

## **VACANCY ANNOUNCEMENT NUMBER: 37/2015**

**OPEN TO:** - Current Employees of the Mission, U.S. Citizen Eligible Family Members (USEFMs), Eligible Family Members (EFMs), and Members of Household (MOH).  
- All interested applicants.

**POSITION:** **Agricultural Marketing Specialist, FSN-11, FP-4**

**OPENING DATE:** September 8, 2015

**CLOSING DATE:** September 28, 2015

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

**SALARY:**\*EFM/MOH/NOR: Position Grade: FP-4, to be confirmed by Washington  
\*Ordinarily Resident: Position Grade FSN-11; Gross Salary: (RON) 9766/ month for the full grade

ALL ORDINARILY RESIDENT (OR) APPLICANTS (*See Appendix*) MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

### **BASIC FUNCTION OF POSITION**

Serves as an experienced principal advisor to Agricultural Attaché and staff in planning, organizing, supervising and monitoring an annual program of activities designed to achieve maximum commercial exposure for U.S. agricultural products in Romania. Designs strategy and implements market access programs in Romania and supports wider EU-oriented marketing programs. Serves as the Liaison, under direction of the Agricultural Attaché in Warsaw, between importers and exporters, FAS field offices and Washington headquarters, and USDA Cooperators (MAP program participants), coordinating USDA-sponsored trade shows and market promotions events in Romania. Advises and assists importers, U.S. officials and business representatives on trade opportunities for U.S. products in coverage area.

### **QUALIFICATIONS REQUIRED FOR FULL PERFORMANCE LEVEL (FSN-11):**

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

1. Bachelor's degree in Marketing, Agriculture/Food, Agricultural Economics, or Trade is required;

2. Six years of progressively responsible experience in the marketing aspects of agricultural/food trade, including experience in marketing analysis and promotion and in work requiring application of advanced management skills, is required;
3. Level IV (fluent) in English and Level IV (fluent) Romanian, required;
4. A thorough knowledge of Romanian and EU market mechanisms, constraints, and practices for various agricultural commodities and processed food is necessary;
5. Ability to develop and maintain an extensive range of senior contacts in private sector circles is required. Ability to interrelate developments in agribusiness to broader political and economic forces and factors at work in Romania and the EU, required. Ability to plan, organize and execute detailed market access programs is required. Ability to prepare in English precise and accurate, factual, analytical reports on developments in commercial markets and their impact on agricultural trade is required. Ability to maintain office web page and e-commerce activities is required.

**If there are no qualified candidates at the stated grade level, the candidate may be hired at a lower grade level.**

#### **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 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. The candidate must be able to obtain and hold a security clearance.

#### **TO APPLY**

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

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174) (The form can be downloaded from the embassy's site <http://romania.usembassy.gov/embassy/employment.html>)
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., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

**SUBMIT APPLICATION IN ELECTRONIC FORMAT ONLY TO:**

[BucharestRecruitment@state.gov](mailto:BucharestRecruitment@state.gov)

Phone: 021-200-3567 (Point of Contact)

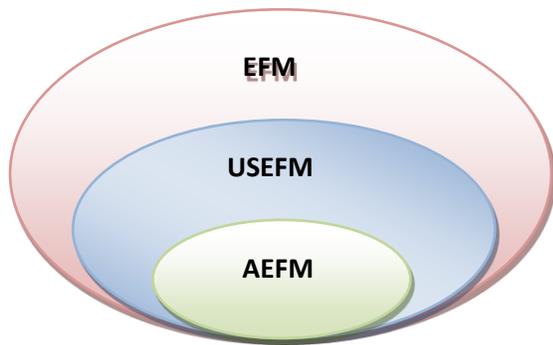
**CLOSING DATE FOR THIS POSITION: September 28, 2015**

*The U.S. Mission in Bucharest provides equal opportunity (EEO) 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.*

**ONLY SELECTED CANDIDATES WILL BE CONTACTED**

## Appendix DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

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 Member Appointment for purposes of Mission employment:

- 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).