

# MANAGEMENT NOTICE

## American Embassy Ouagadougou

**To: All Mission Employees**

**NUMBER: 023/2012**

**DATE: March 19, 2012**

**SUBJECT: VACANCY ANNOUNCEMENT VA #-12/010**

**OPEN TO: All Interested Candidates.**

**POSITION:** Human Resources Assistant – FSN 07; FP-07\*  
Human Resources Assistant – FSN 06; FP-08 –Training Grade\*

**OPENING DATE:** March 19, 2012

**CLOSING DATE:** March 30, 2012

**POSITION NUMBER: PSA -100015**

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

**SALARY:** \*Ordinarily Resident (OR): CFA 6,802,923 p.a (Starting Salary)  
(Position Grade: FSN-07)  
\*Ordinarily Resident (OR): CFA 6,128,392 p.a (Starting Salary)  
(Position Grade: FSN-06)  
\*Not-Ordinarily Resident (NOR)  
(Position Grade: FP-07 or 08 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 U.S. Embassy in Ouagadougou, Burkina Faso is seeking qualified candidates for employment for the position of **Human Resources Assistant** in the Human Resources Section.

### **BASIC FUNCTION OF POSITION**

The incumbent performs a full range of HR administrative duties as set forth in the job description and reports directly to the Senior Human Resources Assistant. Overall supervision is provided by the Human Resources Officer.

A copy of the complete position description listing all duties and responsibilities is available on the Embassy website, follow the link <http://ouagadougou.usembassy.gov/jobs.html>

or send an email to the HRO mailbox at hroouaga@state.gov to request a copy.

## **REQUIRED QUALIFICATIONS**

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

### **a. Education**

College degree (or host country equivalent) in Human Resources, law, bookkeeping or Business Administration is required.

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

Two years of progressively responsible experience in the field of Personnel Administration is required.

### **c. Language Proficiency**

Level IV (fluency - speaking/reading/writing) English is required.

Level IV (fluency - speaking/reading/writing) French is required.

### **d. Job Knowledge**

Good working knowledge of USG policies, regulations and procedures is required. Familiarity of local labor and social security laws, as well as prevailing practices and customs as they apply to compensation and retirement is required. Good working knowledge of classification principles is required. Good working knowledge of State Department and other agencies' personnel guides and regulations is required.

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

Good working knowledge of MS Microsoft Word, Outlook, Excel and PowerPoint programs is required. Excellent interpersonal skills are required. Excellent customer service and organizational skills are required. Good managerial skill, personality which inspires confidence in local national employees and permits the maintenance of effective working relationships with employees and supervisors are required.

## **SELECTION CRITERIA**

When fully qualified, US Citizen Eligible Family Members (USEFMs) and US 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 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); **completed in English and**
2. A current resume or **curriculum vitae in English** that provides the same information found on the UAE (*see Appendix B*); **plus**
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
4. Any other documentation (e.g., essays, certificates, awards) that addresses 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.
- 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/advertized position.

## SUBMIT APPLICATION TO:

(In a sealed envelope)

Management Office

U.S. Embassy Ouagadougou

***Application for Human Resources Assistant Position, FSN07 VA # 12/010***

01 B.P. 35 Ouagadougou 01,

Burkina Faso

**CLOSING DATE FOR THIS POSITION: MARCH 30, 2012 AT 12:30 P.M.**

The US 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.

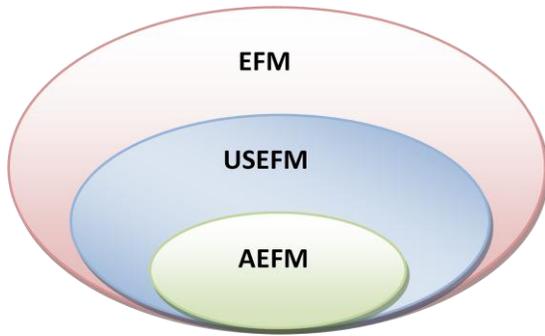
The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Drafted by: HRA: EToe \_\_\_\_\_

Cleared by: HRO: CAFagan \_\_\_\_\_

Approved by: MGMT: SCN'Garnim /s/SCN

## ***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.

EFMs 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. References

Distribution: All Mission Personnel  
All EFM