



VACANCY ANNOUNCEMENT

U.S. Mission: U.S. Embassy in Brussels

Announcement Number: Brussels-2019-43

Position Title: Human Resources Clerk

Opening Period: February 08, 2019 – February 15, 2019

Series/Grade: LE-0305/05
FS-0305/09

Salary: LE: EUR 2,632-EUR 2,632 gross/month
FS: USD 32,378-USD 56,492 gross/per annum. Actual FS salary determined by Washington D.C.

For More Info: JAS Human Resources Office, Tri-Missions, Brussels

Who May Apply: All Interested Applicants / All Sources

Security Clearance Required: Local Security Certification or Public Trust

Duration Appointment: LE: This is a replacement contract with a duration of three months.
FS: Definite Not to Exceed 5 years. (FMA)
Definite Not to Exceed 1 year. (PSA)

Marketing Statement: We encourage you to read and understand the [Eight \(8\) Qualities of Overseas Employees](https://careers.state.gov/wp-content/uploads/2018/02/Eight-Qualities-of-Overseas-Employees.pdf) before you apply: <https://careers.state.gov/wp-content/uploads/2018/02/Eight-Qualities-of-Overseas-Employees.pdf>

Summary: The U.S. Mission in Brussels is seeking eligible and qualified applicants for the position of Human Resources Clerk in the Human Resources Office.

The work schedule for this position is: Full Time (LE: 38 hours per week, FS: 40 hours per week)

Start date: Candidate must be able to begin working within a reasonable period of time of receipt of agency authorization and/or clearances/certifications or their candidacy may end.

Supervisory Position: No

Duties: The Human Resources Clerk acts as Project Manager and coordinates the data transfer from the current information system to the new Overseas Personnel System. Duties include basic administrative tasks data-entry, scanning and filing of current HR files and coordination with cross discipline team members to make sure all parties are on track with deadlines and schedules. The position prepares weekly status reports to ensure that the new HR information system is up-to-date, correct and ready for use on the official implementation date. The Human Resources Clerk will also be called-upon to assist members of the Compensation & Benefits or Recruitment team as needed.

Qualifications and Evaluations

Education: Two years of post-secondary education.

Requirements:

EXPERIENCE: Three years of experience as office manager or secretary and at least one year of experience in HR.

JOB KNOWLEDGE: Ability to quickly become knowledgeable about the Tri-Mission's organizational structure, functions, and agencies. Must know Belgian labor law, payroll and the Belgian labor market. Must have experience with HR software programs and be able to quickly become familiar with all HR systems and applications used within the office. Must have a basic knowledge of project management. Good working knowledge of office management and internal procedures.

Evaluations:

LANGUAGE: Level 4 English, French and Dutch

SKILLS AND ABILITIES: Very good computer skills, especially in Microsoft Office suite. Good typing skills. Outstanding customer service skills. Considerable tact, diplomacy, and strong communication skills essential, tact and diplomacy, common sense and good judgment. Tech-savvy and experience with HR documents. Must be extremely discreet and be able to work independently. Must be able to function within a multidisciplinary team. Excellent planning skills are required.

Qualifications: All applicants under consideration will be required to pass medical and security certifications.

EQUAL EMPLOYMENT OPPORTUNITY (EEO): 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.

Benefits: Locally Employed Staff, including Members of Household (MOHs), working at the U.S. Mission in Brussels receive a compensation package that includes benefits such as hospitalization insurance, life insurance, and extra-legal pension.

For EFM's, benefits should be discussed with the Human Resources Office.

The pay plan is assigned at the same time of the conditional offer letter by the HR Office.

Other information:

HIRING PREFERENCE SELECTION PROCESS: 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 and CS with reemployment rights **

* **IMPORTANT:** Applicants who claim status as a preference-eligible U.S. Veteran must submit a copy of their most recent DD-214 ("Certificate of Release or Discharge from Active Duty"), equivalent documentation, or certification. A "certification" is any written document from the armed forces that certifies the service member is expected to be discharged or released from active duty service in the armed forces under honorable conditions within 120 days after the certification is submitted by the applicant. The certification letter should be on letterhead of the appropriate military branch of the service and contain (1) the military service dates including the expected discharge or release date; and (2) the character of service. Acceptable documentation must be submitted in order for the preference to be given.

** This level of preference applies to all Foreign Service employees on LWOP and CS with re-employment rights back to their agency or bureau.

For more information (i.e., what is an EFM, USEFM, AEFM, MOH, etc.) and for additional employment considerations, please visit the following link: <https://careers.state.gov/downloads/files/definitions-for-va>

How to Apply: All candidates must be able to obtain and hold a Local Security Certification or Public Trust clearance. Applicants must submit a Universal Application for Employment (DS-174) which is available on the Mission's internet site.

To apply for this position, applicants should electronically submit the documents listed below.

To apply for this position click the "Apply Now" button at the Mission's internet site:
<https://be.usembassy.gov/embassy/jobs/>.

Required Documents: Please provide the required documentation listed below with your application:

- DS-174
- Copy of Orders/Assignment Notification (or equivalent)(for AEFM/USEFM)
- Residency and/or Work Permit (for non-EU citizen local residents)
- DD-214 - Member Copy 4, Letter from Veterans' Affairs, or other supporting documentation (if applicable)
- SF-50 (if applicable)

What to Expect Next: Applicants who are invited to take a language or skills test, or who are selected for an interview will be contacted via e-mail.

For further information: the complete position description listing all of the duties, responsibilities, required qualifications, etc. may be obtained by contacting the Human Resources office.

Thank you for your application and your interest in working at the U.S. Mission in Brussels.