

Federal Housing Finance Agency

Financial Analyst, TM-1160-13

ANNOUNCEMENT NUMBER:	DH-09-02	APPLICATION DEADLINE:	1-22-2009
JOB LOCATION:	Washington , Dist of Columbia	WORK SCHEDULE:	Full Time
SALARY RANGE:	\$89,551.00-\$139,560.00	OPEN DATE:	12-22-2008
TIME LIMIT:	Permanent - No time limit	WHO MAY APPLY:	US citizens
NUMBER OF VACANCIES:	1	PROMOTION POTENTIAL:	14

NOTES:

TRAVEL REQUIREMENTS: Some travel may be required.

The Federal Housing Finance Agency's (FHFA) mission is to promote a stable and liquid mortgage market, affordable housing, and community investment through safety and soundness and mission oversight of Fannie Mae, Freddie Mac and the 12 Federal Home Loan Banks (FHLBanks).

Are you interested in working for an agency where you will contribute significantly to its mission by performing a comprehensive fiscal and operational performance analysis of businesses, banking, and/or government corporations related to the housing and mortgage markets? Does conducting off-site financial analysis and limited on-site work evaluating the findings, and preparing written reports on your assessments interest you? Do you consider yourself a strategic thinker and excellent communicator? If any so, please keep reading.

As a Financial Analyst at FHFA, your analysis and recommendations will affect all levels of the organization. Your findings will prepare senior managers for the highly-complex issues they face daily. You will direct, perform, or participate in financial analysis of entities related to the housing, credit, and mortgage markets, to assess their financial condition and performance.

As a member of FHFA, you will be part of an integrated team that serves the American people by ensuring a safe and sound secondary mortgage market. FHFA is a small, fast-paced federal agency and our work has far-reaching effect. If you are interested in a position that will fully use your skills and provide you with developmental opportunities, please consider FHFA as your 'Employer of Choice'.

This position is appropriate for an experienced analyst who is looking for flexible work arrangements and excellent benefits, including the potential for on-going medical benefits after retirement. As compared to other federal agencies, FHFA employees enjoy all standard federal benefits plus additional agency-specific benefits and competitive salaries not tied to the GS pay system.

DUTIES:

The incumbent analyzes and reports on the fiscal and operational performance of business, banking, and/or government corporations and entities related to the housing and mortgage markets. Conceives, designs, executes, and reports on financial and operational analyses of the Federal Home Loan Banks.

The incumbent is responsible for providing analysis of financial, housing, operational, and mortgage market developments that may affect assigned FHLBanks. Analyzes, evaluates, and provides reports on the financial condition and performance of the FHLBanks.

The incumbent participates in the annual on-site review of the FHLBanks in his or her portfolio. Among other items, this will include preparing a comprehensive financial condition and performance report before each examination. Develops a comprehensive plan, and uses expert technical capability to conduct off-site analyses of housing, credit, and mortgage market-related issues for the FHLBanks.

The incumbent develops proposals for alternative methods, sources, and timing for programs under the purview of the Office of Bank Analysis and applies approved criteria in evaluating the progress and cost effectiveness of accomplishing program plans, goals, and/or objectives. The incumbent performs financial analysis and recommends changes which may necessitate and result in program changes of significant effect.

The incumbent normally will supplement off-site analysis with limited on-site work.

MINIMUM FEDERAL QUALIFICATION REQUIREMENTS:

Qualifying experience for the TM-13 level includes one year of specialized experience at least equivalent to the TS-12/OF-21/GS-12 levels that equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position. Examples of qualifying specialized experience include: performing financial analytical work relating to bank supervision, performing a wide variety of financial, analytical, evaluative, and research activities in the development and assessment of policy; reviewing financial data, developing and documenting study findings and identifying options for consideration; and, identifying significant and emerging risks in the FHLBank System such as financial, housing, operational, and mortgage market developments that may affect FHLBanks. Reviewing financial statements and conducting financial analysis and evaluations to track and monitor the financial performance of federal or state financial institutions.

OTHER SIGNIFICANT FACTS:

If selected, applicants who are current Federal Housing Finance Agency employees that were transferred from the Federal Housing Finance Board or the Office of Federal Housing Enterprise Oversight on 10/27/08 will retain their current benefits and be placed in their former agency's pay plan (TM or OF).

All qualified applicants will receive consideration for employment regardless of race, color, religion, gender, status as a parent, sexual orientation, political affiliations, national origin, age, disability, or any other non-merit factor.

REASONABLE ACCOMMODATION: This agency provides reasonable accommodations to applicants with disabilities, except when doing so would pose an undue hardship on the employing agency. If you need a reasonable accommodation for any part of the application and hiring process, please notify us. The decision on granting reasonable accommodation will be on a case-by-case basis.

Moving expenses are not authorized.

Favorable adjudication of the appropriate level of background investigation is a condition of employment at FHFA.

We strongly encourage you to apply using the on-line application process by clicking on the link 'Apply To This Vacancy' located at the top, middle, and bottom of the vacancy announcement page. You must contact the Human Resources Office (at least 5 business days prior to the close date) at (202) 414-8924 for alternative application procedures if you are not able to apply on-line. Applicants submitting their application on-line must complete the application process by 11:59 EST of the closing date.

FHFA employees are subject to the government-wide standards of ethical conduct, financial disclosure requirements, and post-employment restrictions. Certain FHFA employees are prohibited from accepting compensation from Fannie Mae and Freddie Mac for a two-year period after terminating employment with FHFA. Questions regarding these requirements and prohibitions should be directed to the Office of General Counsel at (202) 414-3790.

If selected, male applicants born after 12/31/59 must confirm their selective service registration status.

DIRECT DEPOSIT: All federal employees are required to have federal salary payments made by direct deposit to a financial institution of their choosing.

Applicants must be U.S. citizens.

Applicants must meet all minimum qualification requirements by the closing date of this announcement.

This is a Direct Hire action. Basis of Rating: This position is being filled through Federal Housing Finance Agency's delegated Direct Hire Authority (DHA). All applicants meeting the basic qualification requirements will be forwarded to the Selecting Official for consideration. The "rule of three," Veteran's preference, and traditional rating and ranking of applicants do not apply and will not be used.

ICTAP ELIGIBLES - Take Note! ICTAP eligibles may apply for special selection priority for this position. Career Transition Assistance Plan (CTAP) and Interagency Career Transition Assistance Plan (ICTAP): Displaced employees must meet the following definition of well-qualified: Well-qualified candidates are those who satisfy the minimum qualification requirements and have demonstrated experience in researching and conducting financial and economic analysis in two of the following: corporate finance, credit analysis, policy analysis, corporate governance, economics, banking, capital markets, mortgage markets, or housing. Evidence (e.g. credentials such as CFA, FRM, or graduate degree in finance or related fields) of a thorough knowledge of finance principles and theories.

New federal employees are required to fulfill a one-year probationary period.

BENEFITS: FHFA offers a wide array of benefits:

1. FREE comprehensive dental coverage to employees and their family members. There is a \$2,500 annual maximum per employee and a separate orthodontic benefit for dependent children to age 19. (Annual deductibles apply.)
2. FREE vision care coverage. This benefit covers the employee and all eligible dependents. (Co-

pay applies.) Coverage includes reimbursement according to a fee schedule for eye examinations, frames once every 24 months, and contact lenses once every 12 months.

3. For Washington DC based employees the first \$120 of your public transportation commuting expenses (e.g., vanpool and Metro bus and train) is provided to you as a tax free benefit. The FHFA offers on-site parking at a significantly reduced rate of \$35.00 per pay period.

4. Alternative Work Schedule (AWS) includes a flexible work schedule and a compressed work schedule.

5. The Wellness Program provides a \$700 taxable reimbursement each fiscal year to employees for various health related expenses that may not be covered by other benefits programs provided by FHFA.

6. A variety of Federal Employee Health Benefit plans to choose from which can be paid from pre-tax income. Federal agencies pay approximately 72% of employees' health insurance premiums. FHFA pays 85% of the premium.

7. The Federal Employee Retirement System (FERS) is a three-tiered program consisting of: Basic Benefit (a retirement pension), Social Security, and Thrift Savings Plan (an employee controlled investment program).

8. The Thrift Savings Plan (TSP) is a retirement savings and investment plan for federal employees and offers federal employees the same type of savings and tax benefits that many private corporations offer their employees under 401(k) plans. As soon as you become a federal employee, as a FERS employee, you can contribute up to \$16,500 per year. You will receive agency-matching contributions up to the first 5 percent. As a CSRS employee, you can contribute up to \$16,500 per year. CSRS employees do not receive any agency contributions. Employees age 50 or older as of December 31, 2008, may contribute an additional \$5,500 for catch-up contribution per year.

In addition to the Thrift Savings Plan (TSP), the FHFA has an additional 401(k) plan that is administered by T. Rowe Price. Employees may contribute up to 10 percent of their salary on a pre-tax basis, with agency matching contributions of up to 3 percent.

9. The Federal Employee Group Life Insurance offers numerous life insurance policy options covering employees and dependents.

10. The federal leave program offers exceptional time-off benefits, including annual leave, sick leave, a leave sharing program, Family Friendly Leave, Family Medical Leave, and ten (10) paid holidays per year. Annual leave accumulation may be set based on relevant private sector experience for new appointees.

11. The Employee Assistance Program (EAP) provides free confidential counseling and referral services to you and your family members.

12. The Federal Long Term Care Insurance Program provides long term care insurance to help pay for costs of care when you can no longer perform everyday tasks by yourself, or you have a severe cognitive impairment, such as Alzheimer's. You may visit the Long Term Care Partners website for more information: www.ltcfeds.com.

13. The Flexible Spending Account Program for federal employees provides employee-funded accounts that can be tapped by account holders to pay for medical expenses that are tax deductible as well as dependent care costs. Contributions to the accounts come from an employee's pre-taxed salary. The government does not make a contribution.

14. Career development and enrichment training is available in job-related areas.

15. Other benefits include eligibility to join the Treasury Department Federal Credit Union and free use of an on-site gym and locker room with shower facilities.

16. Student Loan Repayment Program is intended to facilitate the recruitment and retention of highly-qualified employees by repaying part or all of their federally-insured student loans. The maximum annual payment is \$10,000 per employee with a lifetime payment not-to-exceed \$60,000.

17. Employees may be reimbursed for the costs of membership and license fees to obtain and maintain job-related industry certifications or professional designations. Certain criteria must be met to participate.

18. The Health Unit provides employees access to health service benefits and is located near the FHFA headquarters building at the General Service Administration building, Room 101 (first floor), 18th and F Streets, NW, Washington, DC 20405. Or you can contact them on 202-501-1008.

Contact Information:
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