

**HUMAN RESOURCES NOTICE  
VACANCY ANNOUNCEMENT  
ANNOUNCEMENT NUMBER: 10-23**

**OPEN TO:** US Citizen Eligible Family Members (USEFMs) – All Agencies

**POSITION:** Security Escort, FP-AA\*

**OPENING DATE:** April 22, 2010

**CLOSING DATE:** May 6, 2010

**WORK HOURS:** Part-time; When Actually Employed (WAE) Schedule\*\*

**SALARY:** \*EFM: US\$11.57 per hour; (Starting Salary)  
(Position Grade: FP-AA is confirmed by Washington)

\*\*Successful applicant will be placed on a roster and may be called to work on an as needed basis. The duties described will vary depending on the office.

**Employee may be called upon to work after-hours and weekends**

**NOTE: ONLY US CITIZEN ELIGIBLE FAMILY MEMBERS (AEFM) AS DEFINED BELOW, OF U.S. GOVERNMENT EMPLOYEES ASSIGNED TO THE MISSION UNDER CHIEF OF MISSION AUTHORITY (COM) ARE ELIGIBLE FOR CONSIDERATION. A US CITIZEN EFM 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.**

The U.S. Embassy in Panama is seeking an individual for employment in country for the position of Security Escort in the General Services Office (GSO).

**BASIC FUNCTION OF POSITION**

The incumbent of the position is responsible for maintaining the security integrity of the Controlled Access Areas (CAA). The incumbent will ensure that prohibited items are not introduced into the CAA, i.e., electronic devices, firearms, explosives, photographic equipment, drugs, alcohol and controlled substances. The incumbent will escort employees and contractors without appropriate security clearances within the CAA. Also, incumbent will maintain an escort log and record of unusual and pertinent incidents as well as the arrival and departure of escorted contractors.

The incumbent will assist with secure local procurements. This can include accompanying local employees to make random purchases, or ensuring that purchased items are escorted, inspected, or otherwise screened before being placed into a CAA.

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 below 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: High school or GED equivalent is required.
2. Experience: one year experience in general office work is required.
3. Language: Level II (Limited Knowledge) Speaking/Reading English language is required.  
Level II (Limited Knowledge) Speaking/Reading Spanish language is required.
4. Job Knowledge: Must be familiar with general office procedures.
5. Computer Skills: Must possess knowledge of Microsoft Suite.
6. Skills and Abilities: Must be able to observe, screen and detect material and substances, so that prohibited items are not introduced into the CAA.

## **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that candidates 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. Currently Ordinarily Resident employees with 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 position 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 position within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. The candidate must be able to obtain and hold a Top Secret security clearance.

## **HOW TO APPLY**

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

1. Optional Application for U.S. 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 U.S. 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  
NEC Building # 783  
Demetrio Basilio Lakas Avenue  
Monday through Friday 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)  
Subject line: 10-16 SECURITY ESCORT

## **POINT OF CONTACT**

Human Resources Office  
FAX: (507) 207-7011  
Email address: [panamaembjobs@state.gov](mailto:panamaembjobs@state.gov)

## **DEFINITIONS**

- 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,
- The Spouse or the 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 of a direct-hire Foreign, Civil uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority and either:
  1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad; or
  2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

2. EFM: An individual related to a US Government employee in one of the following ways:

- Spouse;
- 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.

3. 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.

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 U.S. 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 LCP.

**CLOSING DATE FOR THIS POSITION: May 6, 2010**

**All applications must be received in the Human Resources Office by the closing date of the announcement.**

**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: HRO:TVenson  
RHRO:MMasterson  
HRS:MDeVega  
B&F:RNaranjo  
GSO:CCooper

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