



**AMERICAN EMBASSY, COTONOU**

**VACANCY ANNOUNCEMENT**

**ANNOUNCEMENT NUMBER: 015/11**

**OPEN TO:** All Interested Candidates

**POSITION:** **Motor Pool Supervisor**

**POSITION GRADE:** USEFM/EFM/MOH/NOR: FP-07  
(To be confirmed by Washington)  
Ordinarily Resident (OR): FSN-07

**OPENING DATE:** May 04, 2011

**CLOSING DATE:** May 18, 2011

**WORK HOURS:** Full time; 40 hours/week

**SALARY:** FP-07 \$39,994 to \$58,733\* AEFM  
FP-07 \$34,324 to \$50,406\* USEFM/NOR EFM/NOR MOH  
FSN-7 CFA 7,022,842 to CFA 12,567,262\* OR MOH

**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 employment as **Motor Pool Supervisor** in the embassy's General Services Section.

**BASIC FUNCTION OF POSITION**

Under the supervision of the General Services Officer, operates the embassy Motor Pool. Serves as dispatcher, coordinating the movement of official vehicles to fulfill all local and long

\* Final step to be determined by employee's qualifications.

distance Mission travel requests. Supervises the drivers and the automotive mechanics; plans their work schedules and evaluates their performance.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office.

### **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.
- b) Prior Work Experience: 2 years of management/supervisory experience.
- c) Language Proficiency: English, French and Fon level IV (fluent).
- d) Knowledge: Within one year of being hired, employee must gain knowledge of Foreign Affairs Manual (FAM) Foreign Affairs Handbook (FAH) motor pool and vehicle operation regulations and be able to apply them efficiently and effectively to operate the motor pool. Employee must be familiar with USG supervisory roles and responsibilities.
- e) Abilities and Skills: Employee must have the ability to deal effectively with various Mission personnel. Employee must possess good organizational, management, and leadership skills. Employee must possess solid computer skills to operate Integrated Logistics Management Software (ILMS), complete required reports, and research and retrieve information from the Internet. Must possess a valid driver's license.
- g) Must possess a valid driver's license to operate a standard passenger vehicle with at least one year of driving experience (personal or professional driving experience is acceptable).

### **SELECTION PROCESS**

When fully qualified, both U.S. 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:**

**N.B.: Items A, B & C must be in English**

- A. Cover letter.
- B. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (**DS-174**); **or**
- C. A current resume or curriculum vitae that provides the **same information** found on the UAE; **or**
- D. A 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; **plus**
- E. 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.
- F. 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 “F” above should be scanned into pdf format and sent as a single file to the following E-mail address. Paper applications mailed to the embassy will not be accepted for this vacancy announcement.

### SUBMIT APPLICATION TO:

Management Officer  
American 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](mailto:hrocotonou@state.gov)

## DEFINITIONS

1. **U.S. Citizen Eligible Family Member (USEFM):** For purpose of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:
  - U.S. Citizen; and,
  - EFM (see definition at #2) 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 U.S. Government 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.
  
2. **Eligible Family Member (EFM):** 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 a
  - 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.
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
  - Residing at the sponsoring employee's post of assignment abroad,
  - Does not receive a Foreign Service or Civil Service annuity
4. **Not Ordinarily Resident (NOR):** An individual who:
- 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; and,
  - Has a U.S. Social Security Number (SSN)
5. **Member of Household (MOH)** – An individual who accompanies a direct-hire Foreign, Civil, or uniformed service members 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 U.S. Government employee to the Chief of Mission as part of his/her household.

An 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.

6. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:
- Is locally resident; and,
  - Has legal, permanent and resident status within the host country; and,
  - Is subject to host country employment and tax laws.

**CLOSING DATE FOR THIS POSITION: May 18, 2011 at 5:30 PM**

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.