

Vacancy Announcement



U.S. Embassy Copenhagen

ANNOUNCEMENT NUMBER: VA 15-11	SUBJECT: General Services Assistant (Housing)	September 15, 2015
--	--	---------------------------

OPEN TO: All Interested Candidates/All Sources

POSITION: GSO Assistant (Housing). FSN-7; FP-07

OPENING DATE: September 17, 2015

CLOSING DATE: October 1, 2015

WORK HOURS: Full-time; 40 hours/week

SALARY: **Ordinarily Resident (OR) DKK 382,753 p.a. full-time (FSN 7)**
(Applicant **will** be appointed at a lower training grade, DKK 354,871 (FSN 6).

Non-Ordinarily Resident (NOR) \$40,665 p.a. full-time (FP 07)
(Salary (grade and step) will be determined by EUR/IO-HR)

ALL ORDINARILY RESIDENT (OR) APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION. Copies of Work/Residency permits must be included with your application to be considered for the position.

The American Embassy in Copenhagen is seeking an individual to fill the position of General Services Assistant (Housing) in the General Services Office, Management Section, Department of State.

BASIC FUNCTION OF THE POSITION.

Job holder is the coordinator for US Embassy Copenhagen leasing. The job holder coordinates the logistics of housing assignments, liaises with the Department of State Overseas Building Operations (OBO) on housing matters and waivers. Also, job holder develops working

relationships with landlords and/or their respective agents and management companies in a continuing dialogue to build relationships that ensure successful housing program. Job holder works directly with the Financial Management Office (FMO) in budgeting, lease payments and all fiduciary issues in compassing STL (Short-Term Leased) housing incl. utilities. Job holder reports to the General Services Supervisor.

A copy of the complete position description listing all major duties and responsibilities is attached at the end of the Vacancy Announcement.

QUALIFICATIONS REQUIRED

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

- 1. Education:** Completion of secondary school is required. Three years of business school/university studies or equivalent is required.
- 2. Prior Work Experience:** 2 years of customer service or office work experience is required.
- 3. Language Proficiency:** English and Danish Level IV (Fluent) both written and spoken required. (Language proficiency will be tested).
- 4. Knowledge:** Knowledge of the Copenhagen area.
- 5. Skills and Abilities:** Strong administrative, time management, customer, interpersonal and organizational skills are essential. Basic computer skills including Microsoft Office working knowledge is required. Driver's license 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

Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.

1. Current employees serving a probationary period are not eligible to apply.
2. 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.
3. 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.

4. 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 a cover letter specific for this position and the following for consideration of the application:

1. Universal Application for Employment as a Locally Employed Staff or Family Member (DS-174); **or**
2. A current resume or curriculum vitae that provides the same information found on the UAE (*see Appendix B*); **or**
3. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **plus**
4. 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.
5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

You may leave out Personally identifiable information (PII) to protect your identity when forwarding your application e.g. your social security number.

SUBMIT APPLICATION TO

CopenhagenHRVacancy@state.gov

To view the DS 174-Universal Application for Employment form (UAE) & application instructions, please go to our website <http://denmark.usembassy.gov/>

Your e-mail must state the vacancy announcement number and your name in the subject line.

Your application package must be received by the HR Office by the closing date by COB.

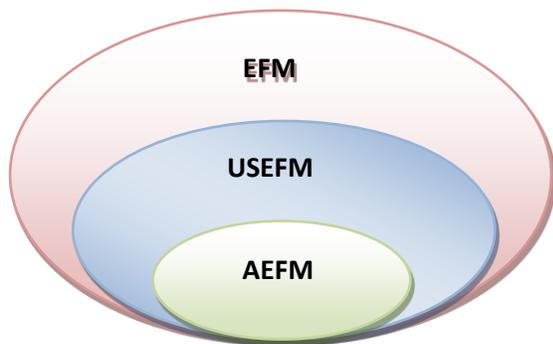
CLOSING DATE FOR THIS POSITION: October 1, 2015

The U.S. Mission in Copenhagen 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.

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

Vacancy Announcement



U.S. Embassy Copenhagen

ANNOUNCEMENT NUMBER: 15-11	SUBJECT: GSO Assistant (Housing) MAJOR DUTIES AND RESPONSIBILITIES	DATE: September 17, 2015
---	--	---

Leases: Job holder is a member of the GSO team and is responsible for all STL housing related matters which involve the lease and dealings with the landlord. This includes adding new leases, negotiating existing lease extensions, working with landlords to enforce lease terms, and negotiating termination of properties which are no longer needed. Job holder inspects and determines suitability of new properties to be added to the Embassy's housing pool as necessary and is the primary point of contact on all properties returned to the landlord. Job holder builds working relationships with landlords and/or their respective agents as well as with management companies of building complexes. Job holder has input into decisions regarding long term feasibility of residences to add to the housing pool, bearing in mind the total cost to the USG in approving new leases and its management thereof. Once a lease is signed, the job holder will interact with the landlords or realtors on issues or questions raised by the USG occupant families. 50%

Maintenance: The job holder is the primary contact when working with landlords on property maintenance and repairs, ensuring landlords uphold their legal obligations in accordance with the lease contract. Job holder assesses cost-effectiveness of homes, landlord responsiveness to requests and other pertinent factors when reviewing for renewals or new additions and makes recommendations to the General Services Supervisor. 25 %

Administration: Job holder ensures all costs (rent, utilities, etc.) related to STL properties are paid in a timely manner. Job holder works directly with Finance on budgeting issues and coordinates, when needed, with tenant agencies to ensure that required funding is in place. Job holder maintains the Real Property Application System (RPA) and is responsible for inputting accurate up-to-date into the system. Job holder maintains all information and leases

for all Embassy Copenhagen leased properties including but not limited to housing files (both electronic and hardcopy) and photos of all properties. Job holder conducts the annual market survey and OBO's quarterly surveys. The job holder performs other duties as assigned directed by the GSO and General Services Supervisor. 25%