



**UNITED STATES CONSULATE GENERAL**

**RIO DE JANEIRO, BRAZIL**

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**Management Notice No. 13-028**  
**March 20, 2013**

**TO:** ALL POST PERSONNEL  
**FROM:** PATTI HOFFMAN, MGT OFFICER  
**SUBJECT:** POSITION VACANCY - CULTURAL AFFAIRS ASSISTANT

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**OPEN TO:** All Interested Parties – All Sources  
**POSITION:** Cultural Affairs Assistant, FSN-8/FP-6  
**OPENING DATE:** Wednesday, March 20, 2013  
**CLOSING DATE:** Wednesday, April 3, 2013  
**WORK HOURS:** Full-time; 40 hours/week  
**SALARY:** \*Ordinarily Resident (OR): R\$58.946 p/a (Starting salary) - (Position Grade: FSN-8  
\*Not-Ordinarily Resident (NOR): \$44,737 p/a (Starting salary) (Position Grade: FP-6 – subject to Washington Approval)

**PLEASE NOTE THAT POSITION AVAILABILITY IS CONTINGENT BASED ON FUNDING.**

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

The U.S. Consulate General in Rio de Janeiro is seeking an individual for the position of Cultural Affairs Assistant, Cultural Affairs Office, Public Affairs Section.

**BASIC FUNCTION OF POSITION**

In coordination with the Cultural Affairs Officer (CAO), the Cultural Affairs Assistant (CAA) works with the section's Senior Cultural Affairs Specialist and two Cultural Affairs Assistants to develop and implement programming in the areas of, but not limited to—Civil Society; Diversity and Equality; Social Inclusion and

Cultural Diplomacy. The CAA also serves as the chief advisor and programmer in the area of sports diplomacy and serves as the primary contact manager and coordinator for all alumni of USG exchange programs in the Rio de Janeiro Consular region. The CAA backs up the Senior Cultural Affairs Specialist in the development and implementation of the International Visitor Leadership Program (IVLP) and Voluntary Visitors (VV) programs within the Rio de Janeiro Consular region, and assists the Cultural Affairs Assistant in the coordination and implementation of educational and youth exchanges, creation of educational linkages and bilateral agreements, supporting visiting educational delegations and fairs. In addition, the CAA identifies and works with senior officials in government, civil society, academia, leading arts and cultural institutions and individuals to encourage their participation in and support of in PAS programs and to promote better understanding of U.S. policies important to bilateral relations.

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

### **QUALIFICATIONS REQUIRED**

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

1. **EDUCATION:** College or university degree in any discipline related to the liberal arts, social sciences, American studies or related field, is required.

**EXPERIENCE:** Progressively responsible support and/or programming experience in bi-lingual work environments, coordination of cultural, social and/or business events, dealing with senior level international customers (contacts), developing and supervising programs, projects or events. Experience working with cultural and/or educational program management, or support, and dealing with senior-level contacts in the Brazilian government, NGOs and academia is required.

2. **LANGUAGE:** Level IV (fluent) in written and spoken English and Portuguese required. **THIS WILL BE TESTED**

3. **KNOWLEDGE:** General knowledge of Brazil's political, economic, social and educational structures, its institutions, political parties and cultural movements. Knowledge of cross cultural issues and channels of effective communication. Knowledge of coordination and development of exchange programs. Knowledge of PA programs, regulations and USG visa and travel requirements and procedures

4. **SKILLS AND ABILITIES:** Typing level II (30-59wpm). Must have good interpersonal and cross-cultural skills, as well as public relations, planning and program implementation skills. Ability to analyze the status of programs in development and give clear and precise information concerning them as needed. Must be able to recognize and interact with key audience members in media, government, cultural and educational circles and to independently plan, organize and carry-out assigned responsibilities. User's ability in Microsoft Office, Microsoft Outlook, Internet and software programs of common use. **TYPING WILL BE TESTED.**

### **FURTHER TESTING MAY BE CONDUCTED TO DETERMINE QUALIFICATIONS**

### **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 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; **or**
  3. A current resume or curriculum vitae **IN ENGLISH** that provides the same information found on the UAE (*see section 3A below for more information*). **We will not/accept any applications that are not submitted in English; 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.
- 3A. 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

### **SUBMIT APPLICATION TO**

Email: [riorecruitment@state.gov](mailto:riorecruitment@state.gov)

**(PLEASE PUT POSITION TITLE)**

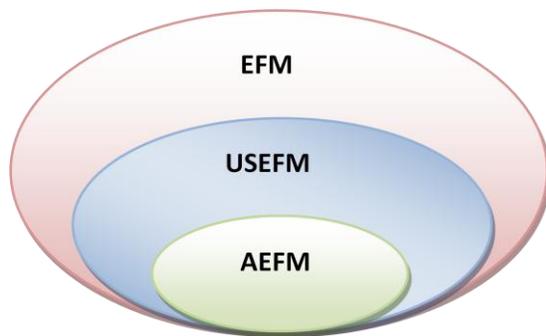
### **POINT OF CONTACT**

Human Resources Office

Ana-Maria Miranda

Av. Pres. Wilson, 147 – Castelo, Rio de Janeiro, RJ 20030-020

### **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).

**CLOSING DATE FOR THIS POSITION: April 3, 2013**

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  
Clear: PA/MPannell