

# VACANCY ANNOUNCEMENT

American Embassy Ouagadougou

14/007

**OPEN TO:** All Interested Candidates

**DATE:** February 24, 2014

**POSITION:** USAID PROJECT MANAGENT SPECIALIST- FSN 10/FP 05

**OPENING DATE:** February 25, 2014

**CLOSING DATE:** March 12, 2014

**POSITION NUMBER:** AID-NPC-686-003

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

**SALARY:** \*Ordinarily Resident (OR): C.FA 9,814,225 p.a (Starting Salary)  
(Position Grade: FSN-10)  
\*Not-Ordinarily Resident (NOR)  
(Position Grade: FP-05 will be confirmed by Washington)

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

The USAID in Ouagadougou, Burkina Faso is seeking qualified candidates for employment for the position of **PROJECT MANAGEMENT SPECIALIST-FSN10** in the office of USAID at the American Embassy, Ouagadougou.

## BASIC FUNCTION OF POSITION

U.S. Agency for International Development (USAID) is recruiting one person to serve as Senior Health Program Specialist at USAID/Burkina Faso. The incumbent will be part of the Office's Health Team and assist in overseeing the planning, management and monitoring of multiple projects and activities in the health portfolio. The position is based in Ouagadougou.

The Senior Program Specialist position is designed to provide oversight and provide assistance throughout USAID/Burkina Faso's health portfolio (planning, procurement, monitoring, reporting, etc.)

The USAID/Burkina Faso health program's long-term objective is to “improve the health of the Burkinabè people.” While Burkina Faso has made progress in recent years, health indicators show that that further progress will be necessary to achieve national and global targets.

## **QUALIFICATIONS REQUIRED**

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

### **a. Education**

A minimum of a Master’s degree or equivalent in public health (MPH), Social Sciences, International Development and/ or in related field.

### **b. Prior Work Experience Job Knowledge**

Five to seven years of progressively responsible professional-level experience in the management and implementation of regional and/or national level health programs, with an emphasis on preventive public health programs is required. At least five years of this experience should be in public-health related work with other international donor organizations, private sector institutions, and/or civil society organizations in the developing world, and preferably in Burkina Faso or neighboring countries. Experience working with health program management is required. Prior work experience with other donor organizations, in areas of program management, implementation and administration is highly desirable.

### **c. Language Proficiency**

Level IV (fluent) in written and spoken English, and French is required.

**English language skills will be tested.**

### **d. Job Knowledge**

The incumbent must have a thorough knowledge of the principles, concepts, techniques and accepted procedures of program management, evaluation, reporting and budgeting. Also, an excellent knowledge of Burkina Faso characteristics, development perspectives, objectives and priorities, particularly in health sector programs issues is desired, including knowledge of Burkina Faso’s political, legal, and administrative structures and procedures at the national and provincial levels. Knowledge and expertise in USAID programs and program planning, design, negotiation, implementation, review, monitoring, evaluation and reporting is highly desirable.

### **e. Skills and Abilities**

The incumbent must be innovative, possess a strong sense of diplomacy, have excellent interpersonal skills and be capable of working both as a team member and independently. The person must also exercise sound, independent, professional judgment in negotiating program design and implementation decisions within the USAID/Burkina Faso health team as well as with counterparts within the host government and partner organizations. The incumbent must have the ability to conceptualize, manage and evaluate activities. Incumbent must be capable of collecting, organizing, and analyzing information and data to prepare accurate and timely reports related to program activities. The incumbent must be able to communicate effectively, both in speech and writing, with government technical officers and donors’ counterparts. The incumbent must be capable of traveling within Burkina Faso to design, monitor and evaluate program activities. Occasionally, travel to USAID/Washington and/or neighboring countries may be

required for training and consultation purposes. Strong skills in MS Excel Word, PowerPoint and Access are required, as well as office information systems and personal computers. Also, s/he must have excellent writing skills for purposes of reporting to USAID/W and the US Embassy Burkina Faso, and preparing reports, memoranda, etc.

### **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, 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 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.

### **TO APPLY**

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

1. New form: Application for Employment as a Locally Employed Staff or Family Member –DS-174 **completed in English**; (available on the Embassy Web site and at S/C.A.C west side entrance of the Embassy), **and**
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, 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.
- All applications must be submitted in English
- Any application not fully completed will not be considered.
- All 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 short listed applicants will be contacted.

### **SUBMIT APPLICATION TO:**

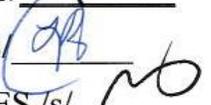
U.S. Embassy Ouagadougou  
Attn: Human Resources Officer

Application for **PROJECT MANAGEMENT SPECIALIST-FSN10**  
01 B.P. 35 Ouagadougou 01,  
Secteur 15, Ouaga 2000  
Avenue Sembene Ousmane, Rue 15.873  
E-mail: [HROouaga@state.gov](mailto:HROouaga@state.gov)  
Phone: (226) 50-49-53-00 / Fax: (226) 50.49.54.98

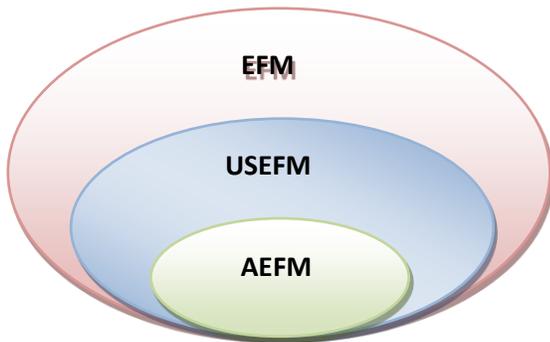
**ALL APPLICATIONS MUST BE RECEIVED AT THE EMBASSY  
NO LATER THAN MARCH 12, 2014**

The U.S. Mission in Ouagadougou, Burkina Faso 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: HR: HDabo /s/   
Cleared by: HRO: PBHAYES /s/   
Cleared by: USAID: JPARYS /s/   
Approved by: MGMT: PHHAYES /s/ 

## *Appendix A* **DEFINITIONS**



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

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

- U.S. 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 U.S. Citizen.

4. **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 U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. **Ordinarily Resident (OR)** – A Foreign National or U.S. 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.

EFM's without U.S. Social Security Numbers are also OR. All OR employees, including U.S. 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. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- H. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (*Yes or No*)
- J. Special Accommodations the Mission needs to provide (*Yes or No; if yes, provide explanation*)
- K. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. Reference