



**BROADCASTING BOARD
OF GOVERNORS**
VOICE OF AMERICA

Agency: Broadcasting Board of Governors

Job Announcement Number: **DEU-09-83**

International Broadcaster (Internet)(Dari/Pashto)

SALARY RANGE: \$73,100 - \$95,026 USD per year

OPEN PERIOD: April 30, 2009 –
May 21, 2009

SERIES & GRADE: GS-1001-12

POSITION INFORMATION: Full Time
Career/Career Conditional

DUTY LOCATIONS: 1 position
Washington, DC

WHO MAY BE CONSIDERED: All Qualified Applicants

NON-U.S. CITIZENS MAY BE CONSIDERED FOR THIS POSITION IN THE ABSENCE OF EQUALLY OR BETTER QUALIFIED U.S. CITIZENS. IF A NON-U.S. CITIZEN IS SELECTED, HE/SHE WILL BE PLACED IN THE EXCEPTED SERVICE.

JOB SUMMARY: This position is located at the Voice of America (VOA) and is responsible for creating and adapting VOA program content and publishing it on the VOA Dari and Pashto language web sites.

THIS IS A BARGAINING UNIT POSITION

INTRODUCTION TO THE AGENCY:

The Voice of America is a component of the Broadcasting Board of Governors. The VOA broadcasts news and information to millions throughout the world in more than 40 languages, via radio, television and the Internet. Our diverse, multicultural and dedicated professionals staff correspondent bureaus, transmission stations and marketing offices around the world in addition to our main offices in Washington, D.C.

The Full Performance Level: GS-12

KEY REQUIREMENTS:

- Relocation Expenses will **NOT** be paid.
- Willingness to work rotating shifts, weekends and holidays is required.
- **All applicants must indicate citizenship.**

MAJOR DUTIES:

The incumbent serves as an International Broadcaster (Internet) in the Afghanistan Service with responsibility for adapting VOA program content and publishing it on the VOA Dari and Pashto language web sites. Edits and formats the content of news reports from Dari and Pashto stringers, the Central News wires for transmittal on the VOA Dari and Pashto web pages. Selects and edits multimedia enhancements to add new value to VOA web news reports. Researches, selects and prepares materials to provide additional background and highlight key elements of Afghanistan Service web news reports. Prepares original multimedia news reports for the VOA Afghanistan Service web sites. Trains and assists other service broadcasters in the production of material for publication on the Internet. Stays abreast of the latest developments in computer, graphic and Internet technology and incorporates them into the Dari and Pashto web sites.

QUALIFICATIONS AND EVALUATION

QUALIFICATIONS REQUIRED:

Applicants must meet the following basic requirements:

1 year of specialized experience equivalent to the next lower grade level.

SPECIALIZED EXPERIENCE: Experience that equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position and that is typically in or related to the work described in this announcement under "Major Duties", such as, writing, producing, adapting and editing content on the web. Such experience must have clearly demonstrated the ability to use complete multimedia software systems as well as Internet development to produce state-of-the-art website content.

SCREEN OUT FACTOR: Fluency in the Dari, Pashto and English languages.

HOW YOU WILL BE EVALUATED: Once the application process is complete, a review of your application will be made to ensure you meet the job requirements. **Non-U.S. citizen** applications will be evaluated on experience. **U.S. citizen** applications will be evaluated and rated under the Category Rating and Selection Procedures. Your resume and supporting documentation will be reviewed and compared to your responses on the occupational questionnaire or KSAs (as applicable) to determine if you meet the minimum qualifications for this position. If you meet the minimum qualifications for this job, your qualifications will be further reviewed by a Human Resources Specialist, a subject matter expert, **OR** a panel of subject-matter experts to assess the quality, depth, and complexity of your accomplishments, experience, and education as they relate to the critical experience requirements listed in this vacancy announcement. You will then be placed in one of three rating categories:

- **Qualified Category** – Meets the specialized experience outlined in the minimum qualifications requirements section of the vacancy announcement.
- **Well-Qualified Category** – Meets the basic qualification requirements for the vacancy announcement and demonstrates proficiency in the critical competencies for this position.
- **Best Qualified Category** – Meets the basic qualification requirements for the vacancy announcement and has successful experience in the same or similar job that has demonstrated "**outstanding**" proficiency in applying knowledge, skills and ability in the critical competencies for this position to work of increased levels of difficulty and complexity.

You should be aware that your ratings are subject to evaluation and verification. If a determination is made that you have rated yourself higher than is supported by your resume, you will be assigned a rating commensurate to your described experience. Providing false information may be grounds for not selecting you or termination after appointment.

DIRECTIONS FOR COMPLETING KSA STATEMENTS: Consider what in your education and experience background best reflects your possession of each knowledge, skills, and ability (KSA). For each KSA, provide a clear, concise statement demonstrating your possession of the KSA as it relates to the position for which you are applying. Your statements should illustrate the degree to which your background has equipped you with each KSA, reflecting the scope and depth of your knowledge, skills, or ability and your level of responsibility. You may refer to paid or volunteer work, education or training, or any other applicable experience.

KNOWLEDGE, SKILLS AND ABILITY FACTORS: Relative numerical values equate to a total of 30 points.

1. Knowledge of journalism and Internet publishing principles and methods to write, edit and produce integrated, well-balanced and highly targeted written and graphic materials for publication on agency web sites. (6)
2. Knowledge of the target audiences, their history, customs, governmental institutions and policies and the full range of journalistic skills to select materials, tone and style that will be most appealing to this audience. (6)
3. Knowledge of Internet operations, standards and/or production techniques to independently perform as editor and producer/coordinator. (6)
4. Knowledge of complex multimedia software systems related to digital audio and graphic editing and Internet development in order to produce state-of-the-art website content. (6)
5. Knowledge of basic copyright law and the ability to enforce existing licenses and contracts. (6)

The submission of statements addressing the Knowledge, Skills, and Abilities (KSAs) listed above is **highly encouraged** so as to assure that your relevant experience for the position for which you are applying is clearly articulated and geared towards each KSA element. KSA statements should be clear, concise examples of your experience that show the depth of your knowledge, level of skill or the degree of your ability related to the individual KSA elements.

If you do not submit KSA statements, your relevant experience will be gleaned from the information affected in your application or resume **only** in order to evaluate your credentials against the KSAs. Please note however, that failure to submit KSA statements may result in lower scores being assigned during the evaluation process, in comparison with other candidates who submit targeted KSA statements.

VETERANS PREFERENCE: Application of Veterans' Preference: the Category Rating Method does not add veterans' preference points, but protects the rights of veterans by placing them ahead of non-preference eligibles within each category. Preference eligibles who do not have a service-connected disability of 10 percent or more will be assigned to the appropriate quality category based upon the job-related assessment and will be listed ahead of non-preference eligibles within the appropriate quality category.

BENEFITS AND OTHER INFORMATION:

BENEFITS:

The Federal government offers a number of exceptional benefits to its employees. The following Web addresses are provided for your reference to explore the major benefits offered to most Federal employees.

Flexible Spending Accounts - The Federal Flexible Spending Accounts Program (FSAFeds) allows you to pay for certain health and dependent care expenses with pre-tax dollars. For additional information visit: <https://www.fsafeds.com/fsafeds/index.asp>

Health Insurance - The Federal Employees Health Benefits Program offers over 100 optional plans. For additional information visit: <http://www.opm.gov/insure/health/index.asp>

Leave - Most Federal employees earn both annual and sick leave. For additional information visit: <http://www.opm.gov/oca/leave/index.asp>

Life Insurance - The Federal Employees' Group Life Insurance Program (FEGLI) offers: Basic Life Insurance plus three types of optional insurance, for additional information visit: <http://www.opm.gov/insure/life/index.asp>

Long Term Care Insurance - The Federal Long Term Care Insurance Program (FLTCIP) provides long term care insurance for Federal employees and their parents, parents-in-law, stepparents, spouses, and adult children. For additional information visit: <http://www.ltcfeds.com/>

Retirement Program - Almost all new employees are automatically covered by the Federal Employees Retirement System (FERS). FERS is a three-tiered retirement plan. The three tiers are: Social Security Benefits, Basic Benefit Plan, and Thrift Savings Plan. For additional information visit: <http://www.opm.gov/retire/index.asp>

This link provides an overview of the benefits currently offered to Federal employees. <http://www.usajobs.opm.gov/ei61.asp>

OTHER INFORMATION:

1. If you are an eligible Interagency Career Transition Assistance Program (ICTAP) applicant you may apply for special selection over other candidates for this position. To be well qualified and exercise selection priority for this vacancy, displaced Federal employees must be rated 85 or above on the rating criteria for this position. ICTAP eligibles must submit one of the following as proof of eligibility for the special selection priority: a separation notice; a "Notice of Personnel Action" (SF-50) documenting separation; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; OR a Military Department or National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

2. If you are a veteran with preference eligibility and you are claiming 5-point veterans' preference, you must attach a **Member Copy Number 4** of your DD-214 or other proof of eligibility. **If you are claiming 10-point veterans' preference,** you must attach an SF-15, "Application for 10-Point Veterans' Preference" plus the proof required by that form.

If you are still on active duty, you may submit a statement of service from your Personnel Command which states the date you entered active duty, the date you are separating, and the campaign medals you have received. For more information on the VRA, consult the Vets Guide at: <http://www.opm.gov/veterans/html/vetguide.htm>

3. Information on Special Hiring Authority

Individuals who are eligible for consideration under a special hiring authority (e.g., 30% compensable veterans, severely handicapped individuals, former Peace Corps and VISTA Volunteers, etc.) will be accepted and considered non-competitively for this vacancy. Special hiring authority eligibles must indicate on their application if they are applying under a special program and must submit proof of eligibility with their application. Applicants who wish to be considered under an appropriate special hiring authority as well as under the competitive examining process must submit two complete applications. When only one application is received from a special hiring authority eligible, it will be considered under the appropriate special hiring authority only.

Eligibles applying for consideration of noncompetitive appointments under special appointing authorities must clearly make this request on their application and submit the required documentation.

4. If you are a male applicant who was born after 12/31/59 and are required to register under the Military Selective Service Act, the Defense Authorization Act of 1986 requires that you be registered or you are not eligible for appointment in this agency.

5. All qualification requirements must be met by the closing date of this announcement. Additional information on the qualification requirements is outlined in the OPM Qualifications

Standards Handbook of General Schedule Positions. It is available for your review in our office, in other Federal agency personnel offices, and on OPM's web site at: <http://www.opm.gov/qualifications>.

6. EEO Policy Statement: The Broadcasting Board of Governors does not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, marital status, disability, age, membership in an employee organization, or other non-merit factor.

7. REASONABLE ACCOMMODATIONS are provided to applicants with disabilities. If you need reasonable accommodations for any part of the application and hiring process, please notify the Agency. The decision on granting reasonable accommodations will be on a case-by-case basis.

HOW TO APPLY:

DO NOT ATTACH ANY ADDITIONAL FORMS, WHICH ARE NOT REQUESTED IN THIS ANNOUNCEMENT.

To submit the documents requested, follow the instructions below: Your resume, curriculum vitae, the Optional Application for Federal Employment (OF 612), or any other written format you choose to describe your job-related qualifications can be submitted by fax, mail or by hand-delivery. Please ensure that your resume contains your full name, address, phone # and at least your last four digits of your social security number.

Instructions on submitting resume and supporting documents in hard copy via fax or by mail:

If you fax your documentation you must use a cover page. The information contained on the cover page should match the information you provided to the occupational questionnaire. The Vacancy ID number **DEU-09-83**, your Name, and SSN should be written accurately and neatly. If the information is inaccurate or incomplete it will delay the processing of your application or you may not receive consideration for this position.

Resume and, if applicable, any supporting documentation must be received in the Office of Human Resources by 5:00 p.m., on the closing date of the announcement.

You can mail or hand deliver your application materials to the address below:

International Broadcasting Bureau
330 Independence Avenue, SW
ATTN: Office of Human Resources
(Room 1543), Cohen Building
Washington, DC 20237
Attention: **DEU-09-83**

REQUIRED DOCUMENTS: Failure to submit all required documents would result in your application not being considered.

- **Resume**
- **Veterans preference documentation, if applicable.**

AGENCY CONTACT INFO:

Leslie Brown

Phone: (202) 382-7500

Fax: (202) 382-7541 or (202) 382-7542

Internet: lybrown@bbg.gov

Or write to:

International Broadcasting Bureau
Office of Human Resources, (Room 1543)
ATTN: Leslie Brown
330 Independence Avenue, SW
Washington, DC 20237
USA

WHAT TO EXPECT: After a review of your complete application is made you will be notified of your rating and/or referral to the hiring official. If further evaluation or interviews are required, you will be contacted.

Here's what your resume or application must contain (in addition to specific information requested in the job vacancy announcement):

JOB INFORMATION

Announcement number, and title and grade(s) of the job you are applying for.

PERSONAL INFORMATION

Full name, mailing address (with ZIP Code), and day and evening phone numbers (with area code), Social Security Number, Country of Citizenship (Most Federal jobs require United States citizenship). Veterans' preference, Reinstatement eligibility (If requested, attach SF 50 proof of your career or career-conditional status), Highest Federal civilian grade held (Also give job series and dates held).

EDUCATION

High School

Name, city, and State (ZIP Code if known)

Date of diploma or GED

Colleges or universities

Name, city, and State (ZIP Code if known)

Majors

Type and year of any degrees received (If no degree, show total credits earned and indicate whether semester or quarter hours).

Send a copy of your college transcript only if the job vacancy announcement requests it.

WORK EXPERIENCE

Give the following information for your paid and non-paid work experience related to the job you are applying for. (Do not send job descriptions).

Job title (include series and grade if Federal job)

Duties and accomplishments

Employer's name and address

Supervisor's name and phone number

Starting and ending dates (month and year)

Hours per week

Salary

Indicate if we may contact your current supervisor.

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OTHER QUALIFICATIONS

Job-related training courses (title and year)

Job-related skills, for example, other languages, computer software/hardware, tools, machinery, typing speed

Job-related certificates and licenses (current only)

Job-related honors, awards and special accomplishments, for example, publications, memberships in professional or honor societies, leadership activities, public speaking, and performance awards (Give dates but do not send documents unless requested).