

U.S. MISSION MOROCCO VACANCY ANNOUNCEMENT

COMMERCIAL ASSISTANT

Announcement Number: 14-67

OPEN TO: All Interested Candidates

POSITION: Commercial Assistant - Casablanca

OPENING DATE: Monday, November 3, 2014

CLOSING DATE: Monday, November 17, 2014

WORK HOURS: Full-time; 40 hours/week

SALARY: *Not-Ordinarily Resident: \$50,043 p.a. (Starting Salary based on 40 hours)
(Position Grade: FP-5 following confirmation by Washington)

*Ordinarily Resident: Gross Salary DH 267,125 p.a. (Starting Salary based on 40 hours per week including allowances, competitive bonus and benefits package. U.S. Mission will withhold from your gross salary 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)
(Position Grade: FSN-09)

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

The U.S. Consulate General in Casablanca is seeking an individual for the Commercial Assistant position.

BASIC FUNCTION OF POSITION

The incumbent reports directly to the Regional Senior Commercial Officer. S/he plans, organizes and administers Commercial Service programs to facilitate the marketing and export of U.S. products and services. In addition to overall knowledge of the country, economy, and bilateral trade relationship, the incumbent has expertise in, and responsibility for specific industry and service sectors including regional sectoral coordination.

QUALIFICATIONS REQUIRED

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

Education: Bachelor's Degree or equivalent degree in economics, marketing, business administration, international trade or other closely related field of study is required.

Experience: Five (5) years of progressively responsible experience in business, government or NGOs in the fields of marketing, trade promotion, economics, international trade or similar field is required.

Language: Level 4 (Fluency) in English, French, and Arabic is required.

Knowledge: Expert level knowledge in all of the following:

- Morocco's economy and its business customs, practices, marketing channels, laws, regulations, and policies.
- ITA's and Commercial Services' goals, programs, policies, procedures, and reporting requirements.
- Programs of U.S. government agencies involved in trade promotion activities, trade financing, investment insurance, and project financing (ExIm Bank and OPIC).
- Moroccan business community, including key players, key contacts, company histories, corporate relationships with other Moroccan and/or international firms, and current and expected movements and trends.
- Morocco's economy and international trade negotiations, including a solid comprehension of foreign trade policy and issues, especially those that affect U.S.-Moroccan bilateral commercial relations.

Skills and Abilities:

- Incumbent must be able to provide detailed information on the Moroccan economy, industrial and commercial structure, business and industry customs and practices, trade investment laws, regulations and policies in order to provide expert level counselling to U.S. exporters. Make judgments on suitability of firms as proper contacts for U.S. companies. Will also make judgments on suitability of particular trade events.
- Solves complex commercial and trade issues related to marketing strategies and sales of U.S. products. Solves trade event/trade mission issues (e.g. last minute program changes; managing budgets).
- Ability to deal with a wide range of Moroccan and U.S. contacts (often times on sensitive and urgent issues); well-developed counselling skills, combined with sales and marketing skills; excellent research and writing abilities; competence in word-processing, use of trade database, spread sheet, presentation, and client tracking software; and ability to juggle concurrent work projects with competing deadlines.
- Demonstrates an enthusiastic, proactive and imaginative attitude towards promoting U.S. companies and solutions in Morocco.

SELECTION PROCESS

When equally qualified, U.S. Citizen EFMs and U.S. 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 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.
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

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 U.S. Veterans preference must provide a copy of their Form DD-214 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.
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 14-67
Address: 2 Avenue Mohamed El Fassi (ex-Marrakech), Rabat
- 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. 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.

2. EFM: An individual related to a U.S. 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, 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).
- Does not have the right to establish residency in the host country.

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 LCP.

The U.S. 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.