UNITED STATES CONSULATE GENERAL
RIO DE JANEIRO, BRAZIL

Management Notice No. 12-027
March 8, 2012

TO: *ALL POST PERSONNEL*

FROM: *MGMT OFFICER, PATTI HOFFMAN*

SUBJECT: *POSITION VACANCY – SHIPMENT CLERK*

OPEN TO: All Interested Candidates/All Sources

POSITION: **Shipment Clerk, FSN-5/FP-9**

OPENING DATE: Thursday, March 8, 2012

CLOSING DATE Thursday, March 22, 2012

WORK HOURS: Full-time – 40 hours per week

SALARY: *Ordinarily Resident (OR), FSN-5
Starting Salary: R$34.036 p/a

*Not-Ordinarily Resident (NOR), FP-9
Starting Salary: $31,963 p/a (subject to Washington approval)

ALL ORDINARILY RESIDENT (OR) APPLICANTS (See Appendix A) MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS (Attached to the application) TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Consulate General in Rio de Janeiro is seeking an individual for the position of Shipment Clerk, to work in the General Services Office, Customs and Shipment Unit.

BASIC FUNCTION OF POSITION

The incumbent is responsible for the clerical aspects of the Customs & Shipment Unit, by assisting both the FSN-8 Supervisor and the two FSN-7 Shipment Clerks in external functions such as working closely with DETRAN (exemptions of IPVA, inspections, licensing exceptions), notaries, banks (when submitting requests for CPF), filing, attending customers, filling in paperwork both by typing and entering information on on-line forms, accompanying newly arrived American employees to the Banks, DETRAN and other government agencies and delivering official documents to the appropriate local, Municipal, State and/or Federal office

agencies in Rio de Janeiro. At times of VIP visits, may perform expediting services as well as participate in any other official function as requested by the Supervisor or the GSO.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Contact Ana Maria Miranda, 21 3823-2608.

QUALIFICATIONS REQUIRED

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

1. **EDUCATION**: Completion of secondary (high) school is required.

2. **EXPERIENCE**: Progressively responsible experience in a customer service environment and/or airport/airline/logistics.

3. **LANGUAGE**: Level 3 (good working knowledge (speaking/reading) English and Portuguese is required. **THIS WILL BE TESTED.**

4. **KNOWLEDGE** : Must be able to know the locations of job related organizations such as DETRAN, the International and National Airports, Immigration offices, the Federal Police offices, Notaries, Banks, etc. Good working knowledge of Brazilian Government regulations.

5. **SKILLS:** Level I typing, (15-29 wpm). Brazilian Category B Driver's license is required **(attach Xerox).** Skilled in the use of Microsoft Office Suite, Word, Outlook, Excel, etc and internet navigation is required; familiarity in using a calculator is required. Skilled in using a tactful and diplomatic manner when dealing with all levels of United States Government and Locally Engaged Staff. Ability to work on a team environment. Ability to establish and maintain good professional relations and deal tactfully with a wide cross section of people such as VIP visitors, military officers, customs/immigration officials, airport and airline personnel. Ability to take initiative, display pro-active efforts, plan and organize work, pay attention to details, and work effectively to provide quality customer service. **TYPING WILL BE TESTED.**

SELECTION PROCESS

When fully qualified, 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, continuity 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.

TO APPLY

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

1. Universal Application for Employment as a Locally Employed Staff or Family Member (DS-174); **or**

2. A current resume or curriculum vitae **IN ENGLISH** that provides the same information found on the UAE (***see Appendix B***). We will not/not accept any applications that are not submitted in English; **or**

3. 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**

4. Candidates who claim U.S. 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.

5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

SUBMIT APPLICATION TO
Email: **riorecruitment@state.gov**
(with position title)

POINT OF CONTACT
Ana-Maria Miranda
Human Resources Office – 21 3823-2608
Address: Ave. Pres. Wilson, 147 – Castelo, Rio de Janeiro, RJ 20030-020
Telephone: 21 3823-2600 - Fax: 21-3823-2600

CLOSING DATE FOR THIS POSITION: March 22, 2012

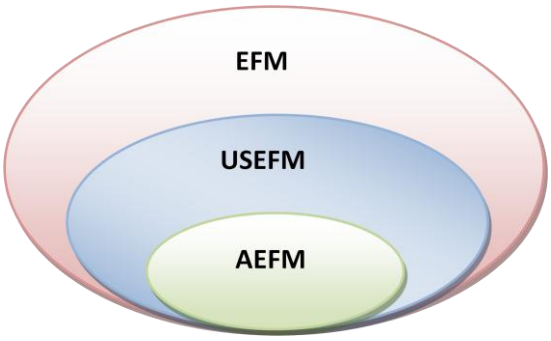
The US Mission in Brazil provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve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

Drafted: hr/amcm
Cleared: GSO/ALoh

APPENDIX A

DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a US 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. **US Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US 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 US 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 US 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 US 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 US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

APPENDIX B

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.

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. Date and Place of Birth
G. Current Address, Day, Evening, and Cell phone numbers
H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
I. U.S. Social Security Number and/or Identification Number
J. Eligibility to work in the country (Yes or No)
K. Special Accommodations the Mission needs to provide
L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
M. Days available to work
N. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
O. U.S. Eligible Family Member and Veterans Hiring Preference
P. Education
Q. License, Skills, Training, Membership, & Recognition
R. Language Skills
S. Work Experience
T. References