

AMERICAN EMBASSY BELGRADE
Department of State

Announcing open positions for

Title: Warehouse Laborers
Temporary fixed-term position Not To Exceed (NTE)
30 working days per year

- OPEN TO:** All Interested Candidates
Please note that U.S. Citizens and Green Card Holders cannot be hired under PSA Ltd. authority.
- POSITION:** Warehouse Laborer; FSN-01 position grade to be confirmed*
- OPENING DATE:** April 14, 2015
- CLOSING DATE:** April 28, 2015
- WORK HOURS:** Intermittent (when actually employed)
- SALARY:** * Ordinarily Resident: (FSN-01 position grade to be confirmed).
- LENGTH OF HIRE:** Temporary position NTE 30 working days per year; selected candidates will form a Warehouse Laborers Pool and will be called upon to fill in in the absence of permanent gardeners on an as needed basis.

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

Under current law, non-Serbian and American citizens, who are not/not Appointment Eligible Family Members, Eligible Family Members or U.S. citizen Members of Household (MOHs) officially recognized by the Ministry of Foreign Affairs, must possess a valid Serbian residence and work permit in compliance with host government laws and regulations prior to application. **Copies of the permits must be sent with the application. The Embassy/Consulate cannot sponsor applicants for either permit, except for U.S. citizen MOHs. Laws regarding residency are subject to change at any time.**

All applicants are instructed to address all of the required qualifications including knowledge, skills and abilities as detailed below with specific examples and comprehensive supporting information. Only applications that address the required qualifications are to be considered. **Applicants whose experience includes other duties and responsibilities than those required for this position, shall provide a detailed breakdown of duties to define how many hours per day they have spent working in each function in accordance to the position description. Applications that do not provide sufficient detail will not be considered.**

BASIC FUNCTION OF THE POSITION

The incumbent will provide labor assistance for Embassy warehouse operations. Warehouse Laborer assists in receiving, delivery, loading, and unloading of goods and cargo. The incumbent operates forklift as needed.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office.

QUALIFICATIONS REQUIRED

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

Education: Completion of secondary school.

Prior Work Experience: No prior work experience is required.

Knowledge: Must be able to learn locations of various types of supply items and property items, and to learn to recognize items by sight and from oral description.

Skills and abilities: Must be in good physical condition and be able to lift and carry heavy objects. Must have driver's license.

Language proficiency: S-1/R-1/W-1 (rudimentary) speaking/reading/writing English is required. S-3/R-3/W-3 (good working knowledge) speaking/reading/ writing Serbian is required.

SELECTION PROCESS

When equally qualified, Appointment Eligible Family Members (AEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that the candidate address the required qualifications above in the application.

Note: Candidates will be tested for knowledge, skills and abilities during the interview process.

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.
6. Successful candidate must be able to obtain an appropriate security clearance required for the position.

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 that provides the same information found on the UAE (*see section 3A below for more information*); **PLUS**
4. Candidates who claim US 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
- B. Title Position
- C. Grade Vacancy
- D. Announcement Number (if known)
- E. Dates Available for Work
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

**Note: DO NOT enclose the original documents to your application, as they will not be returned.
Application language is English.**

SUBMIT APPLICATION TO

THE HUMAN RESOURCES OFFICE
AMERICAN EMBASSY BELGRADE
BUL. KNEZA ALEKSANDRA KARADJORDJEVICA 92
11000 BELGRADE

NOTE: Candidates submitting applications by e-mail are required to consolidate their application, curriculum vitae, and enclosing scanned documentation into one Microsoft Word document only. E-mail applications with more than one attachment will be disregarded.

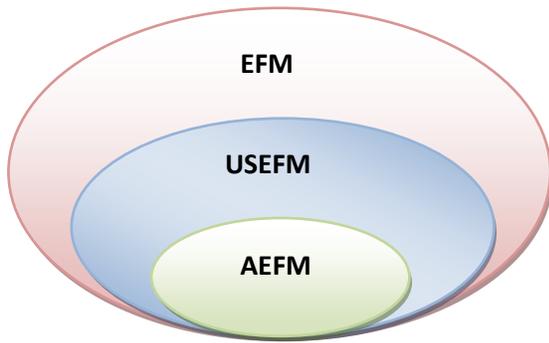
POINT OF CONTACT

Telephone: 706 4000, ext. 4266

Fax: 706 4005

E-mail: belgradehro@state.gov

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):** For employment purposes, an EFM is a spouse, domestic partner (DP) – as defined in 3 FAM 1610, or unmarried child at least 18 years of age of a US direct-hire FS, CS, or uniformed service member who is:
- A. Listed on the travel orders or approved OF-126 of a direct hire FS, CS, or uniformed service member assigned to the Mission under COM authority; and
 - B. Residing at the sponsoring employee’s post of assignment abroad.

- 2. U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, a USEFM is an individual who meets the following criteria:
- U.S. Citizen; and,
 - The spouse or domestic partner (as defined in 3 FAM 1610) of the sponsoring employee, who is an unmarried child 18-20 years old; and
 - Listed on the travel orders or approved form OF-126, of the sponsoring employee, (i.e., a direct-hire FS, CS, or uniformed service member who is permanently assigned to or stationed abroad at a US mission, or at an office of the American Institute in Taiwan; and is under COM authority) and either:
 - 1. Resides at the sponsoring employee's post of assignment abroad or uniformed service member's post of assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; or
 - 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location. (The individual will not be listed on the sponsoring officer’s travel orders, but will have a form SF-1190 processed authorizing ISMA).

Other family members or dependents on direct hire FS, CS, or uniformed service member’s travel orders who do not meet all of these criteria are not USEFMs or AEFMs for purposes of 3 FAM 8200.

- 3. Appointment Eligible Family Member (AEFM):** To be eligible for a Family Member Appointment or a TEMP appointment, an AEFM is:
- Is a U.S. citizen; and
 - The spouse or domestic partner (as defined in 3 FAM 1610) of the sponsoring employee, or a child of the sponsoring employee who is unmarried child 18-20 years old; and
 - Listed on the travel orders or approved Form OF-126 of the sponsoring employee, i.e., a

- Direct-hire FS, CS, or uniformed service member who is permanently assigned to or stationed abroad at a US mission, or at an office of the American Institute in Taiwan (AIT), and who is under COM authority; and
- Residing at the sponsoring employee's post of assignment abroad or, as appropriate at an, office of the American Institute in Taiwan; and,
- Does not receive a USG retirement annuity or pension from a career in the Foreign Service or Civil Service.

US citizen military annuitant EFM's are FMA eligible.

Other family members or dependents on direct-hire FS, CS or uniformed service member's travel orders or approved Form OF-126 who do not meet all of the criteria are not AEFMs or US citizen EFM's for purposes of 3 FAM 7120.

Generally, AEFMs in DOS positions *must* be employed on a FMA or TEMP appointment in accordance with the regulations in 3 FAM 8200.

Under a special exemption, USAID also has the option to use the DOS FMA to employ family members.

4. Non-US citizen EFM

The DOS employs non-USEFMs under a PSA agreement. To receive compensation under the FP/FS *base* pay plan, a non-USEFM must have a US SSN before employment. Otherwise, compensation for the PSA must be under the Local Compensation Plan (LCP).

5. Member of Household (MOH): A MOH is an individual:

- Who resides at post with a direct-hire American FS, CS or uniformed service member permanently assigned to or stationed at a FS post or establishment abroad and under COM authority; and
- Who is not on the sponsoring employee's travel orders; and,
- Has been officially declared by the sponsoring employee to the COM to be part of his/her household.

The DOS employs MOHs as ORs under PSAs regardless of their citizenship. MOHs must be legally eligible to work in the host country, which often means having a work permit, residency permit, or both work and residency permits. MOHs do *not* receive the USEFM hiring preference. Most MOHs are compensated under the LCP.

6. Domestic Partner (DP)

A domestic partner is an individual who meets all of the criteria listed in, and who has been declared to be, a domestic partner of an employee in accordance with 3 FAM 1610 and the definition of an AEFM is eligible to receive the hiring preference.

7. 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).

US citizen EFM's (USEFM's) are always NORs. Typically, these applicants are on the travel orders of Foreign Service (FS), Civil Service (CS), or uniformed service members officially assigned to the Mission.

NORs are generally eligible for employment on the Foreign Pay/Foreign Service (FP/FS) pay plan if they have a US SSN. This category may also include MOHs who do *not* need a work permit and do *not* fall under host country law, but who may legally work in country.

8. Ordinarily Resident (OR) – For the purpose of Mission employment, an Ordinarily Resident (OR) is a Foreign National or a U.S. citizen who:

- Is locally resident in the host country; and,
- Has legal, permanent resident status within the host country; and,

- Is subject to host country employment and tax laws.

For purpose of locally recruited positions at the US Mission, ORs are hired under a Personal Services Agreement (PSA) and are paid under the Local Compensation Plan (LCP).

Most Members of Household (MOH) are ORs unless exempt from local labor law. EFMs without a US Social Security Number (SSN) are also employed and paid as ORs. Regardless of the compensation plan, US citizens are required to pay US taxes, FICA, and Medicare. Further details can be found in 3 FAM 7120.

**CLOSING DATE FOR THIS POSITION: April 28, 2015
ONLY SHORT-LISTED CANDIDATES WILL BE CONTACTED.**

Please note: Short listing and interviews are normally completed within six weeks of the closing date. Please assume that your application has been unsuccessful if you have not heard from us within six weeks of the closing date.

The US Mission in Serbia 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.