



AMERICAN EMBASSY
MANILA

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: 2013 - 060

OPEN TO: To All Interested Candidates

POSITION: Maintenance Foreman, LES-6; FP-8

OPENING DATE: June 3, 2013

CLOSING DATE: June 18, 2013

WORK HOURS: Full-time; 40 hours/week

SALARY: *Ordinarily Resident (OR) & Third-country Nationals
(TCN): \$11,044 p.a.*
(Starting salary)
(Position Grade: LES-6)

**Not Ordinarily Resident (NOR): \$30,684 p.a.*
(Starting salary)
Position Grade: FP-8)

*In addition, housing/utility allowance and return
airfare every 2 years for TCNs.*

**NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST BE RESIDING IN
COUNTRY AND HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMIT TO BE
ELIGIBLE FOR CONSIDERATION.**

**FOR THIRD-COUNTRY NATIONALS, THE U.S. EMBASSY WILL ASSIST YOU IN
OBTAINING THE REQUIRED ENTRY AND WORK PERMIT TO THE REPUBLIC OF
THE MARSHALL ISLANDS.**

The U.S. Embassy in Majuro is seeking an individual for the position of Maintenance Foreman in the Facility Maintenance Office, located in Majuro, Marshall Islands.

BASIC FUNCTION OF POSITION

Performs inspection, maintenance and repair duties for buildings, grounds and equipments. Prepares cost and work estimates based on inspections, and prepares and carries out work plans under the guidance of the Facilities Supervisor. Supervises and trains journeymen maintenance men and provides the corresponding performance evaluation. Develops and maintains repair schedules and assigns work to the maintenance men. Provides directives and instructions based on

the interpretation of blueprints. Ensures that needed tools and materials are available. Performs Contract Officer Representative duties. Performs safety, health and fire inspection on facilities and post operations. Conducts safety training for supervisors, staff and employees. Maintains and updates SHEM related office files IAW available guidance. Reviews all post policies and procedures for SHEM compliance. Performs other related duties as assigned.

QUALIFICATIONS REQUIRED

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

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1. Completion of secondary education is required.
2. Five years of progressively responsible experience in plumbing and carpentry are required.
3. Level III (Good Working Knowledge) Speaking/Reading/Writing English is required.
4. A good working knowledge of building and grounds maintenance operations and maintenance trades' operating practices and procedures are required.
5. Ability to supervise effectively including devising work schedules and providing on the job instructions. Must have and maintain a driver's license and be able to safely operate general purpose vehicles. Ability to interpret complex guidance and make recommendations. Computer skills are required.

SELECTION PROCESS

When fully qualified, US Citizen Eligible Family Members (USEFMs) and US 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 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.
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 candidate must be able to obtain and hold appropriate security clearance.

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 Appendix B 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) that addresses the qualification requirements of the position as listed above.

SUBMIT APPLICATION TO

Human Resources Office
New Office Annex Building,
United States Embassy
1201 Roxas Blvd, Manila
Telephone: (632) 301-2000 ext. 2059
Fax: (632) 301-2399, **Attention: HR Office**
E-mail: mnlper@state.gov

(Please send as Microsoft Word, Adobe PDF, or JPEG attachment)

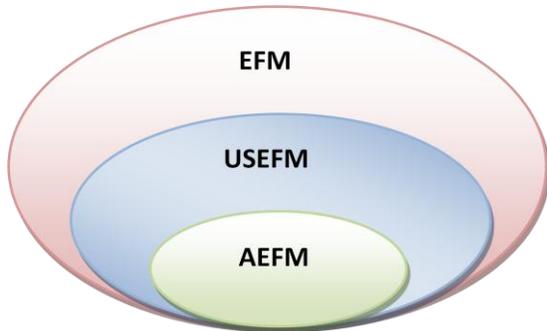
CLOSING DATE FOR THIS POSITION: June 18, 2013

The US Mission in Majuro 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.

Appendix A

DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

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. **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:

- 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.

4. **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.

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 Local Compensation Plan (LCP).

6. **Third-country National (TCN)** - Neither a citizen of the United States nor the country to which assigned for duty:

- Eligible for return travel to TCN's home country or country from which recruited at U.S. Government expense.
- Is on a limited appointment for a specific period of time.
- Encumbers a direct-hire, personal service agreement (PSA) or personal service contract (PSC) FSN position covered under the local compensation plan. Such an employee normally is recruited from outside the host country and relocated from the post of recruitment to the host country. The return travel obligation assumed by the U.S. Government may have been the obligation of another employer in the area of assignment if employee has been in substantially continuous employment which provided for the TCN's return to home country or country from which recruited.

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. Date and Place of Birth
- G. Current Address, 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 the country (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 relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. License, Skills, Training, Membership, & Recognition
- R. Language Skills
- S. Work Experience
- T. References