

**DEPARTMENT OF THE NAVY, OFFICE OF CIVILIAN HUMAN RESOURCES (OCHR)
OVERSEAS PROGRAM CENTER EUROPE, AFRICA, CENTRAL
HUMAN RESOURCES OFFICE (HRO), NAPLES, ITALY
VACANCY ANNOUNCEMENT - LOCAL NATIONAL POSITION**



Announcement No.	44308-271241-LD
Position Title	MANAGEMENT ANALYST, Ua-0343-02/01
Salary Range	Ua-02: Euro 2,634.00– E 2,931.38 per month plus applicable allowances Ua-01: Euro 2,791.36– E 3,118.01 per month plus applicable allowances
Closing Date	17-JUN-2022
Work Schedule	Full-Time Permanent
Job Location	Naval Facilities Engineering Command, Europe, Africa & Central, Public Works Department (PWD) Naples, Italy

Notes

The application form has been revised as of 01 Oct 2021, and any prior version will not be considered. Candidates must electronically submit a revised application form via e-mail to: HRO_NAPLES-LN_JOBS@eu.navy.mil.

- Please read the “Instructions for Completing the Employment Application” on the following page of this announcement before submitting your application.
- In the SUBJECT LINE of the e-mail, indicate LAST and FIRST name of the candidate AND the vacancy announcement number and title (e.g. ROSSI, MARIO, 3049B-123456-EI, Office Automation Clerk).
- Selectee might be required to favorably pass a pre-employment medical suitability examination as a condition of employment.
- Applicants must be able to read, write and speak fluently in both English and Italian. **Applications must be submitted in ENGLISH.**
- This position may be filled at the any level. If filled at the lower level, incumbent may be non-competitively promoted to the **Ua-01** level upon meeting eligibility and qualification requirements and based upon recommendation from supervisor.

Who May Apply

Permanent and temporary Appropriated Funds (APF) local national employees serviced by Office of Civilian Human Resources, Naples, Italy.

Description of Duties

At the full performance level the incumbent serves as an analyst for civilian manpower and is the focal point for coordinating and accomplishing a wide variety of management functions. Coordinates personnel management programs including tracking and reporting manpower authorizations and initiating and processing personnel actions. Prepares informational packages for U.S. hires and communicates their needs to department sponsors. Tracks civilian performance appraisals and performance awards, advertises and promotes employee benefits, assists in the development of position descriptions, and maintains and updates personnel records. Prepares personnel statistical reports and analyzes trends and hiring actions to ensure compliance with labor guidelines. Maintains liaison with other offices and organizations to ensure administrative actions are properly processed, monitored, and completed. The incumbent is responsible for researching, maintaining and preparing a variety of reports from multiple database for management. Serves as the primary subject matter expert on civilian personnel matters, recommending procedures for staffing, awards, and other personnel actions affecting employment and pay. Serves as PWD point of contact and advisor on issues affecting local national employment including classification, pay, benefits, and other related issues. Prepares Performance Management Board documents and ensuring approval from the NAVFAC Business Line Coordinators is obtained before preparing Requests for Personnel Actions (RPA's) and Pre-Recruitment Management (PRM). Prepares RPA's and PRM's in the Total Workforce Management Services system, or by other means when required, for submission to HRO. Organizes, coordinates and directs the work activities of the Administration Section. Proposes new organizational structures, changes in staffing levels, and realignment of functions of Public Works internal operations. Conducts studies in work processes to identify, analyze, and recommend solutions to problems in department structure and workforce utilization. Performs internal management support services in the areas of program cost monitoring and annual fiscal planning concerning manpower assets.

Qualification Requirements

All eligibility and qualifications must be met by the closing date of this announcement. Please visit <https://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards/0300/management-and-program-analysis-series-0343/>

EXPERIENCE Ua-02: One (1) year of specialized experience equivalent to the Ua-03 grade level or equivalent experience in the private or public sector 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 of the position to be filled.

EXPERIENCE Ua-01: One (1) year of specialized experience equivalent to the Ua-02 grade level or equivalent experience in the private or public sector 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 of the position to be filled.

OR

EDUCATION SUBSTITUTION FOR EXPERIENCE:

UA-02: “Laurea Magistrale” or “Laurea Specialistica” or “Diploma di Laurea” or equivalent. Such education must demonstrate the knowledge, skills, and abilities necessary to do the work.

UA-01: “Dottorato di ricerca” or equivalent degree may be substituted for experience if it demonstrates the knowledge, skills, and abilities necessary to do the work.

To receive credit, you must fill out the required fields on the “Employment Application” form.

HOW YOU WILL BE EVALUATED: In order to qualify for this position, your application must provide sufficient experience and/or education, knowledge, skills, and abilities to perform the duties of the position. You will be rated based on the experience and education described on your application form.

**Application
Status**

Status updates will be provided by position at the following website:

<https://cnreura-cent.cnic.navy.mil/About/Job-Openings/Local-National-Vacancies/>

THE DEPARTMENT OF THE NAVY IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

Revised OCT 21

DEPARTMENT OF THE NAVY, OFFICE OF CIVILIAN HUMAN RESOURCES (OCHR)
HUMAN RESOURCES OFFICE (HRO), NAPLES, ITALY (Revised Oct 2021)

INSTRUCTIONS FOR COMPLETING THE EMPLOYMENT APPLICATION (LOCAL NATIONAL – LN)

SUBMISSION OF EMPLOYMENT APPLICATION

Application **MAY ONLY BE SUBMITTED VIA E MAIL**. HRO will NOT accept "hard copy" applications. Submit your application to: [HRO NAPLES-LN JOBS@eu.navy.mil](mailto:HRO_NAPLES-LN_JOBS@eu.navy.mil).

In the **SUBJECT LINE** of the e-mail, indicate **LAST and FIRST name of the candidate AND the vacancy announcement number and title (e.g. ROSSI, MARIO, 3049B-123456-EI, Office Automation Clerk)**.

Applications are **only** accepted if there is an open vacancy announcement.

Vacancy announcements may be downloaded from:

<https://cnreurfcent.cnic.navy.mil/About/Job-Openings/Local-National-Vacancies/>

The new application form may be downloaded from:

<https://cnreurfcent.cnic.navy.mil/About/Job-Openings/Local-National-Vacancies/>

Applications for white-collar positions (Ua) must be completed in English.

Applications for blue-collar positions (Uc) may be completed in Italian or English.

EMAIL APPLICATIONS NOT IN ACCORDANCE WITH INSTRUCTIONS LISTED BELOW WILL NOT BE CONSIDERED AND YOU WILL BE RATED "NOT QUALIFIED" BY HRO:

- Only one e-mail will be accepted per vacancy announcement. If more than one email is sent, only the most recent will be accepted;
- Utilize the last version of the application form downloaded from the CNIC website;
- Do not alter the content and the properties of the application;
- Application must be completed in its entirety answering ALL questions;
- Attach the application form only in **PDF** format utilizing only **ADOBE PDF Reader** (additional attachments are NOT necessary and must not be sent);
- **Do not send Postal Electronically Certified (PEC) emails;**
- The email and the attached application cannot exceed a maximum of 10MB;
- Verify the accuracy and validity of the information submitted;
- Application must be submitted by the closing date of the vacancy announcement. Late applications will not be accepted.
- **The candidate's signature is NOT required on page 9 of the application form, however candidate must enter his/her LAST, FIRST name and DATE.**

WHO MAY APPLY (AREA OF CONSIDERATION)

- Citizens of a member state of the European Union.
- **Applicants who hold both U.S. and Italian citizenship are not employable by the U.S. Forces in Italy.** Only candidates specified in the "Who May Apply" section of the vacancy announcement may receive consideration.

QUALIFICATION REQUIREMENTS

Candidates must pay attention to the type of experience, education, certifications and licenses requested by the vacancy announcement and ensure that all this information, e.g. expiration dates as applicable, are reported in the appropriate block on the application form.

Work experience: Candidates must describe in **detail**, in their own words, any work experience related to the job vacancy and must specify:

- Job title (include pay schedule, series and grade if experience gained in the Federal employment);
- From/To dates of employment (month and year);
- Salary (monthly);
- WEEKLY HOURS;
- Employer's name and address;
- Experience gained during military service, providing detailed description of duties performed;
- Language proficiency.

Position descriptions (PDs) will not be used in the evaluation of applications. Attachment of PDs to applications is not appropriate, as ratings will be made on descriptions furnished by candidates in their own words.

Typing Proficiency: Self-certify your typing proficiency in the appropriate block on the application indicating your typing speed when a "qualified typist (O/A)" certification is required. Qualified typists must meet a minimum of forty (40) words OR two hundreds (200) strokes per minute in English. Typing proficiency skills may be subject to verification.

Education: List any educational information on the application in detail. If education is used for qualifications purposes and a determination cannot be made based on the information provided, you will not be considered.

Educational documents obtained outside the European Union (EU), with the exception of the U.S.A., must be evaluated by an appropriate organization that specializes in interpretation of foreign educational credentials. Foreign language documents must be officially translated into either the English or Italian language.

Graduate College or University level education is education beyond the Italian "Laurea 1 livello" or equivalent.

VERIFICATION OF DOCUMENTS

In case of selection, candidates **MUST** provide proof of work experience, education and other certifications or licenses as requested by the vacancy announcement and for which credit was received. HRO will proceed with the hiring process **ONLY** when all eligibility requirements are satisfactorily met.

NOTES

- Employment of relatives is restricted in accordance with NAVSUPPACT policy.
- For positions identified as having known promotion potential (KPP), selectee may be non-competitively promoted to the next higher level upon successful completion of required training, meeting regulatory requirements, and upon recommendation by the supervisor.
- Lists of qualified candidates may be used to fill additional similar positions without further competition.
- Work experience certified on the application form is subject to verification with employers.
- "Local National" refers to citizens of a European Union member state.
- Internal employees may apply and be considered for positions at any lower grade; lower pay, or different employment category. Pay will be set according to articles 13 and 14 of the Conditions of Employment for LN employees effective 1 November 2018.