



## Federal Housing Finance Agency

### Bank Examiner, TM-0570-13

<b>ANNOUNCEMENT NUMBER:</b> DH-09-03	<b>APPLICATION DEADLINE:</b> 2-9-2009
<b>JOB LOCATION:</b> Multiple Locations (see below), Dist of Columbia	<b>WORK SCHEDULE:</b> Full Time
<b>SALARY RANGE:</b> \$77,000.00-\$120,000.00	<b>OPEN DATE:</b> 12-9-2008
<b>TIME LIMIT:</b> Permanent - No time limit 	<b>WHO MAY APPLY:</b> US citizens 
<b>NUMBER OF VACANCIES:</b> 3	<b>PROMOTION POTENTIAL:</b> 13

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#### NOTES:

This vacancy may be used to fill multiple positions. This vacancy will have bi-weekly cut-off dates beginning December 29, 2009. All applications that meet the minimum qualification requirements and are received by 11:59 pm (EST) on the cut-off date will be referred to management for selection. This vacancy may be closed prior to February 9, 2009 if all positions are filled before the closing date.

#### DUTY LOCATION

Applicants will be considered for all locations listed below. Selected candidates must reside in the local commuting area of one of the cities listed, and must be willing to travel to any of the 12 Federal Home Loan Bank locations and Washington D.C. Selected individuals who reside in the Washington, D.C. local commuting area will work at the Federal Housing Finance Agency (FHFA) at 1625 Eye Street, N.W., Washington, DC 20006 location. Selected individuals who reside outside of the Washington, D.C. commuting area maintain their permanent duty station and worksite in their private residence.

The salary range listed above is the basic pay range for the TM-13 level. Selected candidates actual pay range will be increased by the below percentage based on their physical location.

Atlanta, GA - 9.51%, Dallas, TX - 10.68%, Pittsburgh, PA - 4.81%

Boston, MA - 21.83%, Des Moines, IA - 3.11%, San Francisco, CA - 34.60%

Chicago, IL -14.31%, Indianapolis, IN - 3.56%, Seattle, WA - 12.85%

Cincinnati, OH - 3.21%, New York, NY- 22.49%, Topeka, KS - 3.11%

Washington, DC - 16.3%

TRAVEL REQUIREMENTS: Approximately 50%. Relocation expenses will not be authorized.

The FHFA's mission is to promote a stable and liquid mortgage market, affordable housing and community investment through safety and soundness oversight of Fannie Mae, Freddie Mac and the Federal Home Loan Banks (FHLBanks). FHFA is seeking experienced bank examiners to fill several bank examiner positions throughout the United States. If you are interested in a position that allows for flexible work arrangements, please consider the FHFA. As a bank examiner at FHFA, you will significantly contribute to the mission by performing a comprehensive fiscal and operational performance analysis of the FHLBanks.

There are 12 FHLBanks, each with its own president and board of directors, located in different regions of the country. The FHLBanks are an essential source of stable, low-cost funds to financial institutions for home mortgage, small business, rural and agricultural loans. The FHLBanks provide billions of dollars of primary liquidity to approximately 80% of the nation's financial institutions. Collectively, FHLBanks and their members are the largest source of residential mortgage and community development credit in the United States.

As a bank examiner, you will work with a team ensuring that the FHLBanks that you examine are operating safely and soundly, that they are meeting their mission, and that they remain adequately capitalized. You will have responsibility for assessing credit, market and operational risk. Your findings of these risks at the FHLBanks will assist the Examiner-in-Charge in the development of the report of examination. You will hold meetings with FHLBank management to validate examination findings, determine possible regulatory violations and elicit additional information.

This position is appropriate for an experienced examiner 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:**

Plans, directs or participates in on-site safety and soundness bank examinations for credit, operational and market risks, financial audit, and governance examination reviews. Assesses risks and measures procedural compliance with financial statutory and regulatory requirements of FHLBanks and the Office of Finance.

As a technical expert in bank examinations, reviews and analyzes banking financial statements, operating and project reports, cost data, pricing methods, management practices, capital and reserves, credit condition and other related elements to determine the financial performance of regulated entities. Analyzes issues involving questions related to the applicability or interpretation of legislative or regulatory provisions, and/or the suitability or effectiveness of established policies or analysis methods and procedures. Defines and develops tentative conclusions and initial recommendations with respect to problems and issues of a new or unprecedented nature.

Analyzes and reports on the fiscal and operational performance of the FHLBanks and the Office of Finance. Researches developments, trends, and issues in the housing finance and mortgage markets in order to provide viable recommendations, advice, and guidance to the FHLBanks and the agency management.

Drafts written reports including evaluative commentaries appropriate to the operations being examined. Cites deficiencies and criticisms; prepares correspondence requesting correction of the deficiencies; reviews amended reports to determine if the deficiencies have been corrected; and conducts conferences concerning deficiencies.

Works collaboratively with colleagues within and external to the office on projects or working groups. Communicates analyses and conclusions to colleagues and management officials.

**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 level 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: (1) Work requiring a thorough knowledge and the application of commercial accounting or auditing principles and practices (but less than full professional accounting knowledge) with a financial institution. (2) Examining or auditing such financial institutions as savings and loan associations, savings or commercial banking institutions or trust companies, farm credit associations, or federal or state credit unions. (3) Work evaluating credit, market or operational risk exposure or management. (4) Work that provided a thorough knowledge of federal and state laws applicable to the type of financial institution involved (e.g., savings and loan associations, cooperatives, savings or commercial banks, investment institutions, etc.), and of the operations and practices of such 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.

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) 414-3834 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.

This position is being filled through the 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 all minimum qualification requirements and have conducted routine risk-based examinations and participated in more complex examinations, such as examined financial institutions to review credit and market risk policies and procedures, limit setting, and risk diversification standards.

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. 100% cost of your public transportation commuting expenses (e.g., vanpool and Metro bus and train) for Washington DC based employees. The first \$115 of your commuting costs is provided to you as a tax free benefit. In addition, you will be provided up to \$90 per month to cover the cost of parking at Metro operated lots. 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 80% of the premium.
7. The Federal Employee Retirement System (FERS) is a three-tiered program consisting of: Basic Benefit (a retirement pension) Social Security, 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 \$15,500 per year. You will receive agency-matching contributions up to the first 5 percent. As a CSRS employee, you can contribute up to \$15,500 per year. CSRS employees do not receive any agency contributions. Employees age 50 or older as of December 31, 2007, may contribute an additional \$5,000 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](http://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. Travel Impact Program is designed to recognize the hardship associated with the high level of travel required by certain positions. Employees who travel 50+ nights in a fiscal year are compensated based on the number of nights spent in official travel status performing bank examinations.

17. 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.

18. 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.

19. Out-stationed examiners are provided with a one-time personal property allowance in the gross amount of \$1,600 for the purchase of personal property needed to perform the duties of his/her position.

20. 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.

<b>Contact Information:</b>
Moji Adelekan 202-414-3834 moji.adelekan@fhfa.gov