

U.S. MISSION ZAMBIA

Subdivision 694/Stand 100, Kabulonga District, Ibex Hill Road P.O Box 320065, Lusaka District, 10101, Zambia

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: 18/2018

OPEN TO: All Interested Candidates/All Sources

The "Open To" category listed above refers to candidates who are eligible to apply for this position. The "Open To" category should not be confused with a "hiring preference" which is explained later

in this vacancy announcement.

POSITION: Public Health Specialist (Pediatric HIV)

OPENING DATE: April 20, 2018

CLOSING DATE: May 4, 2018

WORK HOURS: Full-Time, 40 hours/Week

SALARY: Ordinarily Resident (OR): FSN- 12 (Starting salary

ZK525,116.15 p.a.);

Not-Ordinarily Resident (NOR): FP-03* (Starting salary

\$69,022.00 p.a.)

*Final grade/step for NORs will be determined by Washington.

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

The U.S. Mission in Zambia is seeking eligible and qualified applicants for the position of **Public Health Specialist (Pediatric HIV)**.

NOTE: Due to the high volume of applications received, we will only contact applicants who are being considered. Thank you for your understanding.

BASIC FUNCTION OF POSITION

Under the supervision of the Branch Chief – Prevention, Treatment and Care, the job holder is an agency technical expert and point of contact for all Pediatric HIV Care and Treatment (Ped HIV) activities including Adolescents and OVCs. S/he collaborates with other PEPFAR agencies to ensure project implementation addresses program strategic objectives and internationally recognized public health standards and best practices for Ped HIV. The role requires public health technical leadership, deciding and initiating action, formulating strategies and concepts, planning and organizing, results-oriented analysis, advocacy, and constant and clear communication with implementing partners, and the Ministry of Health (MOH), National AIDS Council (NAC), other governmental organizations/non-governmental organizations (NGOs) and cooperating partners. Represents CDC Zambia on Ped HIV technical, policy, and strategic planning fora.

QUALIFICATIONS REQUIRED

Applicants must address each required qualification listed below with specific and comprehensive information supporting each item. Failure to do so may result in a determination that the applicant is not qualified.

- 1. **EDUCATION:** Doctor of Medicine (MD), with completion of post graduate specialty training such as Master of Medicine in pediatrics, Master of Public Health or other relevant field of medicine or public health is required.
- **2. EXPERIENCE:** Seven years of progressively responsible work experience in strategy and concept development, public health program implementation and management, and monitoring and evaluation systems for large public health programs is required. At least three years of this must be in supervising and managing clinical and public health HIV programs.
- **3. LANGUAGE:** Level IV (Fluent) oral and written English is required. (English language proficiency will be tested).
- **4. SKILLS AND ABILITIES:** Must have demonstrated skills in analysis of qualitative and/or quantitative data. Ability to readily analyze, understand and discuss new approaches to management of pediatric HIV. Experience in providing HIV clinical training and mentorship or other capacity building activities at an individual and group level. Skills necessary to write clear and concise documents, reports, program and policy guidelines, directives; skill and ability to orally present programmatic matters clearly to an audience.
- 5. JOB KNOWLEDGE: Strong knowledge of medical aspects of communicable diseases, particularly HIV diagnosis, treatment and care, as it relates to the delivery of pediatric and adolescent HIV care and treatment services is required. Strong and detailed understanding about MoH/NAC and provincial health office HIV clinical and program operations structure and policy to assist GRZ prioritize need regarding Ped HIV intervention; Knowledge of the principles and practices of epidemiologic, biomedical research, including familiarity with surveillance, and basic statistical methods.

FOR FURTHER INFORMATION: The complete position description listing all of the duties and responsibilities may be obtained on our website at https://zm.usembassy.gov/embassy-consulates/jobs and/or by contacting the Human Resources Office on telephone number +260-211-357000 extension 7284, 7153 and 7136 or by emailing HR_Lusaka@state.gov

HIRING PREFERENCE SELECTION PROCESS: When qualified, applicants in the following hiring preference categories are extended a hiring preference in the order listed below. Therefore, it is essential that these applicants accurately describe their status on the application. Failure to do so may result in a determination that the applicant is not eligible for a hiring preference.

HIRING PREFERENCE ORDER:

- (1) AEFM / USEFM who is a preference-eligible U.S. Veteran*
- (2) AEFM / USEFM
- (3) FS on LWOP**

* IMPORTANT: Applicants who claim status as a preference-eligible U.S. Veteran must submit a copy of the most recent Member Copy Four (4) of the DD-214, Certificate of Release or Discharge from Active Duty, and, if applicable, a letter from the U.S. Department of Veterans Affairs. If claiming conditional eligibility for U.S. Veterans' preference, applicants must submit proof of conditional eligibility. If the written documentation confirming eligibility is not received in the HR office by the closing date of the vacancy announcement, the U.S. Veterans' preference will not be considered in the application process. Mission HR's decision on eligibility for U.S. Veterans' preference after reviewing all required documentation is final.

** This level of preference applies to all Foreign Service employees on LWOP.

ADDITIONAL SELECTION CRITERIA:

- 1. Management may consider any of the following when determining successful candidacy: nepotism, conflicts of interest, budget, and residency status.
- 2. Current OR employees serving a probationary period are not eligible to apply. Current OR employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report (EPR) are not eligible to apply.
- 3. Current NOR employees hired on a Family Member Appointment (FMA) or a Personal Service Agreement (PSA) are not eligible to apply within the first 90 calendar days of their employment, unless they have a When Actually Employed (WAE) work schedule.
- 4. The candidate must be able to obtain and hold a local security certification.
- 5. Candidates who are EFMs, USEFMs, AEFMs, or MOHs must have at least one year remaining on their sponsor's tour of duty to be considered eligible to apply for this position.

HOW TO APPLY: Applicants must submit the following documents to be considered. Failure to do so may result in a determination that the applicant is not qualified.

- 1. Universal Application for Employment (UAE) (Form DS-174), which is available on our <u>website</u> or by contacting Human Resources. (See "For Further Information" above); and
- 2. Any additional documentation that supports or addresses the requirements listed above (e.g. transcripts, degrees, etc.)

WHERE TO APPLY:

Human Resources Office: The Human Resources Officer
Mailing Address: P.O. BOX 320065, Lusaka
E-mail Address: HR_Lusaka@state.gov

EQUAL EMPLOYMENT OPPORTUNITY: The U.S. Mission 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.

Appendix A - DEFINITIONS

<u>Eligible Family Member (EFM):</u> An EFM for employment purposes is defined an individual who meets **all** of the following criteria:

- U.S. Citizen or not a U.S. Citizen; and
- Spouse or same-sex domestic partner (as defined in <u>3 FAM 1610</u>); or
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term "child" shall include, in addition to natural offspring, stepchild, adopted child, and a child under legal guardianship of employee, spouse, or same-sex domestic partner when such child is expected to be under legal guardianship until 21 years of age and when dependent upon and normally residing with the guardian; or
- Parent (including stepparents and legally adoptive parents) of employee, spouse, or same-sex domestic partner, when such parent is at least 51 percent dependent on the employee for support; or
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, spouse, or same-sex domestic partner 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; and
- Listed on the travel orders or approved Form OF-126 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 or, as appropriate, at an office of the American Institute in Taiwan; and
- Is under chief of mission authority.

<u>U.S. Citizen Eligible Family Member (USEFM):</u> A USEFM is an individual who meets **all** of the following criteria:

- U.S. Citizen: and
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; or
- 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 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 or, as appropriate, at an office of the American Institute in Taiwan; and resides at the sponsoring employee's post of assignment abroad, or as appropriate, at an office of the American Institute in Taiwan; and is under chief of mission authority; or
- resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2; or
- Currently receives a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

Appointment Eligible Family Member (AEFM): An AEFM is an individual who meets **all** of the following criteria:

- U.S. Citizen; and
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) of the sponsoring employee; or
- 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 of a sponsoring employee, i.e., a directhire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan (AIT); and
- Is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, at an office of the American Institute in Taiwan; and
- Does NOT currently receive a U.S. Government retirement annuity or pension from a career in the U.S. Foreign Service or Civil Service.

Member of Household (MOH): A MOH is an individual who meets all of the following criteria.

- A MOH is someone who accompanies or joins a direct-hire Foreign Service, Civil Service, or uniformed service member permanently assigned to or stationed abroad or, as appropriate, at an office of the American Institute in Taiwan; and
- A MOH must be officially declared to the COM by the sponsoring employee as part of his/her household; and
- A MOH is under COM authority;
- A MOH may include a parent, unmarried partner, other relative, or adult child;
- A MOH may or may not be a U.S. Citizen;
- A MOH is **not** an EFM;
- A MOH is **not** listed on the travel orders or approved Form F-126 of a sponsoring employee.

Not Ordinarily Resident (NOR) – An individual who meets the following criteria:

- An EFM, USEFM or AEFM of a direct-hire Foreign Service, Civil Service, or uniformed service
 member permanently assigned or stationed abroad, or as appropriate, at an office of the
 American Institute in Taiwan; or
- Has diplomatic privileges and immunities; and
- Is eligible for compensation under the FS or GS salary schedule; and

- Has a U.S. Social Security Number (SSN); and
- Is not a citizen of the host country; and
- Does <u>not</u> ordinarily reside in the host country; and
- Is <u>not</u> subject to host country employment and tax laws.

Ordinarily Resident (OR) – An individual who meets the following criteria:

- A citizen of the host country; or
- A non-citizen of the host country (including a U.S. citizen or a third-country national) who is locally resident and has legal and/or permanent resident status within the host country and/or who is a holder of a non-diplomatic visa/work and/or residency permit; and/or
- Is subject to host country employment and tax laws.

Only short listed candidates will be contacted.