



UNITED STATES EMBASSY, COTONOU

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: 019/15-T

OPEN TO: All Interested Candidates/All Sources

POSITION: Maintenance Mechanic (Plumbing), FSN-5; FP-9
Training level

OPENING DATE: April 27, 2015

CLOSING DATE: May 11, 2015

WORK HOURS: Full Time; 40 hours/week

***SALARY:** AEFM, FP-9: \$32,498 to \$47,725*
USEFM/NOR EFM/NOR MOH/NOR
FP-9: \$27,982 to 41,093*

OR/OR MOH, FSN-5:
CFA 4,336,975 to CFA 7,598,401

NOTE: ALL QUALIFIED ORDINARILY RESIDENT APPLICANTS MUST BE RESIDING IN COUNTRY AND ABLE TO QUALIFY FOR A BENINESE WORK PERMIT.

The U.S. Embassy in Cotonou is seeking an individual for the position of **Maintenance Mechanic (Plumbing)** in the Embassy Facility Maintenance Section.

Please note that this position is being advertised at the full performance level under vacancy announcement N0. 019/15. Respond only to the vacancy announcement for which you are qualified.

Applicants *must* submit a cover letter, a completed DS-174 (resume is not accepted). Required certificates should be attached as well as residency documents for third-country nationals. Applications without those documents are not considered.

BASIC FUNCTION OF POSITION

Under the supervision of the Building Engineer Supervisor, the incumbent functions as a journeyman level Maintenance Mechanic Plumber to carry out skilled maintenance and repair work on the critical and non-critical mechanical and plumbing systems throughout the New Embassy Compound (NEC) functional/office buildings, on-compound ancillary support and residential buildings, above and below ground infrastructures.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Contact: 229 21 30 06 50, Ext. 4272/4291.

QUALIFICATIONS REQUIRED:

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

a) **Education:**

Completion of secondary school with a certification in plumbing (CAP) and a diploma (DT) in water and sanitation is required. Equivalent specialist training through a recognized apprenticeship program may be considered acceptable.

b) **Experience:**

A minimum of three (3) years' experience working as a journey-level plumber in the repair and maintenance of plumbing/mechanical systems in commercial or industrial facilities. Must have experience working with PVC, CPVC, copper, galvanized, concrete, and black pipe; circulation and well pumps, and water treatment equipment.

c) **Language Proficiency:**

Level II English (Limited Knowledge) speaking, reading and writing.
Level III French (Good Working Knowledge) speaking, reading and writing.

English proficiency will be tested.

d) **Knowledge:**

Must have a thorough technical understanding of major building plumbing/mechanical systems and equipment, with a specialty in plumbing systems. Must know how to diagnose the root cause of a problem and what materials and equipment will be needed to facilitate repairs. Must know how to work safely on equipment, systems and associated components including the use of lock-out/tag-out safety measure. Must have knowledge of International Building Code (IBC) standards, and fire and life safety codes.

e) **Skills and Abilities:**

Must be able to read and interpret technical documents, including layout drawings, as-built drawings, riser diagrams, equipment schedules, operations and maintenance manuals, and other manufacturer's literature. Must be able to diagnose and repair filtration systems, water

pumps, hot and cold water systems; test potable water system components, monitor chemical and salt injection systems, and take equipment readings with various meter. Must be skilled in the use of hand tools, power tools, and specialty tools and be able to determine the appropriate tool for specific repairs. Must be able to install and repair the various types of plumbing pipe such as PVC and CPVC, copper, galvanized, concrete, and black pipe. Must be able to distinguish frequencies and sounds, color codes and odors in the operation of equipment in order to troubleshoot for repairs. Must be able to use Microsoft Office Suite software including MS Word, Excel, Outlook, and Power Point. Must be able to draft basic reports, create spreadsheets, write e-mails and research information on the Internet.

Computer proficiency will be tested. Plumbing knowledge and skills will be tested.

SELECTION PROCESS

When fully qualified, both 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 the 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 U.S. 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. Priority consideration will be given to RIFed U.S. Mission to Benin former LES for a period of twenty-four (24) months after the date of separation. Such an applicant must qualify for the announced vacancy and must present an evaluation record for the past five years that demonstrates consistent effectiveness as an employee.

TO APPLY

Interested candidates for this position must submit the following or HR cannot consider the application:

NB: Items A & B must be in English.

- A. Cover letter.
- B. Universal Application for Employment (UAE) as Locally Employed Staff or a Family Member **(DS-174)**;
- C. 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.

This preference can only be applied for hire once per agency at the same post.

- D. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

HOW TO SUBMIT AN APPLICATION

Application packages containing all the information listed in items “A” through “D” above can be scanned into pdf format and sent as a single file to the following E-mail address. Files should not exceed 10 MB or they may be rejected by the embassy’s server. **Paper applications mailed to the embassy will not be accepted for this vacancy announcement.**

SUBMIT APPLICATION TO:

Management Officer
United States Embassy
Rue Caporal Bernard Anani
01 B.P. 2012, Cotonou
Telephone: +229 21 30 06 50
Fax: +229 21 30 19 74
E-mail: hrocotonou@state.gov

CLOSING DATE FOR THIS POSITION: May 11, 2015 at 17.30

The U.S. Mission in Cotonou 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

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:
 - a) Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or
 - b) 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, 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. 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).

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.