



AMERICAN EMBASSY, NEW DELHI, INDIA

VACANCY ANNOUNCEMENT NUMBER: 16-002

OPEN TO: All Interested Candidates

NO. OF POSITIONS: One

POSITION: **Microform Operator (Production) Full performance, FSN-5001-6, LC-222**
Microform Operator (Production) Trainee Level II, FSN-5001-5, LC-222(Trainee II)
Microform Operator (Production) Trainee Level I, FSN-5001-4, LC-222(Trainee I)
(Personal Services Agreement)

OPENING DATE: January 5, 2016

CLOSING DATE: January 19, 2016

WORK HOURS: Full-time; 40 hours/week

SALARY: Full Performance: Not Ordinarily Resident (NOR) - Grade: FP-8, Ordinarily Resident (OR) - Grade: FSN-6*
Trainee Level II: Not Ordinarily Resident (NOR) - Grade: FP-9, Ordinarily Resident (OR) - Grade: FSN-5*
Trainee Level I: Not Ordinarily Resident (NOR) - Grade: FP-AA, Ordinarily Resident (OR) - Grade: FSN-4*

***Starting grade will be determined on the basis of qualifications and experience.**

ALL NOT ORDINARILY RESIDENT (NOR) APPLICANTS (See Definitions) MUST ATTACH THE REQUIRED WORK PERMIT-VISA, RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION. (Applications that do not provide the required documentation will not be considered)

The U.S. Embassy in New Delhi is seeking an individual for the position of Microform Operator (Production) in the Library of Congress Office (24 Kasturba Gandhi Marg, American Center).

Applicants must apply on the U.S. Mission Application Employment Form and specify the vacancy announcement number. Applications not completed on U.S. Mission Application Employment Form, or without reference to a specific vacancy number will not be accepted. Only completed forms will be accepted. (Refer to application procedure below)

Only applicants who are selected for the interview will be contacted.

BASIC FUNCTION OF POSITION

The incumbent will perform a full range of micro photographic tasks using a variety of microfilm and microfiche equipment and tools available in the only full-fledged overseas laboratory of the Library of Congress, including exposing film/fiche, processing, testing, editing, and duplicating to produce archival master negatives, printing negatives and positives for preservation and use by the Library of Congress and other American Libraries.

Perform duties, though not limited to the following:

MICROFILMING:

- Operate any of the 6 microfilm cameras;
- Check materials to be filmed against Guide to Contents and Targets prepared by the collator to ensure that material is appropriately described.
- Prepare step test for each type of material to be micro formatted, determining standard exposure required.
- Use an electrical iron if required; determining proper reduction ratio for the material on hand; operating book cradles to film bound, fragile materials;
- Measure light density and focus and adjust them to suit the quality of material on hand, etc.

PROCESSING:

- Operate one processor (or two processors simultaneously).
- Operate deep tank processor.
- Maintain proper temperatures for developer, water and drying cabinet.
- Mix and replenish developer and fixer solution.
- Adjust equipment speed and developer; change chemicals and inspect splices, etc.

TESTING:

- Perform Methylene Blue Test on each film-strip.
- Take monthly graph or calibration test of chemicals to determine their strength.
- Measure and mixes chemicals using precision scales.
- Use spectrophotometer analyses tests to determine thiosulphate concentrations.
- If above acceptable levels, write recommendation for processor to reduce residue levels.

DUPLICATION:

- Produce duplicates from all master negatives into positive copies for use in the Library's Custodial Divisions.
- Ensure that the master and duplicating films are positioned in the duplicator with emulsion sides facing each other.
- Set the light and speed of duplicator.

- Inspect the resulting duplicate film (negative or positive) after processing to spot nicks, alternations or any other physical imperfections created during the duplicating process.

EDITING:

- Work under the supervision of the Editing Unit Team Leader, review work in different stages of micro-formatting process e.g. collation, filming, processing of films.

TECHNICAL EDITING:

- Use of microscope and densitometer check the resolution and density of the film for conformance with standards.
- Identify any abnormalities in the film e.g. out of focus, hand shadows, scratches, spots, blistering, loss of material due to folded pages etc.
- If abnormalities are found in the film, writes remake order for re-filming and on receipt of processed re-filmed portion, edits and splices the corrected portion in appropriate place.

BIBLIOGRAPHIC EDITING:

- Use of microfilm readers, inspect the whole master negative frame by frame to ensure correct sequence in film, of pages, issues, supplements, etc.
- Check title page, Guide to Contents and Indexes incorporated in the film for accuracy and completeness of the description.
- Must be able to identify terms used to describe dates, months, frequency, and other editorial terms in all the languages and scripts covered by overseas offices of the Library.

OTHER DUTIES:

- Maintain all equipment, tools, and chemicals used in the assigned area, ensuring that they are clean and in good working order.
- Immediately report even the slightest malfunction to the supervisor of that work area.
- Incumbent is responsible for the safety of library materials submitted for filming and properly disposes of them afterwards.
- Perform other duties as assigned.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. To request the position description, kindly send an email to NewDelhiVacancies@State.gov.

QUALIFICATIONS REQUIRED EXCEPT WORK EXPERIENCE

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item. **(Applications that do not provide clear evidence that all qualifications are met will not be considered. It is recommended that you attach a supplemental statement specifically addressing the following requirements).**

1. Completion of College degree in either of these disciplines is required: Science /Commerce/ Humanities.
2. Certificate in photography is required.
3. Level-II (Limited knowledge) in English (Speaking/Reading/Writing); Level-III (Good working knowledge) in Hindi (Speaking/Reading) and Level II (Limited knowledge) in one of the following: Bengali/Gujarati/ Kannada/ Malayalam/ Marathi/ Nepali/ Oriya/ Punjabi/ Tamil / Telugu/ Urdu (Speaking only) is required. **(When applying for the position, please indicate your level of proficiency for these languages. Please note to use number key (3 or 4) while applying online for the jobs requiring level –III and level –IV proficiency as the DS-174 application form does not accept more than two letters).**
4. Working knowledge of MS Office and Internet is required.

WORK EXPERIENCE REQUIRED FULL PERFORMANCE (FSN -6) :

At the full performance level in the Camera Production area the incumbent will perform the full range of micro photographic tasks using a variety of microfilm equipment.

Minimum two years' of experience in producing master negatives, positives and print negatives in a Library of Congress microfilming operation.

WORK EXPERIENCE REQUIRED TRAINEE LEVEL II (FSN-5) :

As a trainee level II in the Camera Production area, the incumbent will work under the general supervision of the Microform Assistant (Production) and will learn to independently perform the full range of micro photographic tasks using a variety of microfilm equipment.

Minimum one year of experience in producing master negatives, positives and print negatives in a Library of Congress microfilming operation.

WORK EXPERIENCE REQUIRED TRAINEE LEVEL I (FSN-4) :

As a trainee level I in the Camera Production area, the incumbent will work under the close supervision of the Microform Assistant (Production) and will learn to perform full range of micro photographic tasks using a variety of microfilm equipment.

Minimum six months experience in photography.

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 and 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 applicants for this position should submit the following:

1. Universal Application for Employment as a Locally Employed Staff or Family member (DS-0174) is available on website. Must answer all the questions in DS-174 application form.

http://newdelhi.usembassy.gov/job_opportunities.html or (see below)

2. A current resume or curriculum vitae that provides the same information found on the Universal Application for Employment; **or** (see below)

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** (see below)

4. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-0214 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.

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the Universal Application for Employment.

Failure to do so will result in an incomplete application.

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number
- D. Date of Birth
- E. Place of Birth
- F. Dates Available for Work
- G. First, Middle, & Last Names as well as any other names used

- H. Current Address, Day, Evening, and Cell phone numbers
- I. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (*Yes or No*; if yes, provide number)
- J. U.S. Social Security Number and/or Identification Number
- K. Eligibility to work in the country (*Yes or No*)
- L. Special Accommodations the Mission needs to provide (*Yes or No*; if yes, provide explanation)
- M. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- N. Days available to work
- O. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- P. U.S. Eligible Family Member and Veterans Hiring Preference
- Q. Education
- R. License, Skills, Training, Membership, & Recognition
- S. Language Skills
- T. Work Experience
- U. References

SUBMIT APPLICATION TO

U. S. Embassy
Human Resources Office (Recruitment Team)
Shantipath, Chanakyapuri
New Delhi 110 021

or

FAX: 2419-8056

or

E-mail: NewDelhiVacancies@State.gov

POINT OF CONTACT

Telephone: 24198227/8369/8908

Please insert **16-002** (Vacancy Announcement Number) in the Subject of the E-mail NewDelhiVacancies@State.gov. Applications without the Vacancy Number or with incorrect Vacancy Number will not be accepted.

DEFINITIONS

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.

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 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).

The U.S. Mission in New Delhi 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.