

# MANAGEMENT NOTICE

## Vacancy Announcement

American Consulate General, Guayaquil

<b>Number:</b>	2012-HR-12	<b>To:</b>	ALL EMPLOYEES / ALL AGENCIES
<b>Date:</b>	August 6, 2012	<b>From:</b>	David Liboff / Management Officer
<b>Subject:</b>	<b>Nurse</b>		

**PLEASE NOTE: APPLICANTS, WHO RESPONDED TO PREVIOUS VACANCY ANNOUNCEMENT FOR THIS POSITION, DO NOT NEED TO REAPPLY AS THE APPLICATION WILL BE CONSIDERED. THIS IS ONLY A CHANGE IN THE CLOSING DATE FOR THE POSITION.**

- Open to:** All interested candidates currently residing in Ecuador (see exception for U.S. Eligible Family Members under additional criteria item 2)
- Position:** Nurse  
Full-performance level: FP-5 (steps 1-4) / FSN-9  
Developmental level: FP-6 / FSN-8 (\*See additional criteria item 6)
- Opening Date:** AUGUST 6, 2012
- Closing Date:** Open until filled (1st review of applications August 20, 2012)
- Work Hours:** Part time 32 hours
- Salary:** Not-Ordinarily Resident: *Only U.S. Eligible Family Members can qualify. See under definitions below.*  
(FP grade is confirmed by Washington)  
Full Performance: FP-5: US\$ 40,034. p.a. (starting salary for 32 hours)  
Developmental level: FP-6: US\$ 35,789 p.a. (starting salary for 32 hours)
- Ordinarily Resident: Annual rate **Prorated 32 hrs/wk**  
Full Performance: FSN-9: US\$28,594 p.a. (starting salary for 32 hours)  
Developmental level: FSN-8: US\$22,200 p.a. (starting salary for 32 hours)

**Note 1:** All ordinarily resident applicants must have the required work and/or residency permits to be eligible for consideration. See definitions for Ordinarily Resident and Not-Ordinarily Resident

**Note 2:** All positions advertised are subject to availability of funds.

**Note 3:** U.S. Citizens including U.S. Veterans who are not AEFMs (see definitions section) if hired will be paid under the Local Compensation Plan.

### **Important Remarks:**

1. Human Resources will only contact those applicants who demonstrate on their application form that they meet or exceed all the position requirements (education, experience, language, knowledge and skills). Regret letters will only be sent to short listed candidates and AEFMs.
2. For AEFMs: Highest previous rate is not an entitlement and is dependent on the funding availability of each agency and on the exact nature of the previous experience.

The U.S. Consulate General in Guayaquil is seeking an individual for the position of Nurse in the Management Section.

### **Basic Function of the Position**

This position functions as the Post's primary care provider. The incumbent serves as the locally hired Registered Professional Nurse with a valid Ecuadorian Nursing or Medical license. The position is located in the Guayaquil Consulate Health Unit and is under the direct supervision of a Foreign Service Health Practitioner. The position will provide the full range of professional nursing services to American employees and dependents and Locally Employed Staff.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office intranet website or internet page <http://guayaquil.usconsulate.gov/about-us/job-opportunities.html>

### **Qualifications Required**

**Note: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item. If you submitted previous applications, you will still need to provide documentation for this position.**

- a. **Education:** Must be a graduate of a professional nursing or medical school or college that has the equivalent of RN or MD training in the U.S. (to be confirmed

by the RMO and /or M/MED) and be fully credentialed/licensed in the host country. (Send copy of nurse or MD degree / credential or license for consideration).

**b. Experience:**

Developmental level: At least one year of hospital or outpatient nursing is required, plus experience in management and procurement of expendable medical supplies and equipment for ambulatory care clinic.

Full performance level: Same as developmental level plus one year of experience for the USG in the Health Unit.

**c. Language Proficiency:** Level II (rudimentary) spoken/reading English and Spanish is required. (Test at the U.S. Consulate Guayaquil).

**d. Knowledge:** A good working knowledge or experience of current health promotion recommendations in the U.S. population is required plus experience in management, plus Must be familiar with American Nursing or Medical standards of care. and procurement of expendable medical supplies and equipment for ambulatory care clinic is required.

**e. Abilities and Skills:** Must have the ability to administer adult and pediatric immunization program according to current CDC standards is required and must be familiar with American Nursing standards of care. Must be able to perform basic word processing on the computer as well some administrative skills to manage office procedures and paperwork.

## **Selection Process**

When equally qualified, US Citizen Eligible Family Members (AEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that the candidate 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. All applicants must be residing in Ecuador at the time of application per post policy. The only exceptions are U.S. Citizens EFM's who have been given orders and a date to arrive at post. A copy of the orders must be included in the application package.
3. Current employees serving a probationary period are not eligible to apply.
4. Currently employed US Citizen EFM's who hold a FMA appointment 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. The developmental level will be based on the qualifications and experience of the applicant; minimum time of developmental level 52 weeks on the job.
7. **The successful applicant should be available to enter on duty within 30 days of being notified that s/he has been selected and cleared for employment.**

8. All applicants, including preference candidates, must meet all the qualifications of the position at the time of the application to be considered.
9. Employment qualifications criteria for this position were established by the hiring supervisor.
10. Tests to assess a candidate's skill may be given to applicants for any position. Test results will become a part of the candidate's application package. If the applicant is not available for a test during the established timeframe or if the applicant does not pass the test, then the applicant will not be interviewed.
11. The Consulate General may review work references or ask applicant for supporting documentation of any of the information submitted on applications.

## **To apply**

Interested applicants for this position must submit the following or the application will not be considered:

1. Applicants for U.S. Employment (DS-0174); or
2. A current resume or curriculum vitae that provides the same information as an DS-0174; plus:
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application and clearly mark the preference on the application or curriculum. To claim veteran's preference applicant must meet all the criteria given by the Office of Personnel Management (OPM). HR will review all DD-214 forms against OPM requirements.
4. Ecuadorian work or residency permit required with application.
5. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

Submit Application to

- 1) Per email (preferred method)  
[GYQrecruitment@state.gov](mailto:GYQrecruitment@state.gov)
- 2) Per hand delivery (please note this method often results in applications not getting any form of response on the recruitment process)  
U.S. Consulate General Guayaquil  
9 de Octubre y Antepara  
Attention: Human Resources Office

## **Definitions**

1. **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.
2. **EFM:** An individual related to a US Government employee in one of the following ways:
- Spouse;
  - 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.
3. **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.
4. **Not Ordinarily Resident (NOR)** – An individual who:
- Is an U.S. Eligible Family Member (AEFM)
  - 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 US 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 US 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 US citizens, are compensated in accordance with the LCP.

**Closing date for this position: Open until filled**

The US Mission in Ecuador 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.

HR:ANegrete

MGT: DLiboff

FMO: TSchmitz/MTorres