

JOB VACANCY NOTICE

U.S. Interests Section
Havana, Cuba

February 10, 2014

JOB OPPORTUNITY

Ref. LES 02/14

OPEN TO: All Interested candidates
POSITION: Guard, LES-03 (**10 Part-Time Positions**)
OPENING DATE: February 10, 2014
CLOSING DATE: February 24, 2014 (or until filled)
WORK HOURS: Part-time: 21 hours/week

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

The U.S. Interests Section (USINT) is seeking Cuban citizens or individuals with the required work permit for employment for the positions of Guard in the Security Office.

NOTE: THIS ANNOUNCEMENT IS FOR TEN PART-TIME GUARD POSITIONS.

BASIC FUNCTION OF POSITION

Perform routine guard duties. Prevents entry of unauthorized persons into U.S. government facilities; protect U.S. government property from fire, damage or theft. As directed, screen persons or vehicles entering U.S. government facilities. Employees at this level may be assigned to posts where danger or potential hazards exist and may be equipped with handcuffs, baton and pepper spray.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Contact Humberto Garcia at extension 3154.

QUALIFICATIONS REQUIRED

- 1) Completion of secondary school (12th grade or host country equivalent) is required.
- 2) Two years of experience in security/protective services is required.
- 3) Level I (Rudimentary knowledge) of sp/read English and Level III (Good working knowledge) of sp/read Spanish is required. Test to be administered by HR.

SELECTION CRITERIA

When equally qualified, US Citizen Eligible Family Members (USEFMs) 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 (employment eligibility) status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Currently employed US Citizen EFMs who hold a FMA appointment 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.

TO APPLY

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

1. Application for employment (DS-174) is required.
2. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.
3. 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

USINT Human Resources Management Office

POINT OF CONTACT

Telephone: 839-41-00 Extension 3154

FAX: 839-42-14

E-mail: HRHavana@state.gov

DEFINITIONS

1. USEFM: A type of EFM that is eligible for direct hire employment on either a Family Member Appointment (FMA) or Temporary Appointment (TEMP) provided s/he meets all of the following criteria:
 - a) U.S. citizen; and
 - b) The spouse *or domestic partner (as defined in [3 FAM 1610](#))* of the sponsoring employee, or a child of the sponsoring employee who is an unmarried *child* at least 18 years old; and
 - c) 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; and who is under chief of mission authority, and either:
 - (a) Resides at the sponsoring employee's post of _____ assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; or
 - (b) Resides at an involuntary separate maintenance allowance (ISMA) location authorized under [3 FAM 3232.2](#). If residing at an ISMA location, the individual will not be listed on the sponsoring officer's travel orders, but will have a Form [SF-1190, Foreign Allowances Application, Grant and Report](#), processed authorizing ISMA.
2. Eligible family members (*EFM*):
 - a) Children who are unmarried and under 21 years of age or, regardless of age, are *unmarried and* incapable of self support. The term "*children*" shall include natural offspring, step-children, adopted children, and those under *permanent* legal guardianship (*at least until age 18*), *or comparable permanent custody arrangement*, of the employee or spouse when dependent upon and normally residing with the guardian *or custodial party*; ... and
 - b) Spouse *or same-sex domestic partner as defined in [3 FAM 1610](#)*.
3. Member of Household: A MOH is a person who: 1) Has accompanied, but is not/not on the travel orders of a U.S. citizen Foreign or Civil Service employee or uniform service member permanently assigned to or stationed at a U.S. Foreign service post or establishment abroad; 2) Has been declared by the sponsoring employee to the Chief of Mission as part of his/her household; and 3) Resides at post with the sponsoring employee.

4. Ordinarily Resident (OR): A citizen of the host country or a citizen of another country who has shifted the main residency focus to the host country and has the required work and/or residency permits for employment in country.
5. Not-Ordinarily Resident (NOR): Typically NORs are US Citizen EFMs and EFMs of FS, GS, and uniformed service members who are eligible for employment under an American USG pay plan, on the travel orders and under Chief of Mission authority, or other personnel having diplomatic privileges and immunities.

CLOSING DATE FOR THIS POSITION: February 24, 2014

The US Interest Section In Havana 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.

