



*Embassy of the United States of America*

Guatemala City, Guatemala

March 30, 2010

**VACANCY ANNOUNCEMENT  
10-014**

**OPEN TO:** All Interested Candidates

**POSITION:** RSO Local Guard Contract Coordinator  
FSN-8, FP-6

**OPENING DATE:** March 31, 2010

**CLOSING DATE:** April 14, 2010

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

**SALARY:** \*Not-Ordinarily Resident  
Position Grade: FP-6 to be confirmed by Washington

\*Ordinarily Resident:  
Position Grade FSN-8

**NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED RESIDENCY PERMIT TO BE ELIGIBLE FOR CONSIDERATION.**

The U.S. Embassy in Guatemala is seeking an individual for the position of **Local Guard Contract Coordinator at the Regional Security Office.**

**BASIC FUNCTION OF THE POSITION:**

Incumbent is responsible for the first-line management and supervision of the local guard personnel resources. As directed by the Assistant Regional Security Officer (ARSO), the LGC is responsible for development of the Local Guard (LG) components of the facility defense and reaction plans for the following facilities: APHIS, Chancery, CMR, GSO Warehouse, GSO Annex, MSG BEQ, MILGRP, NAS, USAID, for daily management and oversight of the guard personnel and resources, for assisting in coordinating security planning and execution of drills with facility and residential security personnel; assisting with the development of security logistical planning and financial plans; assisting the RSO with guard contract administration, contractor monitoring and performance oversight, and for providing and/or monitoring the local guard training program. Assist the ARSO with resource management of local guard budget contract valued at \$825K annually, coordinating security planning and drills for facilities and residences with host-nation security forces; and assisting the ARSO in the development of logistical and financial plans.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office. Tel: 2326-4319 or 2326-4335.

**QUALIFICATIONS REQUIRED:**

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

1. At least 3 years of complete college studies is required
2. A minimum of 3 years experience in the commercial security guard business, civilian or government police, or military.
3. Level IV (Fluent) speaking/writing English is required. Level IV (fluent) speaking/writing Spanish is required. Candidates will take proficiency tests. English native speakers will take Spanish test (IGA). Spanish native speakers will take English test (TELP).
4. Incumbent must have a strong knowledge in physical security protection, standard security practices and procedures, developing and deploying of community style policing (mobile patrol) models, creation of defensive security plans.
5. Good working knowledge of standard security equipment and digital cameras is required.
6. Must have good working knowledge of budget formulation and tracking, a thorough knowledge of host country operational environment, language, law and security entities; and historic criminal and terrorist threats and operational tendencies are required.

**SELECTION PROCESS:**

When equally qualified, US Citizen 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.

**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 employed US Citizen EFM's who hold an FMA appointment are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
4. 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.
5. The candidate must be able to obtain and hold a **local** security clearance.

**TO APPLY:**

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

1. Application for Federal Employment (SF-171 or OF-612); or
2. A current resume or curriculum vitae that provides the same information as an OF-612,
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.

4. 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  
Attention: Ana Sylvia Paredes  
American Embassy, Guatemala

**DEFINITIONS:**

1. **AEFM:** A type of EFM that is eligible for direct hire employment on either a Family Member Appointment (FMA) or Temporary Appointment (TEMP) provided s/he meets all the following criteria:
  - ❖ U.S. Citizen
  - ❖ Spouse or child who is at least age 18
  - ❖ Listed on the travel orders of a Foreign or Civil Service or uniformed service member permanently assigned to or stationed at a U.S. Foreign Service post or establishment abroad with a USG agency that is under Chief of Mission authority.
  - ❖ Is resident at the sponsoring employee's or uniform service member's post of assignment abroad, approved safe haven abroad, or alternate safe haven abroad; and
  - ❖ Does not receive a USG annuity or pension based on a career in the U.S. Civil, Foreign, or uniform services.
2. **EFM:** Family Members at least age 18 listed on the travel orders of a Foreign or Civil Service or uniformed service member permanently assigned to or stationed to a U.S. Foreign Service post or establishment abroad with a USG agency that is under Chief of Mission authority who do not meet the definition of AEFM above.
3. **Member of Household (MOH):** A MOH is a person who: 1) Has accompanied, but is not/not on the travel orders of a U.S. citizen Foreign or civil Service employee or uniform service member permanently assigned to or stationed at a U.S. Foreign service post or establishment abroad; 2) Has been declared by the sponsoring employee to the Chief of Mission as part of his/her household; and 3) Resides at post with the sponsoring employee.
4. **Ordinarily Resident (OR):** A citizen of the host country or a citizen of another country who has shifted the main residency focus to the host country and has the required work and/or residency permit for employment in country.
5. **Not-Ordinarily Resident (NOR):** Typically NORs are US Citizen EFMs and EFMs of FS, GS, and uniform service members who are eligible for employment under an American USG pay plan, on the travel orders and under Chief of Mission authority, or other personnel having diplomatic privileges and immunities. NORs have a diplomatic visa and thus do not need a work permit.

**CLOSING DATE FOR THIS POSITION: April 14, 2010**

**The US Mission in Guatemala provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, gender, 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.**