

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: 12-27 (12-28)

OPEN TO: All Interested Candidates

POSITION: Driver PSA- 03; FP-BB*

OPENING DATE: December 04, 2012

CLOSING DATE: December 17, 2012

WORK HOURS: Full-time; 40 hours/week

SALARY: Ordinarily Resident (OR): 7,170,078 CFA p.a. (Starting salary)
Position Grade: PSA-03

Not-Ordinarily Resident (NOR): \$21,840 USD p.a. (Starting salary)
Position Grade: FP-BB
(*): Final grade will be determined by the appropriate Washington or US headquarters office

ALL ORDINARILY RESIDENT (OR) APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy in Libreville is seeking **two** individuals for the position of **Driver** in the General Services Section.

BASIC FUNCTION OF POSITION

Operates a passenger motor vehicle in accordance with dispatcher's instructions to transport embassy and/or associated agency personnel and official visitors within the city and surrounding area.

1. A copy of the complete position description listing all duties and responsibilities is available online at: http://libreville.usembassy.gov/embassy_employment.html or through the Human Resources Office at: 00(241) 01.45.72.70. / 01.45.72.33./ or 01.45.72.49

QUALIFICATIONS REQUIRED

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

1. Education

Elementary school education required,

2. Prior work experience

Three years experience as a chauffeur, of which two years with an international organization.

3. Language Proficiency: List both English and host country language(s) by level of specialization. Level III (Good Working Knowledge) French and Level II (Limited) English is required.

4. Post Entry Training:

On the job training in safe driving

5. Job Knowledge:

Must be familiar with local traffic laws and patterns. Knowledge of city location, for example NGO's, Embassies, Ministries and vendors is essential.

6. Skills and Abilities

Must have a local drivers license appropriate to the type of vehicle operated. Ability to drive safely under different (sometimes difficult) road conditions. Ability to perform minor preventive maintenance of vehicles. Ability to keep written log.

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

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174); **or**
2. 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; **or**
3. A current resume or curriculum vitae that provides the same information found on the UAE (*see section 3A below for more information*); **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.

3A. 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, and last names as well as any other names used
- F. Date and place of birth
- G. Current address, and day, evening, and cell phone numbers
- H. U.S. citizenship status (yes or no) & status of permanent U.S. resident (yes or no; if yes, provide number)
- I. U.S. social security number and/or identification number
- J. Eligibility to work in Gabon (yes or no)
- K. Special accommodations the Mission needs to provide
- L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- M. Days available to work
- N. List any and all relatives or members of your household that work for the U.S. Government (include their name, relationship, and agency, position, location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. Licenses, skills, training, membership, and recognition

- R. Language skills
- S. Work experience
- T. References

SUBMIT APPLICATIONS TO

Human Resources Office
U.S. Embassy,
B.P. 4000 Libreville

Copies of the application can be obtained on the U.S. Embassy website at:
http://libreville.usembassy.gov/embassy_employment.html.

POINT OF CONTACT

Human Resources Office
Tel.: 00(241) 01.45.71.00
Or : 00(241) 01.45.72.33
 : 00(241) 01.45.72.49

DEFINITIONS

1. **Eligible Family Member (EFM)**: An individual related to a US 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. **US Citizen Eligible Family Member (USEFM)**: For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US 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 US Citizen.

5. **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.

6. **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 US Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

CLOSING DATE FOR THIS POSITION: December 17, 2012

The U.S. Embassy in Libreville 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 (EEO) 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.