Level 4 (fluent) proficiency in Albanian (S/R/W) is also required.
4. **KNOWLEDGE, SKILLS, ABILITIES:** Must have a general understanding of office management concepts, be able to type and work on a computer using basic office word processing software, and have basic social media skills (working knowledge of Facebook, Twitter, and other similar platforms). Must be able to work under pressure while maintaining a pleasant and calm demeanor being tactful and firm when necessary.

**NOTE: Unless you meet all specified requirements you will not be considered.**

### **SELECTION PROCESS**

When fully qualified, US Citizen Eligible Family Members (USEFMs), and US 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. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed US Citizen EFM's who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. Selected candidate will be required to undergo both a medical and security clearance prior to employment

### **TO APPLY**

Interested applicants for this position **must submit the following** or the application will not be considered:

1. Application for employment (DS-174) as a Locally Employed (LE) Staff or Family Member, which can be found on the Embassy's internet and intranet website;
2. Candidates who claim US Veteran's preference must provide a copy of their Form DD-214 with their application
3. Candidates who claim US EFM or MOH status must include in the cover letter accompanying their application that they are claiming US EFM/MOH status, their present nationality, and name and employing section/agency of their sponsoring family member
4. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

### **SUBMIT APPLICATION TO**

U.S. Embassy

Rr: "Elbasanit", No. 103, Tirana, Albania

Attn: Human Resources (HR) Office

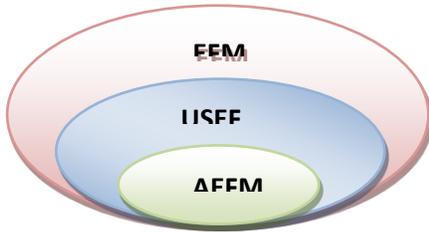
E-mail: [TiranaEmployment@state.gov](mailto:TiranaEmployment@state.gov)

Telephone: (355) (4) 2247-285 Ext. 3297

Fax: (355) (4) 2232-222

*(Faxed and e-mailed applications are also accepted).* **Only applications received in the HR Office before the closing date of this job announcement will be considered, and only short listed candidates will be contacted. To all applicants we extend our appreciation for considering the U.S. Government in Albania as a potential employer.**

## 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, 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.

5. **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.

6. **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.

EFM's 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).

**CLOSING DATE FOR THIS POSITION: 01/25/2016**

The US Mission in Tirana 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.

**APPROVED: A/HRO/FMO/ MHIEMSTRA**  
**CLEARED: PAO/ RROBERTS**  
**DRAFTED: HR/ EHALILI**