

Vacancy Announcement



U.S. Embassy Copenhagen

ANNOUNCEMENT NUMBER: VA 15-07	SUBJECT: Public Affairs Specialist (Program Assistant)	July 23, 2015
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OPEN TO: All Interested Candidates/All Sources

POSITION: Program Assistant. FSN-9; FP-05

OPENING DATE: July 23, 2015

CLOSING DATE: August 9, 2015

WORK HOURS: Full-time; 40 hours/week

SALARY: Ordinarily Resident (OR) 482,212 p.a. full-time (FSN 9)
(Applicant **will** be appointed at a lower training grade).

Non-Ordinarily Resident (NOR) \$50,883 p.a. full-time (FP 05)
(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 Public Affairs Specialist in the Public Affairs Office, Department of State.

BASIC FUNCTION OF THE POSITION.

Designs and implements programs to enhance Danish understanding of U.S. foreign, economic, and domestic policies and American society and values. Exercises independent decision making authority in order to effectively establish and maintain contact with Danish target institutions and develop credible post initiatives on a complex spectrum of issues. Target institutions include governmental and NGOs involved in the formulation of Danish foreign, security and

international economic policies as well as cultural and educational institutions. Incumbent must also be able to advise the Executive Office on public affairs issues as needed.

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:** M.A. or equivalent in a liberal arts field required.
- 2. Prior Work Experience:** Minimum five years of progressively responsible experience, including experience in seminar planning, speech writing, and work related to education, outreach, public policy and / or research. Incumbent should be able to demonstrate experience running impactful programs with partners from the government, NGO and private sector required.
- 3. Language Proficiency:** English and Danish Level IV (Fluent) both written and spoken required. (Language proficiency will be tested).
- 4. Job Knowledge:** Familiarity with Danish foreign policy, economic, educational and cultural institutions required. Thorough knowledge of American society and culture required.
- 5. Skills and Abilities:** Able to develop and maintain extensive high level contacts in the government, the private sector, and in educational and cultural institutions. Able to plan, arrange and execute segments of the overall cultural program. Demonstrate creative ability and initiative in planning and producing cultural programs. Show sound intellectual, professional and political judgment in advising on programming to further U.S. public diplomacy objectives.

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 EFM's 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.

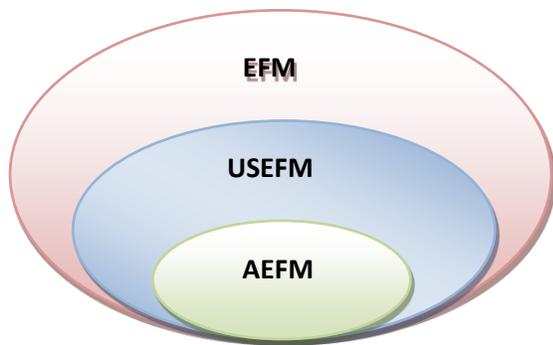
Your application package must be received by the HR Office by the closing date by COB.

CLOSING DATE FOR THIS POSITION: August 9, 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

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U.S. Embassy Copenhagen

ANNOUNCEMENT NUMBER: 15-07	SUBJECT: Program Assistant MAJOR DUTIES AND RESPONSIBILITIES	DATE: July 23, 2015
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Speaker and outreach programs: The incumbent independently conceptualizes, develops and implements speaker strategies drawing on his or her knowledge of Danish institutions and ability to determine independently the relevant program fora and commit post resources. Participates in the planning, preparation and organizational arrangements for programming at the embassy and ambassador's residence and off-site locations, such as think tanks, universities, cultural centers, and business and labor associations. These programs include, but are not limited to, conferences, roundtables, film and video programs and exhibits. Determines press and social media coverage in cooperation with the Information Assistant (Press) and Information Resource Assistant. Manages post speaker programs and is responsible for recruiting speakers in cooperation with IIP or professional networks. Coordinates pre- and post-outreach programs with the IRC in connection with these programs.

Outreach: Conceives, develops, implements, and maintains independent contacts with influential individuals in government, universities, cultural and other relevant institutions and communities. Maintains extensive contact out of the office with appropriate participants from post's audience and arranges programs for them. Advises the Executive Office on events involving the Ambassador's presence and/or participation and liaises with the Embassy Protocol Office as needed.

Speeches: Researches and provides first and subsequent drafts for Ambassadorial speeches and articles on a variety of topics, including all Mission Strategic themes.

In-House Support: Responds to public Affairs requests for facilitative assistance with cultural matters involving the U.S. Serves as occasional researcher, translator, and bibliographer to assist Post officers in preparation of speeches or lectures. Serves as backup to the Press Specialist and other Program Assistant. Provides support to other Public Affairs Staff as needed.

Budget Administration: Works with Administrative Assistant to allocate and manage PD budget for speakers and other outreach programs.

Other Duties as Assigned by Public Affairs Officer and / or Assistant Public Affairs Officer.