



UNITED STATES CONSULATE GENERAL
RIO DE JANEIRO, BRAZIL

*Management Notice No. 13-097
December 2, 2013*

TO: ALL POST PERSONNEL

FROM: MGMT OFFICER, PATTI HOFFMAN

SUBJECT: VACANCY – COMMERCIAL ASSISTANT (TRAINEE LEVEL)

OPEN TO: All Interested Parties - All Sources

POSITION: **Commercial Assistant (TRAINEE LEVEL) – FSN-7(T)/FP-7(T)**

OPENING DATE: Monday, December 2, 2013

CLOSING DATE: Friday, December 13, 2013

WORK HOURS: Full-time; 40 hours/week

SALARY: *Ordinarily Resident (OR): (FSN-7(T): R\$44.316 p/a -(Starting salary); FSN-8: R\$58.946 p/a - (Starting salary);

*Not-Ordinarily Resident (NOR): FP-7(T): \$39,994 p/a – Starting salary); FP-6: \$44,737 p/a (Starting salary) (Position Grades: FP-7 and FP-6, subject to Washington Approval)

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 Commercial Assistant at the **Trainee level** in the Foreign Commercial Service.

BASIC FUNCTION OF POSITION

Under the supervision of the Commercial Officer in Rio de Janeiro, the incumbent of this position will serve as a team member of assigned industry sectors in a **Trainee** capacity. The **Trainee level** is established to provide time and opportunity for the incumbent to acquire the knowledge, training and experience necessary to perform position duties at the full performance level. Training will focus on understanding the modus operandi of the sector, providing research support on complex issues to U.S. Commercial programs including drafting reports on market developments, business counseling, and the

CS core export services such as **Gold Key**, **CMR** (Customer Market Research), **IPS** (International Partner Search), **ICP** (International Company Profile), and others.

The **TRAINEE period** will last one year at the end of which incumbent's performance will be reviewed. If successful, incumbent will be promoted to the full performance level, and if not, the incumbent will remain in the trainee level until the ability to perform the full spectrum of the position is recognized. The promotion will also be based on funding availability.

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:** A minimum of two-years of college or university studies in Economics, Marketing, International Relations, Foreign Trade or Business Administrative/Management is required.
- 2. EXPERIENCE:** Progressively responsible experience in commercial analysis, trade promotion, economics or market research is required.
- 3. LANGUAGE:** Level IV (fluent) writing/speaking/reading English and Portuguese is required.
THIS WILL BE TESTED
- 4. KNOWLEDGE:** Strong knowledge of Brazil's economy and trading practices including a good overall comprehension of Foreign Trade policy and issues, particularly those that affect U.S. Brazil bilateral trade relations. Knowledge of USG trade policies and export programs is required.
- 5. SKILLS AND ABILITIES:** Ability to develop and maintain mid and senior level trade contacts with local government and business community in assigned industry sectors. Ability to plan, organize and execute complex commercial research projects, trade events and to prepare precise, accurate and analytical reports. Typing Level I (15-29wpm). User's ability of Microsoft Office, Outlook and Internet. **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.

SUBMIT APPLICATION TO

Email: 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

CLOSING DATE FOR THIS POSITION: December 13, 2013

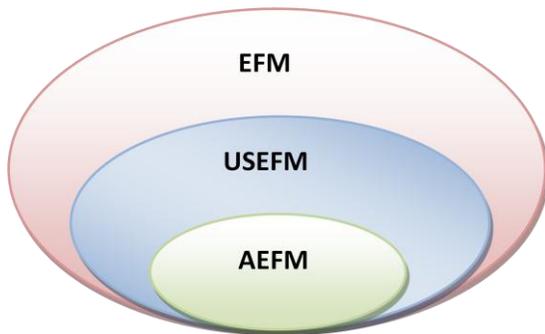
The US Mission in Brazil provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve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

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).

APENDIX B

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