

United States Mission Nigeria

Vacancy Announcement

No. 2016-008	Date: May 5, 2016	Ref:
Subject:	SOCIAL AND BEHAVIOR CHANGE COMMUNICATIONS SPECIALIST	
Location:	ABUJA – USAID/ HEALTH, POPULATION AND NUTRITION OFFICE (HPN)	
Applicability:	ALL INTERESTED CANDIDATES	

OPEN TO: All Interested Candidates

POSITION TITLE: Social and Behavior Change Communications Specialist,
FSN-10

OPENING DATE: May 5, 2016

CLOSING DATE: May 18, 2016

WORK HOURS: Full-time; 40 hours/week

SALARY: **OR – Ordinarily Resident**–N8,795,684 p.a (Starting basic salary)
Position Grade: FSN-10
In addition to the basic salary, all allowances will be paid
in accordance with the Mission Local Compensation Plan.

USAID/Nigeria in Abuja is seeking to employ a suitable and qualified candidate for the Social and Behavior Change Communications Specialist position in the Health, Population, and Nutrition Office.

NOTE: Due to the high volume of applications received, we will only contact applicants who are being considered. Thank you for your understanding.

BASIC FUNCTION OF THE POSITION:

The Social and Behavior Change Communication (SBCC) Project Management Specialist provides technical and programmatic SBCC expertise to the Health, Population, and Nutrition (HPN) Office under the supervision of the HPN Director or his/her designee. The main responsibilities of the position are project management and provision of SBCC technical knowledge to members of the HPN Office. This includes acting as an Agreement Officer's Representative (AOR)/Contracting Officer's Representative (COR) for bilateral agreements or contracts and as an Activity Manager for field support activities, participating in the design of new programs and projects, monitoring and evaluating on-going programs, and advising USAID/Nigeria and other stakeholders on best practices for SBCC. Additionally, he/she will participate in relevant sector-wide technical working groups with the Ministry of Health (MOH) and other donors, and will help USAID/Nigeria to integrate evidence based, state-of-the-art health communications and SBCC activities into malaria; family planning/reproductive health (FP/RH); and maternal, newborn, and child health (MNCH), and other health programs, as needed.

POSITION REQUIREMENTS:

NOTE: All applicants **MUST address each** required qualification listed below with specific information supporting each item. Failure to do so may result in a determination that the applicant is not qualified.

1. University degree in any of the following: Public Health, Psychology, Sociology, Anthropology or university –level course work in Social and Behavior Change Communications Specialist (SBCC) is required.
2. Minimum of five (5) years of progressively responsible professional experience working in a health organization, particularly in the areas of malaria, maternal and child health (MCH) and/or family planning/reproductive health (FP/RH) in Nigeria. At least, three (3) years of this experience should be in the planning, developing, implementation, and evaluation of integrated health programs for donor organizations, or Nigeria public or private sector institutions. Professional experience developing, executing and evaluating SBCC activities are required.
3. Level IV (Fluent) Speaking/Reading/Writing in English Language is required. Language proficiency **will be tested**.
Level III (Good working knowledge) Hausa language is required. This will **be tested**.
4. State of art, specialized knowledge of technical and programmatic approaches in public health, SBCC, program management strategies, and monitoring and evaluation method. Knowledge of the concepts, principles, techniques, and practices of Nigerian malaria control, MCH or FP/RH policies and programs. Thorough knowledge of Nigerian economic, political, social and cultural characteristics and the history of

development assistance in particular as it relates to health in Nigeria, including current trends and directions are required.

5. Must be able to work effectively with mid-and senior-level public and private sector officials from the Government of Nigeria (GoN) and Implementing Partners (IPs), team Player. Diplomacy, tact and cultural sensitivity, excellent organizational skills and the ability to multi-task and stay organized in a complex, frequently changing environment are required. Must be able to travel throughout Nigeria up to 30 percent of the time.
6. Proficient computer skills, excellent writing skills and demonstrated advanced analytical skills and problem solving, as well as the ability to effectively manage stress and conflict are required.

FOR FURTHER INFORMATION:

The complete position description listing all of the duties and responsibilities may be obtained on our website at http://nigeria.usembassy.gov/hr_office.html and/or by telephone number 09-461-4000 Ext 9319.

HIRING PREFERENCE SELECTION PROCESS:

When qualified, applicants in the following hiring preference categories are extended a hiring preference in the order listed below. Therefore, it is essential that these applicants accurately describe their status on the application. Failure to do so may result in a determination that the applicant is not eligible for a hiring preference.

HIRING PREFERENCE ORDER:

- (1) AEFM / USEFM who is a preference-eligible U.S. Veteran*
- (2) AEFM / USEFM
- (3) FS on LWOP**

* **IMPORTANT:** Applicants who claim status as a preference-eligible U.S. Veteran must submit a copy of the most recent Member Copy Four (4) of the DD-214, Certificate of Release or Discharge from Active Duty, and, if applicable, a letter from the U.S. Department of Veterans Affairs. If claiming conditional eligibility for U.S. Veterans' preference, applicants must submit proof of conditional eligibility. If the written documentation confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veterans' preference will not be considered in the application process. Mission HR's decision on eligibility for U.S. Veterans' preference after reviewing all required documentation is final.

** This level of preference applies to all Foreign Service employees on LWOP.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current OR employees serving a probationary period are not eligible to apply. Current OR employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report (EPR) are not eligible to apply
3. Current NOR employees hired on a Family Member Appointment (FMA) or a Personal Service Agreement (PSA) are not eligible to apply within the first 90 calendar days of their employment, unless they have a When Actually Employed (WAE) work schedule
4. The candidate must be able to obtain and hold the local security certification after selection.
5. Candidates who are EFMs, USEFMs, AEFMs, or MOHs must have at least one year remaining on their sponsor's tour of duty to be considered eligible to apply for this position.

HOW TO APPLY

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

1. **[Application for US Federal Employment \(DS-174\)](#); or a current resume or curriculum vitae that provides the same information as a DS-174; plus,**
2. Any additional documentation that supports or addresses the requirements listed above (e.g. transcripts, degrees, NYSC certificate/exemption etc.)
3. 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.
4. Limit all electronic (e-mail) submissions to one entry/e-mail not larger than 5MB. Please submit attachments in PDF and Word formats, not pictures.
5. E-mails received without the appropriate subject line and incomplete applications will not be considered.

WHERE TO APPLY:

Email Address: **AbujaHRAID@state.gov**

****Mailed (paper/hard copies) applications will NOT be accepted.**

EQUAL EMPLOYMENT OPPORTUNITY: 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**

DEFINITIONS

Not Ordinarily Resident (NOR) – An individual who meets the following criteria:

- An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned or stationed abroad, or as appropriate, at an office of the American Institute in Taiwan; or
- Has diplomatic privileges and immunities; and
- Is eligible for compensation under the FS or GS salary schedule; and
- Has a U.S. Social Security Number (SSN); and
- Is not a citizen of the host country; and
- Does not ordinarily reside in the host country; and
- Is not 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 LCP.

CLOSING DATE FOR THIS POSITION: MAY 18, 2016