

EMBASSY OF THE UNITED STATES OF AMERICA
MBABANE, SWAZILAND
VACANCY ANNOUNCEMENT

VA 008-15

May 21, 2015

OPEN TO: All Interested Candidates

POSITION: Senior Cultural Affairs Assistant

OPENING DATE: June 1, 2015

CLOSING DATE: June 15, 2015

WORK HOURS: Full-time; 40 hours/week

SALARY: *Ordinarily Resident (OR): E 216,816 p.a. – 325,221 p.a. (Starting salary)
(**Position Grade: FSN-09**). Non-cash benefits include medical and pension.

*Not-Ordinarily Resident (NOR): Salary is in US Dollars based on the US pay plan. See the HR section for more details.
All FP position grades are determined by HR in Washington DC

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

The U.S. Embassy in Mbabane is seeking an individual for the position of **Senior Cultural Affairs Assistant** in the Public Diplomacy Section.

BASIC FUNCTION OF POSITION

The Senior Cultural Affairs Assistant (SCAA) is the senior FSN advisor to the PAO in planning, scheduling and administering Mission programs of extremely broad scope and exceptional complexity, designed to provide better understanding of U.S. policies and cultural achievements amongst key audiences including, but not limited to, the Fulbright, Hubert H. Humphrey and English Fellowship programs, English Teaching seminars, the International Visitors Program, the U.S. Speaker program, cultural programs, book programs and special observances such as Black History Month, Women's Month and Earth Day. Incumbent serves as Post's educational advisor. The SCAA supervises the Cultural Affairs Assistant by assigning daily tasks and guidance for special projects and also supervises the PAS Receptionist.

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. **Items 1-5 are ALL REQUIRED**

1. Education: University degree in the liberal arts, education, social sciences, international relations or related field is required. (Attach copies).

2. Experience: Three to five years of progressive responsible program management experience in academic or cultural work, teaching administration or a related field is required.

3. Language: Level IV (Fluent) English plus Level IV (Fluent) siSwati is required.

4. Knowledge: Must have thorough knowledge of the function and role of each section of the Embassy, Public Diplomacy programs, regulations, resources, procedures and policies of the Embassy as provided by the Department of State; must have extensive current knowledge of host country's political, economic, social, cultural and educational history, as well as personal knowledge of its institutions and structure; have a thorough knowledge of U.S. society, culture, education, social and political processes.

5. Skills and Abilities: Incumbent must develop and maintain high-level contacts within the local cultural, educational, government and private sector circles. Must have administrative ability to plan, arrange, and execute extensive multi-media cultural programs. Must possess sound intellectual, professional, and political judgment and ability to represent the interests of the United States at the highest levels and render advice. Computer literacy is required. Must be in possession of a driver's license.

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 U.S. 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 (UAE) as a Locally Employed Staff or Family Member (DS-174); **or**
2. A current resume or curriculum vitae that provides the same information found on the UAE; **or**
3. 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; **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 U.S. 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.

SUBMIT APPLICATION TO:

U.S. Embassy
Human Resources Office
Central Bank Building
7th Floor, Mahlokohla Street
P.O. Box 199, Mbabane, Swaziland

Or via email to: **Mbabane_HRRrecruitment@state.gov** - include in the subject line: Application for **Senior Cultural Affairs Assistant** position.

CLOSING DATE FOR THIS POSITION: JUNE 15, 2015

The U.S. Mission in Mbabane 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**

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.

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 U.S. 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 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).

Approved: AMO/PHSaaranen
Cleared: PAO/ RNewman
Drafted: HRC/SGVilane