



VACANCY ANNOUNCEMENT

U.S. Embassy, Montevideo

Vacancy No. 12/2015
April 22, 2015

TO: All Interested Candidates/All Sources
FROM: Management Officer – Carla J. Fleharty
SUBJECT: VACANCY ANNOUNCEMENT – Guard
POSITION: Guard (2 positions)

OPENING DATE: April 21, 2015
CLOSING DATE: May 6, 2015
WORK HOURS: Full time / 40 hours/week.
SALARY: Ordinarily resident (OR): FSN-3
Non-ordinarily resident (NOR): FP-BB
Entry Level: FSN-2 / FP-CC

The FP grade will be confirmed by Washington. Budget constraints do not allow post to honor highest previous rate (HPR) requests. Hiring offers will be made at the step 1 level. EFM's who are currently employed at post and who have applied for another position within the Mission will be considered for HPR pending review of qualifications by the Bureau.

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

The U.S. Embassy in Montevideo is seeking individuals to serve as Guard in the Local Guard Force in the Regional Security Office.

BASIC FUNCTION OF THE POSITION

Incumbent will perform guard duties at U.S.G. properties. Incumbent must be able to properly operate technical equipment utilized for the normal execution of the guard duties. The guard conducts screening to include search of personnel, vehicles and equipment that will enter onto U.S. Embassy property, ensuring that no unauthorized weapons, explosives, and/or equipment are brought onto those compounds. The guard must be able to operate a motor vehicle as needed.

QUALIFICATIONS REQUIRED

NOTE: All applicants are instructed to address each selection criterion detailed below with specific and comprehensive information supporting each criterion.

- **Education:** Secondary School is required. (Applicant must have attended and passed secondary school up until age 16, or have a total of 10 years of education at the primary and secondary levels).
- **Prior work experience:** One year of prior work experience in an organization that requires discipline and adherence to strict administrative regulations, is required.
- **Language Proficiency: List both English and host country language(s) proficiency requirements by level (II, III) and specialization (sp/read):**
Spanish Level 3/3 (Speaking/Reading/Writing), good working knowledge of the Spanish language is required / English Level 1/1 (Speaking/Reading/Writing), rudimentary knowledge of the English language is required. This will be tested.
- **Skills and abilities:**
 - Must take the DSS physical fitness test and obtain a minimum score of 100% of the listed requirements to be considered eligible for hire, and maintain that standard on a quarterly basis throughout period of employment.
 - Must successfully pass a 3-week intensive security training program in order to be offered permanent employment.
 - Must be able to obtain a valid firearms license, comply with all licensing requirements and pass a firearms qualification course on a bi-annual basis. Training will be provided.
 - Must have a valid car driver's license with a minimum of 6 months of automobile driving experience.

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.
6. According to regulations to drive official U.S. Government vehicles, applicants must be at least 25 years of age.
7. Mission recruiters and supervisors are allowed to substitute work experience for education when recruiting to fill new vacancies. In this process, one year of experience in a specified field will be equivalent to one year of education.

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 provide 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. Statement expressing whether or not the candidate is willing to accept or is seeking a job-share arrangement, to include preferred, minimum and maximum number of work hours.
6. Any other documentation (e.g. essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

If an applicant is submitting a resume or curriculum vitae, s/he must provide information equivalent to what is found on the UAE form.

Failure to include at least the following information will result in an incomplete application:

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (of 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
- 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

Human Resources Office
Vacancy Announcement 12/2015
Lauro Muller 1776; or
jobsMVD@state.gov; or
Fax to 1770 2128

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 3FAM 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:

- I. 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
- II. 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 US 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, and 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.

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 US 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 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).

CLOSING DATE FOR THIS POSITION: May 6, 2015

The US Mission in Uruguay 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.

CLEARED: LGS: JFONTORA – A/ RSO: KANDERSON
APPROVED: MO: CFLEHARTY

**TRADUCCIÓN NO OFICIAL
LLAMADO PARA EL CARGO DE GUARDIA**

A: Todo candidato interesado – Público en general
DE: Administrador – Carla J. Fleharty
ASUNTO: Llamado a Aspirantes – Guardia

El empleado realizará tareas de guardia en propiedades del Gobierno de los Estados Unidos. El empleado deberá operar equipo técnico de seguridad necesario para el cumplimiento de sus funciones de guardia. El empleado controlará vehículos, personas y equipos que ingresan a instalaciones del Gobierno de los Estados Unidos, asegurando que no ingresen armas, explosivos o equipos no autorizados de clase alguna. El empleado deberá poder conducir vehículos, según sea necesario.

NOTA: Todos los postulantes deberán justificar con información específica y completa cada uno de los criterios de selección detallados a continuación.

Educación: Educación secundaria. (Los postulantes deben haber asistido a instituciones de enseñanza secundaria hasta los 16 años de edad o tener un total de 10 años de educación a nivel primario y secundario aprobados.)

Experiencia laboral previa: Un año de experiencia laboral previa en una institución, en una posición que exija disciplina y cumplimiento de estrictas normas administrativas.

Idioma: Español Nivel 3/3 (oral, escrito y lectura), buen conocimiento práctico del idioma español. Inglés: Nivel 1/1 (oral, escrito y lectura), rudimentario.

Habilidades:

- Debe superar una prueba física y obtener un puntaje del 100% en los requisitos establecidos a los efectos de ser considerado candidato para el puesto y mantener dicho nivel en las pruebas cuatrimestrales durante el plazo de empleo.
- Debe aprobar un programa intensivo de entrenamiento en seguridad de 3 semanas de duración a fin de que se le ofrezca el cargo.
- Debe poder obtener un permiso de porte de armas, cumplir con todos los requisitos del permiso y aprobar el curso semestral de habilitación para manejo de armas de fuego. Se brindará el entrenamiento pertinente.
- Debe tener una libreta de conductor vigente, con una experiencia mínima de 6 meses en la conducción de automóviles.

Criterios Adicionales de Selección:

1. La Administración considerará casos de nepotismo, conflicto de intereses, estrictiones presupuestales y de residencia para evaluar el candidato más adecuado;

2. Los empleados actuales que se encuentren en período de prueba no pueden presentarse para el cargo;
3. Los empleados residentes que tengan como resultado de su evaluación anual última: “necesita mejora” o “no satisfactorio” no son elegibles para aplicar;
4. Los empleados AEFM que tienen nombramiento como FMA no pueden aplicar al cargo dentro de los 90 días en su nombramiento;
5. Los empleados no residentes contratados bajo un PSA (Contrato de Servicios Personales) no son elegibles para concursar para vacantes publicadas durante los primeros 90 días calendario en que fueron contratados, a no ser que los mismos hayan sido contratados bajo un horario de WAE (a quienes se les paga por el tiempo trabajado cuando se les necesita únicamente).
6. De acuerdo con regulaciones sobre el manejo de vehículos oficiales del Gobierno de los Estados Unidos, los interesados deberán tener por lo menos 25 años de edad.
7. RRHH y los supervisores están autorizados a sustituir experiencia laboral por educación al seleccionar para cubrir cargos vacantes. En esta instancia, un año de experiencia en el área especificada en el llamado será equivalente a un año de educación.

MANDAR POSTULACIONES A:

Oficina de Recursos Humanos
Vacancy Announcement 12/2015
Lauro Muller 1776; o
jobsMVD@state.gov; o
Fax to 1770 2128

El formulario DS-174 disponible en español en la página web de la embajada es obligatorio.

Fecha límite para la recepción de postulaciones: 6 de mayo de 2015.