



**United States Consulate General
Sao Paulo, Brazil
Management Notice N°: 03
Date: January 15, 2014**

To: All Employees

**Subject: Vacancy – Professional Adjudication Specialist (NIV) -
(Re-advertisement)**

OPEN TO: Appointment Eligible Family Members
POSITION: Professional Adjudication Specialist, FP-6, FP-5 or FP-4 (depending upon educational qualifications)
OPENING DATE: Wednesday, January 15, 2014
CLOSING DATE: Until filled
WORK HOURS: *Full-time; 40 hours/week*
SALARY: *U.S Citizens EFMs: US\$ 44,737 annually. (Starting salary) (Position Grade: FP-6); US\$ 50,043 annually. (Starting salary) (Position Grade: FP-5); US\$ 61,759 annually. (Starting salary) (Position Grade: FP-4)*

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 an individual for the position of Professional Adjudication Specialist to work in the Non-Immigrant Visa Unit.

BASIC FUNCTION OF POSITION

The incumbent serves as a Professional Adjudication Specialist, providing visa services under the supervision of a deputy visa chief. The incumbent conducts interviews with visa applicants and makes appropriate decisions with regard to eligibility. Other responsibilities may be required as needed, including pre- and or post-interview processing, biometric collection, and services to assist American citizens in need.

QUALIFICATIONS REQUIRED

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

EDUCATION: Completion of high school and attendance at an accredited college or university for at least one semester, earning at least 11 credit hours as part of a degree program is required.

EXPERIENCE: Successful completion of the 31-day Basic Consular Course at FSI (PC 530) within the past five years; OR employment in a position with consular adjudication authority for twelve months within the past five years; OR currently employed in the consular section and willing and able to attend the PC 530 course prior to assuming the PAS position, otherwise qualified for the PAS position, and able to serve at least twelve months in the PAS position after successful completion of PC530.

LANGUAGE: Foreign Language requirement: A current FSI-tested Portuguese score of 3/3 is required, however a waiver of this requirement can be approved on a case by case basis. English Language Requirement: Level IV Speaking/Reading/Writing English is required for appointment to the position. Applicants will be required to demonstrate written language proficiency by completing a writing sample, proctored by an official US direct hire. A passing score on the Expanded Professional Associate Program writing assessment OR placement on the Foreign Service generalists register will also be accepted.

SKILLS AND ABILITIES: Possession of at least a secret level clearance is required in order to be appointed to the position. However, application for a PAS position can be considered in advance of receipt of the security clearance. An interim clearance is sufficient while the clearance application is being considered.

GRADE

The successful applicant's hiring grade will be determined by their highest educational qualifications, as follows:

- FP-06: Bachelor's degree or lower
- FP-05: Master's degree or Juris Doctor
- FP-04: Doctorate degree

ADDITIONAL SELECTION CRITERIA

1. Currently employed Appointment Eligible Family Members hired under a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
2. Post HR conducts the initial eligibility and qualifications review of applications. HR forwards only the applications meeting the qualifications listed above to the Bureau of Consular Affairs Executive Office for consideration.
3. Management also considers nepotism/conflict of interest in determining a successful candidacy.
4. CA/EX reviews all qualified applications, including writing sample submissions, and when feasible, incorporates comments from applicant interviews with post consular section chief and/or CA/EX staff. CA/EX makes the final hiring decision

and relays the decision to post HRO. Post HR requests the FMA appointment to the regional bureau's Family Member Employment Coordinator.

TO APPLY

Interested applicants for this position must submit the following to the post HRO or the application will not be considered:

1. Application for US Federal Employment (DS-0174)
2. Candidates who claim US veteran's preference must provide a copy of their form DD-214 with their application.
3. Evidence of PC-530 completion or requisite employment as a designated consular associate.
4. Any other documentation (FSI language testing scores, certificates, awards, copies of degrees earned) that addresses the qualifications listed above.

SUBMIT APPLICATION TO

Post Human Resources Officer

Email: recrutamentosaopaulo@state.gov with vacancy title; or

Mail: Rua Henry Dunant, 700, CEP: 04709-110, Chácara Santo Antonio, SP/SP;

CLOSING DATE FOR THIS POSITION: *Until Filled*

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: M. Jacobsen

Approved: R. Murphy

Appendix A

DEFINITIONS

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.

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

Appendix B

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