



HUMAN RESOURCES OFFICE U.S. EMBASSY DHAKA

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER – 15 - 021

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

POSITION: **Real Property Assistant, FSN-8; FP-6**
(Salary approx. Tk. 75,000 per month)

OPENING DATE: **March 16, 2015**

CLOSING DATE: **March 30, 2015** (before 4:30 p.m.)

WORK HOURS: Full-time; 45 Hours/5 days per week

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

U.S. Embassy Dhaka is seeking applications for the position of **Real Property Assistant** in the Real Property Management (RPM) Unit of the General Services Office (GSO).

BASIC FUNCTION: Under the supervision of the RPM Supervisor, the incumbent assists in managing the Mission's real property program, including negotiating and leasing properties, procuring utilities, preparing the RPM budget, and liaising with local officials in accordance with OBO (Overseas Building Operations) requirements, pertinent policies, and regulations. Prepares lease agreements, waiver cables, lease renewal notices, fund reservation requests, letters, memoranda and various reports. S/he is the



Deputy to the section and provides day-to-day guidance to other RPM Assistants. Serves as the RPM Supervisor in his/her absence.

MAJOR DUTIES AND RESPONSIBILITIES:

- Manages Mission's leasing program in strict accordance with OBO requirements, FAM (Foreign Affairs Manual), and pertinent policies and regulations.
- Assists the RPM supervisor in managing the housing/leasing program which encompasses around 120 residential quarters, 1 leased office location, 3 Government owned (GO) properties, and a \$6 million annual budget.
- Indirectly supervises and provides day-to-day work guidance to the other two members of the Real Property Unit.
- Assists in negotiating new and re-negotiating existing leases. Persuades the landlord to comply with our request to upgrade the residences by explaining the benefits and impacts of such renovation work. Supervises and prepares necessary documents for acquisition of new property or lease renewal. Coordinates with Real Estate Agents to conduct the annual housing market survey and to prepare the annual survey report to submit to OBO.
- Prepares necessary documents to support GSO for the Inter-Agency Housing Board (IAHB) meeting. Contacts incoming employees for their preferences and acts accordingly to ensure that residences are ready. Assists in resolving occupants' concerns, complaints, and problems by scheduling projects involving minor construction, retrofits, and renovation prior to and after acceptance of a leased property and restoration of the property at the termination of the lease.
- Maintains a good business relationship with host government offices including Dhaka City Corporation, RAJUK, DESCO, WASA, Titas Gas, Public Works Bureau, and the Highway Department to get better services. Monitors and ensures receipt, verification, and processing of all utility billings to Mission Financial Management for payment.
- Supervises and prepares/updates the real estate reports, including Real Property Application (RPA), ensuring accuracy, completeness of data, legality, and conformance with governing policy and procedures for all government-owned, long term and short term lease residential/non-residential properties. Updates RPA (Real Property Application) immediately in case of including or terminating any properties from the housing pool. Supervises and prepares the post housing profile, Rental Benchmark Initiative (RBI) reports to submit it to OBO. Maintains the updated list of USG properties. Prepares the annual rental budget for FMO, USAID, and other agencies. Prepares all reports for ICASS workload counts. Updates utility cost data. Assists the Real Property Supervisor to prepare annual utilization report to send to OBO.



➤ Maintains updated list of exterior painting of all USG residences and offices. Initiates the paperwork to remind landlords when painting is due. Coordinates with the occupants and landlords, schedules, prepares work authorizations and also monitors the painting job. Takes necessary actions to renew GSO and Chancery fuel tank license. Submits conservancy and street light charges timely to the appropriate authority for US Government owned properties.

QUALIFICATIONS REQUIRED:

- 1. Education:** Minimum a three year bachelor's degree is required. *(You must attach a copy of your bachelor's degree certificate along with your application form.)*
- 2. Language Proficiency:** Level III (Good working knowledge) speaking/reading in English and Bangla is required. English language proficiency will be tested.
- 3. Prior Work Experience:** Minimum five years of work experience where negotiation skills, dealing with utility companies, customer service, report writing were extensively required.
- 4. Knowledge:** A good working knowledge of local housing market, leasing, housing make-ready process, utility systems etc. required.
- 5. Skills and Abilities:** Ability to type 30 words per minute and good working knowledge in MS Office required.

SELECTION PROCESS:

It is essential that candidates address the required qualifications above in the application. **Applicants who do not provide evidence that they meet the above qualification requirements may not be considered.** When equally qualified, US Citizen Eligible Family Members (USEFMs) and U.S. Veterans will be given preference.

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 EFMs 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. The candidate must be able to obtain and hold a security clearance.

TO APPLY:

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

1. Form DS-174, "Universal Application for Employment as a Locally Employed Staff or Family Member" (UAE). **This form must be completed in English.** You may fill in the answers on a computer and print it, or print a blank copy and fill it out by hand.

[Application Form](#)

2. Candidates who claim US Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US 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.

All Bangladeshi applicants must complete the application form and must attach the following documents; if you do not attach the below mentioned documents, your application will be considered incomplete and will not be processed further:



- I) A passport size photograph (taken within six months), and
- II) A copy of Passport or Voter ID or Driver's License, and
- III) A copy of educational or trade school certificate as required.

Inaccuracies, omissions or false statements may be cause for disqualification or termination of employment. Information given on the application may be verified at any time.

ADDRESS YOUR APPLICATION TO:

Human Resources Office
Attention: HRO
Address: Embassy of the United States of America
Madani Avenue, Baridhara
Dhaka – 1212

SUBMIT APPLICATION TO:

All candidates must submit the **Universal Application for Employment form DS-174** either by regular mail (postal service) ***or***, deliver by Hand to the South barrier of the U.S. Embassy. **Please do not send applications via fax.**

Blank application forms are also available at the South barrier of the U.S. Embassy (near the Nepal & Vatican Embassy) and at our internet website at <http://dhaka.usembassy.gov/> (Go to “About Us” and click on “Job Opportunities”)

POINT OF CONTACT:

Human Resources Assistant
Telephone #5566 2000 (between 10am to 11am Sunday through Thursday)

CLOSING DATE FOR THIS POSITION: **March 30, 2015**

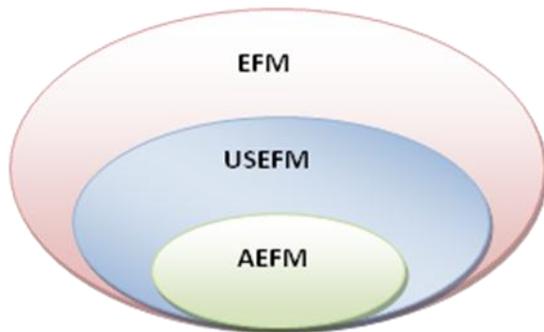
The U.S. Mission in Dhaka provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve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

Cleared by:

HRO: x
GSO: x
FMO: x