



American Embassy, Manama ✧ Human Resources Office

**JOB VACANCY ANNOUNCEMENT  
CUSTOMS BROKER SUPERVISOR**

**Announcement Number: 16-23**

---

**OPEN TO:** All Interested Candidates/All Sources

The “Open To” category listed above refers to candidates who are eligible to apply for this position. The “Open To” category should not be confused with a “hiring preference” which is explained later in this vacancy announcement.

**POSITION:** Customs Broker Supervisor

**OPENING DATE:** Wednesday, July 27, 2016

**CLOSING DATE:** Wednesday, August 10, 2016

**WORK HOURS:** Full-time

**SALARY:** Based on a full-time, 40-hour work week

– FOR persons Ordinarily Resident (OR\*) in Bahrain: **FSN-07:** BD 12,333 per year (BD 1027.75/month) starting salary, including allowances.

- FOR Appointment Eligible Family Members (AEFMs\*): \$ 41,206 p.a. (FP-07).

\*Final grade/step will be determined by Washington.

- FOR Not Ordinarily Resident (NOR\*) in Bahrain: \$ 35,364 p.a. (FP-07).

**NOTE:** ALL ORDINARILY RESIDENT (OR) APPLICANTS (See Definitions\* below) MUST BE IN POSSESSION OF BAHRAINI GOVERNMENT WORK AND/OR RESIDENCY PERMITS AT THE TIME OF APPLICATION TO BE ELIGIBLE FOR CONSIDERATION.

**BENEFITS FOR**

**(OR) EMPLOYEES:** Excellent working conditions; annual pay for performance increase; education allowance will be provided as applicable; premier worldwide medical insurance coverage for employee and family as applicable; annual leave; American and Bahraini holidays; optional retirement plan; ample opportunity for on-line/classroom training and professional development; sponsorship for employee and immediate family upon employment.

The U.S. Mission in Manama is seeking eligible and qualified applicants for the position of Customs Broker Supervisor.

**NOTE:** Due to the high volume of applications received, we will only contact applicants who are being considered. Thank you for your understanding.

**BASIC FUNCTION OF THE POSITION**

Functions as Post's POC/SME on customs, shipping, and related issues. Provides customs & shipping brokerage services for unclassified and classified pouch shipments for U.S. Embassy Manama, and the 16 other diplomatic posts currently supported through the Manama Regional Diplomatic Courier Hub (MRDCH.) Facilitates personal shipments for USDH staff, and supports military shipments including personnel transferring through local Navy Base to/from positions under DOS. Works closely with host government officials. Supervises one (1) Customs Expediter.

## **QUALIFICATIONS REQUIRED**

Applicants must address each required qualification listed below with specific information supporting each item. Failure to do so may result in a determination that the applicant is not qualified.

1. **Education**: Completion of secondary school (high school) is required.
2. **Experience**: At least 5-7 years of experience as an International Shipping & Customs Agent is required.
3. **Language**: Level 3 (proficient) English and Arabic (this will be tested) is required.
4. **Knowledge**: Excellent knowledge of host government regulations governing the preparation of documentations, customs exceptions, importation and exportation permits and other paperwork for the shipment of private and U.S. Government property is required.
5. **Abilities & Skills**: Must possess and maintain a valid Bahraini driver's license and Bahraini Customs Broker License. Aptitude to fully understand and implement Department of State logistical system (ILMS Transportation Lite) within the first 30 days is required. Capable of safely lifting 70 pounds (approx. 31 kilos). Good typing skills and proficiency in Microsoft Office suite (Excel, Word, PowerPoint) are required. Ability to draft well written official documents in English is required.

## **FOR FURTHER INFORMATION**

The complete position description listing all of the duties and responsibilities may be obtained by contacting the Human Resources Office at 1724 2700 extension 2937.

## **HIRING PREFERENCE SELECTION PROCESS**

When qualified, applicants in the following hiring preference categories are extended a hiring preference in the order listed below. Therefore, it is essential that these applicants accurately describe their status on the application. Failure to do so may result in a determination that the applicant is not eligible for a hiring preference.

## **HIRING PREFERENCE ORDER**

- (1) AEFM / USEFM who is a preference-eligible U.S. Veteran\*
- (2) AEFM/USEFM
- (3) FS on LWOP\*\*

\* **IMPORTANT**: Applicants who claim status as a preference-eligible U.S. Veteran must submit a copy of the most recent Member Copy Four (4) of the DD-214, Certificate of Release or Discharge from Active Duty, and, if applicable, a letter from the U.S. Department of Veterans Affairs. If claiming conditional eligibility for U.S. Veterans' preference, applicants must submit proof of conditional eligibility. If the written documentation confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veterans' preference will not be considered in the application process. Mission HR's decision on eligibility for U.S. Veterans' preference after reviewing all required documentation is final.

\*\* This level of preference applies to all Foreign Service employees on LWOP.

## **ADDITIONAL SELECTION CRITERIA**

1. Management may consider the following when determining successful candidacy: nepotism, conflicts of interest, budget, and residency status.

2. Current Ordinarily Resident employees serving a probationary period are not eligible to apply. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report (EPR) are not eligible to apply.
3. Current Not Ordinary Resident employees hired on a Family Member Appointment (FMA) or a Personal Service Agreement (PSA) are not eligible to apply within the first 90 calendar days of their employment, unless they have a When Actually Employed (WAE) work schedule.
4. Must be able to pass a pre-employment medical examination, and must be able to obtain and maintain the appropriate security certification.
5. **Candidates who are EFM, USEFM, AEFM, or MOH must have at least one year remaining on their sponsor's tour of duty to be considered eligible to apply for this position.**

### **HOW TO APPLY**

Interested applicants for this position must submit the following to be considered:

1. **Documentation (e.g., secondary school diploma, certificates, driver's license, copies of degrees earned) that addresses the qualification requirements of the position as listed above;**
2. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174); or Current resume or curriculum vitae that provides the same information found on the UAE (Appendix A); or Combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet.
3. (If applicable). List any family members who are currently employed at the Embassy. Any omission in this area, either intentional or accidental, may be grounds for dismissal.
4. (If applicable). Applicants who claim EFM or MOH\* status must include in the cover letter accompanying their application that they are claiming EFM/MOH status, their present nationality and name and employing section/agency of their sponsoring family member.
5. Application must be received by the closing date specified on the announcement. Applications received after this date will **not** be considered.
6. Applications are **only** accepted in English. Certifications written in other languages need to be translated in English for consideration.

### **SUBMIT APPLICATION TO**

- E-mail: [ManamaHRO@state.gov](mailto:ManamaHRO@state.gov) (subject line: "VA 16-23")

- **Postal Address:** Human Resources Office  
Attention: Vacancy Announcement # **16-23**  
U.S. Embassy Manama-Bahrain/P.O. Box 26431/Bahrain

### **EQUAL EMPLOYMENT OPPORTUNITY**

**The U.S. Mission 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.**

## \* DEFINITIONS

**Eligible Family Member (EFM):** An EFM for employment purposes is defined an individual who meets all of the following criteria:

- U.S. Citizen or not a U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610); **or**
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term “child” shall include, in addition to natural offspring, stepchild, adopted child, and a child under legal guardianship of employee, spouse, or same-sex domestic partner when such child is expected to be under legal guardianship until 21 years of age and when dependent upon and normally residing with the guardian; **or**
- Parent (including stepparents and legally adoptive parents) of employee, spouse, or same-sex domestic partner, when such parent is at least 51 percent dependent on the employee for support; **or**
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, spouse, or same-sex domestic partner 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; **and**
- Listed on the travel orders or approved Form OF-126 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 or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Is under Chief of Mission authority.

**U.S. Citizen Eligible Family Member (USEFM):** A USEFM is an individual who meets all of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 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 or, as appropriate, at an office of the American Institute in Taiwan; and resides at the sponsoring employee’s post of assignment abroad, or as appropriate, at an office of the American Institute in Taiwan; and is under chief of mission authority; **or**
- Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2; **or**
- Currently receives a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

**Appointment Eligible Family Member (AEFM):** An AEFM is an individual who meets all of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 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 or, as appropriate, at an office of the American Institute in Taiwan (AIT); **and**
- Is under chief of mission authority; **and**
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Does NOT currently receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

**Member of Household (MOH):** A MOH is an individual who meets **all** of the following criteria.

- A MOH is someone who accompanies or joins a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; and
- A MOH must be officially declared to the COM by the sponsoring employee as part of his/her household; and
- A MOH is under COM authority;
- A MOH may include a parent, unmarried partner, other relative or adult child;

- A MOH may or may not be a U.S. Citizen;
- A MOH is **not** an EFM;
- A MOH is **not** listed on the travel orders or approved Form F-126 of a sponsoring employee.

**Not Ordinarily Resident (NOR):** An individual who meets the following criteria:

- An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned or stationed abroad, or as appropriate, at an office of the American Institute in Taiwan; or
- Has diplomatic privileges and immunities; and
- Is eligible for compensation under the FS or GS salary schedule; and
- Has a U.S. Social Security Number (SSN); and
- Is not a citizen of the host country; and
- Does not ordinarily reside in the host country; and
- Is not subject to host country employment and tax laws.

**Ordinarily Resident (OR):** An individual who meets the following criteria:

- A citizen of the host country; or
- A non-citizen of the host country (including a U.S. citizen or a third-country national) who is locally resident and has legal and/or permanent resident status within the host country and/or who is a holder of a non-diplomatic visa/work and/or residency permit; and/or
- Is subject to host country employment and tax laws.

---

Cleared: GSO:JBeck; HRO: GVonSchleh; FMO: KPerkins

## APPENDIX A

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE, (DS-174).

**Failure to do so will result in an incomplete application.**

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- H. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (Yes or No)
- J. Special OR Reasonable Accommodations the Mission needs to provide (Yes or No; if yes, Provide explanation)
- K. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. References
- T. Residence Permit