

**HUMAN RESOURCES NOTICE  
VACANCY ANNOUNCEMENT  
ANNOUNCEMENT NUMBER: 10-26**

**OPEN TO:** All Interested Candidates

**POSITION:** Veterinarian Specialist, FSN-12\*\*; FP-3\*

**OPENING DATE:** May 18, 2010

**CLOSING DATE:** June 1, 2010

**WORK HOURS:** Full-time; 40 hours/week

**SALARY:** \*Not-Ordinarily Resident/PSA: US\$65,413 p.a. (Starting salary)  
(Position Grade: FP-3 to be confirmed by Washington)

\*\*Ordinarily Resident (OR): US\$57,379 p.a. (Starting salary)  
(Position Grade: FSN-12)

**NOTE: AN ELIGIBLE FAMILY MEMBER DOES NOT HAVE TO BE RESIDING IN COUNTRY TO BE CONSIDERED, BUT THE SPONSORING OFFICER UNDER COM AUTHORITY DOES HAVE TO BE OFFICIALLY ASSIGNED TO POST.**

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

The United States Embassy in Panama is seeking an individual for the position of Veterinarian Specialist in the United States Department of Agriculture (USDA), Animal & Plant Health Inspection Services (APHIS) and the Panama-United States Commission for the Eradication and Prevention of Screwworms (COPEG), located in Pacora.

**BASIC FUNCTION OF POSITION**

Serves as the Senior Veterinarian with responsibility for leading a team of professionals to conduct veterinary field surveillance, animal inspection, public education, trans boundary disease diagnosis and dispersal of sterile flies in order to prevent reintroduction of screwworm disease in Panama.

A copy of the complete position description listing all duties and responsibilities is available on the Human Resources website:

[http://panama.usembassy.gov/job\\_opportunities.html](http://panama.usembassy.gov/job_opportunities.html)

## **QUALIFICATIONS REQUIRED**

**NOTE: Although some of the information has been provided in the application or resume, all candidates must still address each qualification/requirement detailed below, with specific and comprehensive information supporting each item, on a separate sheet of paper.**

1. Education: Doctor in Veterinary Medicine with Masters Degree in one of the Veterinary Sciences and formal training in Epidemiology (minimum 200 hours) is required.
2. Experience: Ten years of veterinary experience with seven years experience working in screwworm eradication, prevention and control is required.
3. Language: Level II (Limited) speaking/writing/reading English language is required. Level IV (Fluent) speaking/writing/reading Spanish language is required. (Testing will be conducted to determine qualifications).
4. Job Knowledge: Extensive knowledge of the principles for the coordination of field surveillance and educational activities, animal movement control and analysis, epidemiological analysis and development of emergency response planning and coordination is required.
5. Computer Skills: Must possess knowledge of Microsoft Suite, knowledge of GIS software (ArcView, ArcMap, AgNav or equivalent), and ability to conduct online research is required. (Testing may be conducted to determine qualifications).
6. Skills and Abilities: Must have demonstrated leadership and communication skills.

## **SELECTION PROCESS**

When fully qualified, US Citizen Eligible Family Members (USEFMs) and US Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application, including mentioning USEFM or Veteran status.

## **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 applicants for this position must submit the following or the application will not be considered:

1. Application for US Federal Employment (OF-612); or a current resume or curriculum vitae that provides the same information as an OF-612; plus
2. Candidates who claim US Veterans preference must provide a copy #4 of their Form DD-214 with their application.
3. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

## **SUBMIT APPLICATION TO**

Human Resources Office – Vacancy Announcement No. **10-26**

NEC Building # 783

Demetrio Basilio Lakas Avenue

Monday through Thursday from 8:00 a.m. to 12:00 noon

2:00 p.m. to 4:00 p.m.

Friday from 8:00 a.m. to 12:00 noon

or

Via email to: [panamaembjobs@state.gov](mailto:panamaembjobs@state.gov)

## **POINT OF CONTACT**

Human Resources Office

FAX: (507) 207-7011

Email address: [panamaembjobs@state.gov](mailto:panamaembjobs@state.gov)

## **DEFINITIONS**

1. US 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:

- US 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 and at least 18 years old; and

- 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; and who is under chief of mission authority, and either
  1. Resides at the sponsoring employee'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 authorized under 3 FAM 3232.2. If residing at an ISMA location, the individual will not be listed on the sponsoring officer's travel orders, but will have a Form SF-1190, Foreign Allowances Application, Grant and Report, processed authorizing ISMA.

2. Eligible Family Members (EFM) – An individual related to a US Government employee in one of the following ways:

- Children who are unmarried and under 21 years of age or, regardless of age, are unmarried and incapable of self-support. The term “children” shall include natural offspring, step-children, adopted children, and those under permanent legal guardianship (at least until age 18), or comparable permanent custody arrangement, of the employee or spouse upon and normally residing with the guardian or custodial party; and
- Parents (including stepparents and legally adoptive parents) of the employee or of the spouse or of the domestic partner as defined in 3 FAM 1610 and when such parent is at least 51 percent dependent on the employee for support;
- Sisters or brothers (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse or domestic partner as defined in 3 FAM 1610, when such sisters and brothers are at least 51 percent dependent on the employee for support, unmarried and under 21 years of age, or regardless of age, are incapable of self-support; and
- Spouse or same-sex domestic partner as defined in 3 FAM 1610.

3. Member of Household (MOH) – An individual who accompanies a sponsoring employee, i.e., 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, and who is under chief of mission authority. An MOH is:

- Not an EFM; and,
- Not on the travel orders or approved Form OF-126, Foreign Service Residence and Dependency Report, 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, or other relative or adult child who falls outside the Department's current definition of eligible family member. A MOH may or may not be a U.S. 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.

All OR employees, including U.S. citizens, are compensated in accordance with the LCP. EFM's without US Social Security Numbers are also considered OR.

**CLOSING DATE FOR THIS POSITION: (June 1, 2010)**

The US Mission in Panama 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:  
APHIS:  
RHRO:MMasterson  
HRO:TVenson  
HRS: MDeVega  
APHIS Finance: