

# United States Mission Nigeria

## Vacancy Announcement

**No.** 2012-060

**Date:** July 26, 2012

**Ref:** A96036

**Subject:** **PROGRAM SPECIALIST, HEALTH SYSTEM STRENGTHENING  
(CAPACITY DEVELOPMENT)**

**Location:** **ABUJA – CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC)**

**Applicability:** **ALL INTERESTED CANDIDATES**

**OPEN TO:** **All Interested Candidates**

**POSITION:** **Program Specialist, Health System Strengthening  
(Capacity Development), FSN-10/FP-05**

**OPENING DATE:** July 26, 2012

**CLOSING DATE:** August 08, 2012

**WORK HOURS:** Full-time; 40 hours/week

**SALARY:** **OR-Ordinarily Resident:** N4,069,778 per annum  
(Starting basic Salary)  
Position Grade: FSN-10  
In addition to the basic salary, all allowances will be paid in  
accordance with the U.S. Mission Local Compensation Plan (LCP).

**NOR-Not Ordinarily Resident: EFM/MOH – US\$48,338**  
(Starting Salary) per annum. Position Grade: FP-05/5

**NOTE: ALL NOT ORDINARILY RESIDENT APPLICANTS MUST HAVE THE  
REQUIRED WORK AND RESIDENCY PERMITS TO BE ELIGIBLE FOR  
CONSIDERATION. A U.S. CITIZEN EFM DOES NOT HAVE TO BE RESIDING IN  
COUNTRY TO BE CONSIDERED, BUT THE SPONSORING OFFICER UNDER CHIEF  
OF MISSION (COM) AUTHORITY DOES HAVE TO BE ASSIGNED OFFICIALLY TO  
POST.**

The **U.S. Embassy in Abuja** is seeking to employ a suitable and qualified candidate for the Program Specialist, Health System Strengthening (Capacity Development) position in the Centers for Disease Control (CDC) Nigeria office in Abuja.

**BASIC FUNCTION OF THE POSITION:**

The incumbent will be responsible for providing technical expertise to the President's Emergency Plan for AIDS Relief (PEPFAR) by providing oversight, coordination and supervision of Health System Strengthening (HSS) activities including Human Resource for Health (HRH) for CDC in collaboration with other stakeholders. The incumbent will evaluate and develop strategies, policies and guidelines in the areas of HRH, Human Capacity Development and other HSS building blocks, in coordination with the Nigerian Federal Ministry of Health (FMOH), to improve HIV/AIDS service delivery. She/he will play a key role, in collaboration with other stakeholders, in CDC's Field Epidemiology and Laboratory Training Program (FELTP). The incumbent will serve as the Activity Manager for one or more CDC-supported cooperative agreements. Also, the incumbent serves as a primary contributor to the planning, development and review of the HSS institutional components of the annual Country Operational Plan (COP) and identifies linkages for HSS activities within other PEPFAR program areas

**POSITION REQUIREMENTS:**

NOTE: All applicants are instructed to address each selection criterion detailed below with specific and comprehensive information supporting each criterion.

1. A Master's degree in Social Science, Public Health, Education or a related field is required.
2. Minimum of five (5) years progressively responsible experience in HIV/AIDS or other public health programs, including direct experience within a related area such as communication, counseling and HIV care and support is required.
3. Thorough knowledge of strategies for development of sustainable, quality HIV/AIDS training programs in resource limited settings that enables him/her to serve as a national or international expert is required.
4. Expert knowledge of human capacity development and Human Resource for Health (HRH) strategies as they pertain to the improvement of program and national operations, guidelines and policies.
5. Level IV (fluency) Speaking/Writing in English is required.
6. Must have basic computer skills with proficiency in word processing and spreadsheets.

## **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans receive preference. Therefore, candidates must specifically address the required qualifications in the application.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism or 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 (OR) 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 Not Ordinarily Resident (NOR) employees 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 in a position with a When Actually Employed (WAE) work schedule.

## **HOW TO APPLY**

Interested applicants for this position **MUST submit** the following, or the application will not be considered:

1. **Application for U.S. Federal Employment (DS-174); or a current resume or curriculum vitae that provides the same information as a DS-174; plus**
2. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.
3. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.
4. **A type-written and signed application letter specifically applying for this position, and addressing the minimum requirements as advertised.** Please reference the job title and announcement number on the application letter.

## **SUBMIT APPLICATION TO:**

Embassy of the United States of America  
Human Resources Office  
Plot 1075 Diplomatic Drive  
Central District Area  
Abuja.  
Or submit to [HRNigeria@state.gov](mailto:HRNigeria@state.gov)

## **POINT OF CONTACT:**

Tel: 09-461-4000 Ext 4261

## **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 who is under COM authority, or at an office of the American Institute in Taiwan; and either:

A. 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

B. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 Foreign Affairs Manual 3232.2.

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

- Spouse;
- Child, unmarried, and under 21 years of age or, regardless of age, 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.

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).

NOR employees receive compensation under a Civil Service (GS) or Foreign Service (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.

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

**CLOSING DATE FOR THIS POSITION: August 08, 2012**

**The U.S. Mission in Nigeria 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.**

**An Equal Opportunity Employer**