



**United States Consulate General  
Sao Paulo, Brazil  
Management Notice N°: 40  
Date: August 28, 2012**

**To: All Employees**  
**From: Management Officer – Raymond Murphy**  
**Subject: Vacancy – Medical Officer**

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**OPEN TO:** All Interested Candidates  
**POSITION:** Medical Officer - FSN-12; FP-3  
**OPENING DATE:** Tuesday, August 28, 2012  
**CLOSING DATE:** Wednesday, September 12, 2012  
**WORK HOURS:** Part-time; 10 hours/week  
**SALARY:** Ordinarily Resident (OR): R\$ 35,232 annually. (Starting salary) (Position Grade: FSN-12)  
U.S. Citizens EFMs: US\$ 19,054 annually. (Starting salary) (Position Grade: FP-3)

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

The U.S. Consulate General in Sao Paulo is seeking candidates for the position of Medical Officer to work in the Medical Unit.

**BASIC FUNCTION OF POSITION**

The medical officer serves as the Post's Medical Unit Physician and provides a full range of professional medical services to U.S. staff. The Medical officer will treat all Consulate employees for any work related injury.

Major Duties of the position:

- 1- Provides professional medical services in accordance with M/MED (Washington Medical Department) guidelines to U.S. Direct Hire employees and family members.
- 2- Establishes and maintains a network of local hospitals, physicians, clinics, laboratories in order to provide referrals and benchmark health facilities and health professionals within the regional area.

3- Counsels employees on health issues ranging from child care to preventive health care; issues prescriptions for medicine and schedules follow-up appointments with patients.

4- Recommends immunizations to U.S. employees and family members in accordance with FSHP/RMO (Foreign Service Health Practitioner/Regional Medical Officer) guidelines.

5- Must be aware of new health hazards to advise FSHP/RMO and Mission Management on preventive measures that should be evaluated.

6- Administers pre-employment medical examinations for locally-hired employees and/or reviews and clears on medical reports and examinations issued by other medical doctors. Conducts yearly medical examinations for FSN chauffeurs, as required.

7- Assists with the administration and coordination of medical evacuation of U.S. employees and family members in accordance with FSHP/RMO guidelines on an as needed basis.

## **QUALIFICATIONS REQUIRED**

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

**EDUCATION:** A U.S. or Western equivalent medical doctor (MD) degree with a current and unrestricted medical license to work in Brazil (CRM) is required.

**EXPERIENCE:** Hospital and clinical professional medical experience is required.

**LANGUAGE:** Level IV English (Fluent) in speaking/writing/reading is required. Level III Portuguese (good working Knowledge) in speaking/writing/reading is required. *Language proficiency may be tested.*

**KNOWLEDGE:** Must have experience with medications used in the U.S. and the equivalent in Brazil. Must be able to prescribe medications and medical tests with a Brazilian prescription. Should be aware of the prophylaxis of malaria and yellow fever recommended by CDC. Will be the first point of contact for employees and EFMs seeking healthcare, by acting as the traditional family physician. Assesses and treats a wide range of conditions and refers patients with more serious conditions to specialists of other healthcare facilities. Performs Medical Clearance Update exams for Direct Hire Americans and does the medical clearance for the locally employed drivers at post.

**SKILLS AND ABILITIES:** Must have a local medical license issued by the Regional Council of Medicine (CRM). Ability to work effectively with U.S. employees, family members, Mission management and coordinate work with the FSHP/RMO (Foreign Service Health Practitioner/Regional Medical Officer) and the local Nurse in the Medical Unit. Must be fluent in the use of professional medical/health terminology in both the English and Portuguese language.

## **SELECTION PROCESS**

When fully qualified, U. S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically 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 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 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.
5. 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.

### **TO APPLY**

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

1. Universal Application for Employment as a Locally Employed Staff or Family Member (DS 174); **or**
  2. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **or**
  3. A current resume or curriculum vitae IN ENGLISH that provides the same information found on the UAE (*see section 3A below for more information*); **plus**
  4. Candidates who claim U.S. 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.
  5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.
- 3A. If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

### **Failure to do so will result in an incomplete application**

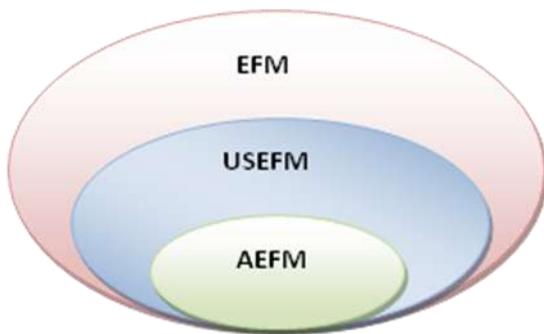
- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Date and Place of Birth

- G. Current Address, Day, Evening, and Cell phone numbers
- H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- I. U.S. Social Security Number and/or Identification Number
- J. Eligibility to work in the country (Yes or No)
- K. Special Accommodations the Mission needs to provide
- L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- M. Days available to work
- N. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. License, Skills, Training, Membership, & Recognition
- R. Language Skills
- S. Work Experience
- T. References

### **SUBMIT APPLICATION TO**

Email: [recrutamentosaopaulo@state.gov](mailto:recrutamentosaopaulo@state.gov) with vacancy title; or  
 Mail: Rua Henry Dunant, 700, CEP: 04709-110, Chácara Santo Antonio, SP/SP; or.  
 Fax: (11) 5186-7475

### **DEFINITIONS**



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

1. **Eligible Family Member (EFM)**: An individual related to a US 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. **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.

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 US Citizen.

5. **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.

6. **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.

EFGMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

**CLOSING DATE FOR THIS POSITION: Wednesday, September 12, 2012**

The US Mission in Brazil 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.

Drafted: E. Branco

Cleared/Approved: R.Murphy