

U.S. Embassy Nouakchott
VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: VA#52FY-16

OPEN TO: All Interested Candidates
POSITION: HR Assistant, FSN-8 or FP-6
OPENING DATE Thursday, August 18, 2016
CLOSING DATE: Thursday, August 25, 2016
WORK HOURS: Full time 40 hours/week
SALARY: Ordinarily Resident (OR): FSN-8
Not-Ordinarily Resident (NOR): FP-6*
Final Grade/Step for NOR will be determined by Washington

NUMBER OF POSITIONS TO FILL: One (1)

LENGTH OF HIRE: Indefinite

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

The U.S. Embassy in Nouakchott is seeking one individual to fill in the position of HR Assistant within the Human Resources Unit of the Management section.

BASIC FUNCTION OF POSITION:

This position is one of the three HR Assistant positions in the HR Office serving approximately 460 Locally Engaged (LE) Staff for State, DOD, USAID and DOJ. Principal duties include: recruitment and staffing, personnel actions, record keeping, employees benefits, performance management, position management and Human Resources consultation. Incumbent provides full range of delegated staffing and recruitment services. The Incumbent is responsible for the upkeep of the Local Compensation Plan, must ensure wage and salary surveys are completed. This position is mainly responsible for LE Staff HR issues, Mission Classification as well as Local Social Security and Labor Law Issues.

QUALIFICATIONS REQUIRED:

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

1. **Education:** Completion of secondary school is required.
2. **Prior Work Experience:** Two (2) years of experience in Human Resources work, administrative-related field, customer service and/or a closely related field is required.

3. **Language Proficiency:** Level IV English and level IV French is required. (**Language skills will be tested**)
4. **Job Knowledge:** Must have a good knowledge of pertinent U.S. Government/State Department personal regulations and procedures, particularly those pertaining to the processing of various types of personnel actions and Mauritania Labor Law.
5. **Skills and Abilities:** Computer literacy to include keyboard data entry, knowledge of Excel, Word and Power Point or similar applications. Must be tactful, possess good judgment and able to maintain effective working relationships with employees and their supervisors. Excellent interpersonal and organizational skills are required.

SELECTION PROCESS

When fully qualified, US Citizen Eligible Family Members (USEFMs) and U.S. Veterans will be 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 FMA appointment are ineligible to apply for an advertised position 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.

TO APPLY

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

1. (Form DS- 174) Please use the following link to access the form
<http://mauritania.usembassy.gov/employment.html>
Universal Application for Employment (UAE) as a locally Employed Staff or family member.
2. Any additional documentation that supports or addresses the requirements listed above (e.g. transcripts, degrees, etc.)

There are three ways to deliver your application:

1. DELIVER APPLICATION WITH ANNOUNCEMENT NUMBER: VA#52FY-2016 on the envelope to the front gate application deposit box at the Embassy guard reception.

2. MAIL APPLICATION TO:

Human Resources Office
P.O. Box: 222
American Embassy Nouakchott
E- mail: HRONouakchott@state.gov

3. E-MAIL.

Application packages containing all the information listed in items "1" through "5" above can be scanned into PDF format and sent as a single file to the above E-MAIL address. Files should not exceed 10 MB or they may be rejected by the Embassy's Server

POINT OF CONTACT:

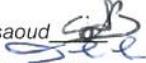
Human Resources Office
Telephone: **4525-2660 ext: 4534 or 4475**
Fax: **4525-1592**

CLOSING DATE FOR THIS POSITION: Thursday, August 25, 2016 at 18:00

ONLY THOSE WHOSE APPLICATIONS HAVE BEEN TAKEN INTO CONSIDERATION WILL BE CONTACTED FOR INTERVIEW AND/OR TEST.

The US Mission in Nouakchott 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.

Drafted: HR:SBMessaoud 

Cleared: HR:DLowry 

Approved: A/MO:SBBrady 

APPENDIX A 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
 - 4. 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.

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 U.S. 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 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).

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 (*Yes or No*; if yes, provide explanation)
- 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