VACANCY ANNOUNCEMENT
U.S. Department of State

Announcement No. ST-FN-05-16

OPEN TO:	All Interested Candidates
POSITION:	**ADMINISTRATIVE ASSISTANT, FSN-7**
OPENING DATE:	January 26, 2016
CLOSING DATE:	February 10, 2016
WORK HOURS:	Full time: 40 hours/week
SALARY:	For salary information, contact the HR office **Funds availability limit this position to the Foreign Service National local compensation plan.**

ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK PERMIT OR DOCUMENTATION THAT PERMITS THE APPLICANT TO WORK LEGALLY IN THE COUNTRY IN ORDER TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy in Tegucigalpa, Honduras is seeking an individual for the Administrative Assistant position in the Department of Homeland Security (DHS) agency.

BASIC FUNCTION OF POSITION:
In support of the DHS Immigration and Customs Enforcement (ICE) mission in Tegucigalpa, the incumbent manages, coordinates and performs a variety of administrative, liaison, and investigative services; in addition to providing resource management advice and assistance to the Homeland Security Investigations (HSI) Attaché, Homeland Security Investigations (HSI) Senior Representative, and other staff members assigned full-time, part-time, or temporary duty basis to the office. The incumbent is required to drive an official vehicle in order to perform the duties related to the position.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Contact Gerta Reyes at 2236-9320 Ext. 4522.

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

EDUCATION: At least two years of university studies is required.

EXPERIENCE: Minimum of three years of progressively responsible experience in office and administrative work is required.

LANGUAGE: Level IV (Fluent) in English and level IV (Fluent) in Spanish are required. This will be tested.

KNOWLEDGE: Must have full knowledge of host country's contract administrative laws and procedures, migration laws and administrative structures. Must acquire extensive knowledge of the procurement, budgeting and personnel policies and procedures of the Department of Homeland Security. Must be aware of sensitive issues, how procedures vary from country to country, sensitive relationships among the different law enforcement agencies and their relationship with migration.

SKILLS AND ABILITIES: Must have excellent skills and abilities to interact with local law enforcement agencies; and excellent leadership skill in prioritizing administrative issues, conducting meetings and presentations, reviewing billing documents, writing reports, and keeping and developing databases and spreadsheets. Must have very good knowledge of Microsoft Office Program Applications as Excel, Dbase, Word, and Power Point. Ability to drive a vehicle 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:

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 (OR) must have worked in their present position for at least one year in order to be eligible for consideration.

4. Current Ordinarily Resident employees on a Performance Improvement Plan (PIP) or with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.

5. Currently employed US 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.

6. Currently employed Not Ordinarily Residents (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.

7. All candidates for employment with the US Mission must pass a background/security investigation and a medical certification. Any employment offer with the US Mission is contingent upon a candidate's ability to secure the necessary certifications.

8. Funds availability limit this position to the Foreign Service National local compensation plan.

TO APPLY:

Interested applicants for this position must submit 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 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 US Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US 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, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

SUBMIT APPLICATION TO:
By Mail: Send to American Embassy, Human Resources Office, Room 335, and P.O. Box 3453, Tegucigalpa, Honduras.
In Person: Hand-carry and deposit in drop box located at the entrance of the American Embassy, Post # 3, Avenida San Carlos.
Via Email: hrot3@state.gov

POINT OF CONTACT:
Human Resources Office
Attention: Gerta Reyes
Telephone: 2236-9320 Ext. 4522

CLOSING DATE FOR THIS POSITION: FEBRUARY 10, 2016

The US Mission in Tegucigalpa, Honduras 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.

SEE http://honduras.usembassy.gov/vacancies.html FOR ADDITIONAL EMPLOYMENT OPPORTUNITIES

Appendix A

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:
   - 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
   - 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 US 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 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 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
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