

MANAGEMENT NOTICE

U.S. Mission - American Embassy Ouagadougou

VACANCY ANNOUNCEMENT NUMBER: 15-025

NUMBER: XXXX/2015

DATE: October 20, 2015

OPEN TO: *All Interested Candidates / All Sources*

POSITION: *NURSE*

OPENING DATE: *October 22, 2015*

CLOSING DATE: *November 06, 2015*

WORK HOURS: *Full-time, 40 hours per week*

SALARY: **Ordinarily Resident (OR): Position Grade: FSN-9
CFA 14,611,226 p.a. (Starting Salary)*

Not-Ordinarily Resident (NOR): FP-05

**Final grade/step for NORs will be determined by Washington.*

Length of Employment: This is a two year fixed term position.

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

The U.S. Mission in *Ouagadougou, Burkina Faso* is seeking eligible and qualified applicants for the position of Nurse for the Health Unit Section.

BASIC FUNCTION OF POSITION

The position is located in the Embassy Health Unit (HU) and is under the direct supervision of the Medical Provider (MP). The position will provide the full range of professional nursing services to American employees of the U.S. Embassy and their dependents, as well as some limited services to Locally Employed Staff.

QUALIFICATIONS REQUIRED

1. **EDUCATION:** Must be a graduate of a professional nursing school or college that has the equivalent of Registered Nurse (RN) training in the U.S. (to be confirmed by the MP/RMO and/or M/MED) and be fully credentialed/licensed.

2. **EXPERIENCE:** Two years of hospital or outpatient nursing is required. Must be able to obtain CPR certification (which must be maintained throughout employment). Must have previous experience in patient education or teaching health promotion activities, such as: smoking cessation; weight reduction; well-child anticipatory guidance; emergency first aid; prenatal classes; community emergency response; CPR; safe food services; healthy lifestyle; stress management and relaxation; drug and alcohol dependence; and/or HIV prevention.

3. **LANGUAGE:** Level III (Good Working Knowledge) Speaking/Reading English is required. Level III (Good Working Knowledge) Speaking/Reading French is required.

English language skills will be tested

4. **SKILLS AND ABILITIES:** Must be able to perform independently as a professional, highly skilled nurse. This will include common nursing duties (vital signs, blood draws, IV starts, IV/IM medication administration, drug dosage calculations), patient education on common medical issues, management of the immunization clinic, strong administrative skills (including a working knowledge of Microsoft office and online reference), broad knowledge of commonly used medications and treatments for regional ailments, acute care skills and emergency preparedness and the provision of occupational health for all mission employees. Ability to get along well with employees and patients. **These will be tested.**

5. **JOB KNOWLEDGE:** Must have up-to-date nursing science and technology understanding. Must have strong interpersonal skills. Must be able to access and utilize American nursing standards of care. Must possess basic nursing skills, such as vital signs measurement, injection administration, and bedside nursing care to perform at the fully functional level in the Health Unit with confidence. Must be able to work independently at times with only telephone connection with RMO or MP available for consultation purposes. Must be able to administer adult and pediatric immunization program according to current CDC standards. Must have a good working knowledge or experience of current health promotion recommendations. Must be able to learn the appropriate management and procurement of expendable medical supplies and equipment for an ambulatory care clinic. Must be able to perform basic word processing on the computer.

FOR FURTHER INFORMATION: The complete position description listing all of the duties and responsibilities may be obtained by contacting the Human Resources Office on 25495498.

SELECTION PROCESS: When qualified, applicants who are U.S. Citizen Eligible Family Members (USEFMs) and/or preference-eligible U.S. Veterans are given a preference in hiring. Therefore, it is essential that these applicants make themselves known as having a hiring preference and specifically address the required qualifications above in their application.

HIRING PREFERENCE ORDER:

- (1) USEFM who is ALSO a preference-eligible U.S. Veteran**
- (2) USEFM OR a preference-eligible U.S. Veteran**
- (3) FS on LWOP**

ADDITIONAL SELECTION CRITERIA:

1. Management may consider the following when determining successful candidacy: nepotism, conflicts of interest, budget, and residency status.
2. Current OR employees serving a probationary period are not eligible to apply. Current OR employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report (EPR) are not eligible to apply.
3. Current NOR employees hired on a Family Member Appointment (FMA) or a Personal Service Agreement (PSA) are not eligible to apply within the first 90 calendar days of their employment, unless they have a When Actually Employed (WAE) work schedule.
4. The candidate must be able to pass a local background investigation.
5. Candidates who are EFMs, USEFMs, AEFMs, or MOHs must have at least one year remaining on their sponsor's tour of duty to be considered eligible to apply for this position.

HOW TO APPLY: Applicants must submit the following documents to be considered:

A) - Required forms: Interested applicants for this position must submit the following, or the application will not be considered:

1. **Universal Application for Employment (UAE) (Form DS-174), completed in English which is available** on the Embassy Web site and at S/C.A.C west side entrance of the Embassy)
2. A current resume or curriculum vitae **in English** that provides the same information as a DS-174; plus
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.

B) - Required documentation/attachments: 1). photocopies of attestations/certificates of work, or service, trainings; essays. 2). photocopies of diplomas, degrees, awards earned that address the qualification requirements of the position as listed above.

Note:

- Applicants should retain original copies of all documentation which accompanies their applications for their records.
- All applications **must** be submitted in English.
- Applications that are not completed in English will not be considered
- All applications received after the deadline will not be considered.
- All applications **must** be for an open/advertised position.
- Only shortlisted applicants will be contacted.

IMPORTANT: Applicants claiming a U.S. Veteran's preference must submit written documentation confirming eligibility (e.g., Member Copy 4 of Form DD-214, Letter from the Veteran's Administration, or certification documenting eligibility under the VOW Act with an expected discharge no later than 120 days after the certification is submitted) by the closing date of the vacancy announcement. If the written documentation confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veteran's preference will not be considered in the application process. Specific criteria for receiving a U.S. Veteran's preference may be found in HR/OE's Family Member Employment Policy (FMEP).

SUBMIT APPLICATION TO

U.S. Embassy Ouagadougou

Attn: Human Resources Office

Application for Nurse, VA# 025/2015

01 B.P. 35 Ouagadougou 01, Secteur 15, Ouaga 2000

Avenue Sembene Ousmane, Rue 15.873

E-mail: HR0ouaga@state.gov

Phone: (226) 25-49-54-98

Burkina Faso

**ALL APPLICATIONS MUST BE RECEIVED AT THE EMBASSY
NO LATER THAN FRIDAY NOVEMBER 06, 2015 AT 12:00 NOON.**

EQUAL EMPLOYMENT OPPORTUNITY: The U.S. Mission 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 by: HRS: HDabo /S/ _____

Cleared by: HRO: MKKatterson /S/ _____

Cleared by: MP: SKieffer/S/ _____

Approved by: MGMT: JMeeks /s/ _____

Appendix A - DEFINITIONS

Eligible Family Member (EFM): An EFM for employment purposes is defined an individual who meets **all** of the following criteria:

- U.S. Citizen or not a U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610); **or**
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term “child” shall include, in addition to natural offspring, stepchild, adopted child, and a child under legal guardianship of employee, spouse, or same-sex domestic partner when such child is expected to be under legal guardianship until 21 years of age and when dependent upon and normally residing with the guardian; **or**
- Parent (including stepparents and legally adoptive parents) of employee, spouse, or same-sex domestic partner, when such parent is at least 51 percent dependent on the employee for support; **or**
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, spouse, or same-sex domestic partner 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; **and**
- Listed on the travel orders or approved Form OF-126 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 or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Is under chief of mission authority.

U.S. Citizen Eligible Family Member (USEFM): A USEFM is an individual who meets **all** of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 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 or, as appropriate, at an office of the American Institute in Taiwan; and resides at the sponsoring employee’s post of assignment abroad, or as appropriate, at an office of the American Institute in Taiwan; and is under chief of mission authority; **or**
- resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2; **or**
- Currently receives a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

Appointment Eligible Family Member (AEFM): An AEFM is an individual who meets **all** of the following criteria:

- U.S. Citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; **or**
- Child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Listed on the travel orders or approved Form OF-126 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 or, as appropriate, at an office of the American Institute in Taiwan (AIT); **and**
- Is under chief of mission authority; **and**
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; **and**
- Does NOT currently receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

Member of Household (MOH): A MOH is an individual who meets **all** of the following criteria.

- A MOH is someone who accompanies or joins a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; and
- A MOH must be officially declared to the COM by the sponsoring employee as part of his/her household; and
- A MOH is under COM authority;
- A MOH may include a parent, unmarried partner, other relative, or adult child;
- A MOH may or may not be a U.S. Citizen;
- A MOH is **not** an EFM;
- A MOH is **not** listed on the travel orders or approved Form F-126 of a sponsoring employee.

Not Ordinarily Resident (NOR) – An individual who meets the following criteria:

- An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned or stationed abroad, or as appropriate, at an office of the American Institute in Taiwan; or
- Has diplomatic privileges and immunities; and
- Is eligible for compensation under the FS or GS salary schedule; and
- Has a U.S. Social Security Number (SSN); and
- 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.

Ordinarily Resident (OR) – An individual who meets the following criteria:

- A citizen of the host country; or
- A non-citizen of the host country (including a U.S. citizen or a third-country national) who is locally resident and has legal and/or permanent resident status within the host country and/or who is a holder of a non-diplomatic visa/work and/or residency permit; and/or
- Is subject to host country employment and tax laws.