

U.S. MISSION MOROCCO VACANCY ANNOUNCEMENT
REGISTERED PROFESSIONAL NURSE (Rabat)
Announcement Number: 15-70 Trainee Level (T)

OPEN TO: ALL INTERESTED CANDIDATES

POSITION: Registered Professional Nurse, FSN-08, FP-06

OPENING DATE: Tuesday, December 8, 2015

CLOSING DATE: Until the position is filled

WORK HOURS: Part Time- 20 hours/week

SALARY:

Trainee Level - Ordinarily Resident: FSN 8, DH 244,824 p.a. (Starting Salary)

Trainee Level - Not Ordinarily Resident: FP-6, USD45,487. (Starting Salary)

The U.S. Mission withholds from the gross salary the employee's portion of the CNSS and CIMR contributions, health/life/disability insurance contributions as well as all tax obligations as imposed by the US and/or host country governments.



The U.S. Embassy in Rabat is seeking an individual for the position of Registered Professional Nurse in the Health Unit.

BASIC FUNCTION OF POSITION:

The incumbent provides primary care nursing services in the Health Unit as a registered professional nurse; ensures that the Health Unit is adequately supplied; responds to medical emergencies on an as needed basis; rotates with other nursing staff weekly-acting as primary on-call duty nurse with the medical provider for clinical back-up.

QUALIFICATIONS REQUIRED

NOTE: *All applicants must meet all qualifications and provide supporting documentation for each criterion below.*

Education: Graduate of a professional nursing school with a current and unrestricted nursing license from the U.S., Puerto Rico or Western Europe equivalent is required.

Experience: At least one year of hospital or outpatient nursing is required.

Language: Level IV (fluent) speaking/reading English is required. Level III (good working knowledge) speaking/reading French is required.

Knowledge:

-Knowledge of general nursing principles and practice and uses professional nursing processes including assessment, planning, implementation and evaluation

-Must have knowledge of current nursing technology and methods.

- Must be knowledgeable on medications, biologics and immunizations generally used in American Medical practice. Must be able to administer adult and pediatric immunization programs according to current CDC standards.
- Strong interpersonal skills and client-oriented disposition are required.
- The ability to provide travel medicine recommendations and health precautions is required.
- Must have good working knowledge or experience in current health promotion recommendations in the U.S. population
- Must have experience in management and procurement of expendable medical supplies and equipment for ambulatory standards of care.
- Basic word processing skills on a computer are required.
- Must be able to liaise with local healthcare providers and facilities.

SELECTION PROCESS

When equally qualified, US Citizen EFMs and US 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 status in determining successful candidacy.
2. 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.
3. 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.
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 unless currently hired into a position with a When Actually Employed (WAE) work schedule.
5. Current Ordinarily Resident employees must serve in the same position for a period of 52 weeks before being eligible to apply for advertised positions.

TO APPLY

Applicants who responded to Vacancy Announcement 15-70 FP DO NOT need to apply to this vacancy as their applications will be considered.

Interested applicants for this position must submit the following for consideration of the application:

1. Application for Employment as a Locally Employed Staff or Family Member, DS-174
2. 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.
3. Any other documentation (e.g. education diplomas, essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

SUBMIT APPLICATION

- a) By mail to: Human Resources Office
Attention: Vacancy Announcement 15-70T
Address: Address: Km 5.7, Avenue Mohammed VI, Souissi, Rabat 10170
- b) By e-mail: RecruitmentRabat@state.gov

Important: If your application has been selected for further consideration, you will be contacted within 3-6 weeks from the closing date of this vacancy announcement for further testing and/or interview.

***DEFINITIONS**

1. 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:
 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.

2. EFM: An individual related to a US Government employee in one of the following ways:

- Spouse;
- 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.

3. 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, and 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.

EFM's without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the LCP.

The US Mission in Morocco 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 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.

Vacancy announcements are distributed by the Embassy Human Resources Office