

# VACANCY ANNOUNCEMENT

American Embassy Ouagadougou

15/010

**OPEN TO:** All Interested Candidates

**DATE:** June 18, 2015

**POSITION:** USAID PROJECT DEVELOPMENT SPECIALIST (PEACE and GOVERNANCE) - FSN10 / FP05

**OPENING DATE:** June 22, 2015

**CLOSING DATE:** July 10, 2015

**POSITION NUMBER:** USAID-100008

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

**SALARY:** \*Ordinarily Resident (OR): **CFA 13,573,020** 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 **USAID PROJECT DEVELOPMENT ASSISTANCE SPECIALIST (PEACE AND GOVERNANCE)-FSN10** in the office of USAID at the American Embassy, Ouagadougou.

## **BASIC FUNCTION OF POSITION**

The Peace and Governance Specialist (PGS) is responsible for the management of peace, security and government activities in Burkina Faso as funded by USAID/West Africa and USAID/Burkina Faso. The PGS acts as advisor on project planning and implementation, monitoring and evaluation, financial supervision, and other complex issues.

The PGS serves as a linchpin to a small multidisciplinary team where the members in charge of various programs must support one-another and play interchangeable roles when necessary. S/He

must have a working knowledge of the entire Democracy and Governance portfolio, and keeps abreast of developments in all of these programs. The PGS should be familiar with project/program management and have working knowledge of documentation (Task order, cooperative agreement and grant documents, evaluations and field trip reports); as well as work plans and monitoring and evaluation plans for the activities. S/He maintains working relations with the implementing partners, and ensures normal functioning of the USAID governance, democracy and countering violent extremism programs in Burkina Faso in the absence of the designated managers.

The position requires exercise of broad individual judgment in supporting peace and governance priorities, overseeing the management of resources, implementing programs, and coordinating relations with high-level representatives inside and outside of the USG. The peace and governance issues that the PGS will be dealing with are among the top priorities of USG foreign policy in the Sahel region. The environment is highly complex and frequently unpredictable, and the PGS must be flexible and able to provide advice on peace and governance approaches and activities for sometimes rapidly changing circumstances.

## **QUALIFICATIONS REQUIRED**

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

### **a. Education**

Bachelor's degree in Political Science, International Relations, International Development, Law, Business, Public Administration/Public Affairs, Economics or other social science discipline, Statistics or journalism is required.

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

Six years of substantive professional work on Countering Violent Extremism (CVE) or democracy and governance issues is required. At least three years of International work experience is required with an International organization such as bi-lateral or multilateral donors or international non-governmental organizations.

### **c. Language Proficiency**

Level IV (fluent) in both English and French (Speaking, writing and reading) is required. Operational, managerial, and strong analytical and working skills are necessary, specifically experience in the independent analysis, interpretation, and presentation of complex data in both oral and written form and in precise, accurate, and clear complete formats.

**English language skills will be tested.**

### **d. Job Knowledge**

Position requires knowledge and understanding of USAID procedures, regulations, and policies and broad knowledge of the Trans Sahara Counterterrorism Partnership (TSTCP), including an extensive knowledge and understanding of activities and players in the field; and a detailed knowledge of development theory as it relates to international peace and governance promotion. Must be able to obtain, analyze and evaluate complex material; prepare accurate, factual and

analytical reports; and provide objective advice. A good understanding of US foreign assistance mechanisms and instruments and excellent interpersonal skills are required.

**e. Skills and Abilities**

Strong interpersonal skills, including the ability to work effectively with superiors, subordinates, colleagues and partners, both inside and outside the Embassy, are required, as well as maturity, stability, objectivity, resourcefulness, adaptability, and sound professional judgment.

Strong computer skills are essential in order to prepare effective, comprehensive reports and for daily work. Excellent knowledge of and experience with Microsoft Office Suite and Google Applications, as well as the ability to conduct internet research and management of other internet resources, is required.

**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 ***USAID PROJECT DEVELOPMENT ASSISTANCE SPECIALIST (PEACE AND GOVERNANCE)-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) 25-49-53-00 / Fax: (226) 25.49.54.98

**ALL APPLICATIONS MUST BE RECEIVED AT THE EMBASSY  
NO LATER THAN JULY 10, 2015**

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.

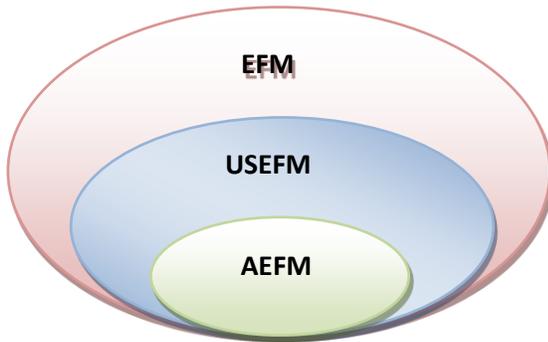
Drafted by: HRS: Hdabo /S/\_\_\_\_\_

Cleared by: HRO: MKKatterson /S/\_\_\_\_\_

Cleared by: USAID: JParys /S/\_\_\_\_\_

Approved by: MGMT: JMeeks /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.

EFGs 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