



UNITED STATES EMBASSY OTTAWA, CANADA  
P.O. BOX 866, STATION B, OTTAWA, ON, K1P 5T1, CANADA - PHONE: (613) 688-5483 FAX: (613) 688-3055

**Location:** CALGARY, CANADA

## **COMMERCIAL ASSISTANT (TRAINING LEVEL)**

**VACANCY NUMBER: 12-45T**

Thursday, August 16, 2012

This Vacancy is **Open**

**OPEN TO:** All Interested Candidates

**POSITION:** Commercial Assistant **Grade:** FSN-7, FP-7\*

**OPENING DATE:** Thursday, August 16, 2012

**CLOSING DATE:** Thursday, August 30, 2012

**WORK HOURS:** Full time; 40 hours per week

**SALARY:** Ordinarily Resident FSN-7/1, \$47,572 CAD p.a.  
\*Not-Ordinarily Resident FP-7/1, \$34,324 USD p.a. PLEASE  
NOTE: This is a Personal Service Agreement (PSA) position  
which offers sick leave, annual leave and social security  
benefits.

**LENGTH OF HIRE:** PSA

**NOTE:** ONLY CANDIDATES SELECTED FOR AN INTERVIEW WILL BE  
CONTACTED.

ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE  
CANADIAN CITIZENSHIP OR HAVE THE REQUIRED WORK  
AND/OR RESIDENCE PERMITS TO BE ELIGIBLE FOR  
CONSIDERATION.

CANDIDATES FOR EMPLOYMENT ARE NORMALLY HIRED AT  
THE FIRST STEP OF THE GRADE OF THE POSITION. HR  
OTTAWA MAY CONSIDER PREVIOUS SALARY HISTORY AND  
QUALIFICATIONS WHEN DETERMINING A SALARY LEVEL  
ABOVE STEP 1.

The U.S. Consulate in CALGARY is seeking an individual for employment in CANADA for the position of Commercial Assistant in the U.S. Commercial Service (CS).

### **BASIC FUNCTION OF POSITION**

The Commercial Assistant provides a full range of CS services to U.S. clients and Canadian businesses. Reporting to the Principle Commercial Officer in Calgary, responsible for promoting assigned sectors on a national or regional basis. Counsels and assists U.S. firms with marketing strategies. Monitors and reports trade opportunities; plans, organizes, implements and supports trade events; researches

and analyzes market trends and drafts market research reports; and serves on CS teams. Contributes to Country Commercial Guide best prospects and regional overview. Maintains close working relationships with a wide range of working to middle level industry, trade association and government contacts in the United States and Canada to gather information, find opportunities and advocate for U.S. companies, including obtaining changes in regulations adversely affecting U.S. exports. Assists Canadian firms in finding new U.S. products, services and suppliers. Drafts speeches/talking points for SCO/PCO. Provides support for official U.S. visitors. Maintains client records in CTS. Provides guidance to contractors and interns. All duties are performed at a Training Level to provide knowledge and experience to jobholder.

### QUALIFICATIONS REQUIRED

**NOTE: All applicants must address each of the six required qualifications detailed below with specific and comprehensive information supporting each item.**

- 1. Education:** Bachelor's Degree in Economics, Marketing, Business Administration, International Trade or other closely related field is required. Please submit a copy of your educational credentials with the application.
- 2. Experience:** Minimum three months of experience in economic/market research, trade promotion or other closely related field is required.
- 3. Language:** Level IV (fluent) speaking, reading and writing English is required.
- 4. Knowledge:** The incumbent must have a basic knowledge of the Commercial Service goals, programs, policies, procedures and reporting requirements, as well as Mission structure, policies and activities and western Canada's economic issues, business customs, practices, marketing channels, laws, regulations and processes.
- 5. Skills and Abilities:** The incumbent must possess the ability to develop and maintain mid to senior level contacts in federal government and the private sector, be able to obtain and analyze information from a variety of sources to write clear, concise reports, be able to execute complex trade promotion events, be skilled at Microsoft Word and Excel and have strong organizational skills.
- 6. Interpersonal Skills:** Jobholder must possess tact and efficiency when dealing with U.S. and Canadian businesses and Mission colleagues.

### SELECTION PROCESS

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs), and U.S. Veterans will be given preference. Preference Candidates should clearly identify themselves in the subject line. It is also essential that candidates address the required qualifications above in the application.

Candidates for employment are normally hired at the first step of the grade of the position. However, HR Ottawa may consider previous salary history in determining a salary level above Step 1. Documentation must be provided to confirm salary rates above Step 1. For USEFMs, an SF-50 personnel action is required.

When a candidate meets all the advertised requirements of the position (e.g. education, prior work experience, language), but has no knowledge of the internal operating procedures of the section or agency, they may be hired at a Developmental Level.

### 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. Temporary employees do not serve probationary period therefore they are eligible to apply for positions.

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.

6. Candidates must be able to obtain and hold a non-sensitive security clearance for this position and pass a medical examination.

7. Testing may be conducted to ensure eligibility levels for specified skills and abilities are met.

#### **TO APPLY**

All applications must include:

1. A cover letter addressing each of the six required qualifications detailed in the job announcement by identifying them and addressing how the applicant meets each of the qualifications.

2. Resumes will not be accepted. It is a requirement that all applicants fill out the DS-174 Universal Application Form which can be found on the website at <http://canada.usembassy.gov/about-us/human-resources.html>.

3. U.S. Citizen Eligible Family Members (USEFM's) and U.S. Veterans are preference candidates and should identify themselves accordingly on the application. Candidates who claim U.S. Veteran preference must include a copy of their DD-214 (Report of Separation from the Armed Forces of the United States).

4. Any other documentation (e.g. essays, certificates, educational qualifications) that addresses the qualification requirements of the position as listed above.

5. Proof of eligibility to work in Canada (i.e. copy of passport, birth certificate, permanent residency card, etc.)

**SUBMIT APPLICATION TO:** Management Office  
U.S. Consulate  
615 Macleod Trail SE, Suite 1000  
Calgary, Alberta T2G 4T8  
Email: [HROC@state.gov](mailto:HROC@state.gov)

**POINT OF CONTACT:** Management Office  
Phone: (403) 266-8962

#### **DEFINITIONS**

I. 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 below) at least 18 years of age; 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 FAM3232.2.

II. 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, step-children 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 step-parents 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 step-sisters and step-brothers, 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.

III. 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.

An MOH is under COM authority and may include a parent, unmarried partner, and other relative or adult child who falls outside other Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

IV. 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 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.

V. 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 Package (LCP).

**CLOSING DATE FOR THIS POSITION: THURSDAY, AUGUST 30, 2012**

The U.S. Mission in Canada 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.

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