

**SENIOR EXECUTIVE SERVICE  
VACANCY ANNOUNCEMENT**

Broadcasting Board of Governors  
Washington, DC 20237

**VACANCY NUMBER: ERB-09-16**

**OPENING DATE:** January 26, 2009

**CLOSING DATE:** March 23, 2009

**POSITION:** Deputy for Engineering Operations, ES-801

**LOCATION:** Broadcasting Board of Governors, International  
Broadcasting Bureau, Office of Engineering and Technical  
Services, Engineering Operations Directorate

**AREA OF CONSIDERATION:** All Qualified Applicants  
(Federal/Non-Federal, Status/Non-Status)

\*\*\*As a result of the U.S. Mail delays currently being experienced in the Washington, DC Metro Area, WE STRONGLY SUGGEST you fax, hand deliver, or use a private delivery/courier service when you submit an application to ensure it is received by the closing date of the announcement. Please be advised that applications submitted via the U.S. Postal Service MAY NOT be received in a sufficiently timely manner to be considered.\*\*\*

**SENIOR EXECUTIVE SERVICE (SES) INFORMATION:** Salaries for SES positions range from \$117,787 to \$177,000.

Persons newly selected for appointment to an SES position must have their managerial qualifications approved by the Office of Personnel Management (OPM) and will be required to serve a one-year probationary period.

The selectee will be required to complete an Executive Personnel Financial Disclosure Report in accordance with the Ethics in Government Act of 1978.

Veterans preference does not apply to the SES. Applicant must be a U.S. citizen.

**General Information:** The Broadcasting Board of Governors (BBG) is an independent federal agency which supervises all U.S. government-supported, non-military international broadcasting, including the Voice of America (VOA); Radio Free Europe/Radio Liberty (RFE/RL); the Middle East Broadcasting Networks (MBN, including Alhurra TV and Radio Sawa); Radio Free Asia (RFA); and the Office of Cuba Broadcasting (Radio and TV Marti).

The Office of Engineering and Technical Services is responsible for directing all engineering and technical activities necessary to enable the BBG to meet its mission objectives.

**MAJOR DUTIES:** Incumbent is responsible for the operational direction and management of the entire worldwide complex of transmitting stations, telecommunications equipment, operating personnel and related personnel, facilities and resources of the International Broadcasting Bureau (IBB), including BBG Headquarters facilities in Washington, D.C.

Serves as the expert advisor to the Director of Engineering on a variety of matters relative to operational problems and practices, staffing and funding needs, safety and security matters within the worldwide network of telecommunications facilities and systems and for BBG Headquarters facilities.

Maintains comprehensive knowledge of all operating elements and keeps informed of their problems, procedures, variations from standards and immediate needs.

Directs the planning, resource allocation and other managerial activities necessary to the efficient operation of the IBB global delivery and transmitting station network and the agency Headquarters facilities in meeting long-range public diplomacy objectives.

Assists the Engineering Technical, Engineering Resource and Engineering Information Technology Directorates in formulating long-range planning necessary for network expansion, to facilitate modernization, maximize resource utilization and increase system efficiency.

Evaluates budgetary requirements of all transmitting stations and agency Headquarters facilities to determine priorities of needs within funding limitations imposed by Congress and the International Broadcasting Bureau.

Serves as advisor to the Director of Engineering on media delivery services and telecommunications systems provided by or for the Bureau through various agreements and contracts with organizations such as British Broadcasting Corporation, and various host countries governments in meeting their broadcasting requirements through use of our existing facilities, and placement of Bureau programs on commercial stations in foreign countries using TVRO and other feed systems.

**Eligibility Requirements:** The successful applicant must be willing to enter the Senior Executive Service, except for Agency Foreign Service employees who may apply and if selected will be retained on their Foreign Service appointments.

**MANDATORY EXECUTIVE CORE QUALIFICATIONS (ECQs):**

The applicant must file a **separate narrative response** for each ECQ. In responding to each ECQ statements, please structure your responses in terms of specific problem or goal (CHALLENGE); the environment in which you worked to tackle the problem or goal (CONTEXT); the specific actions taken (ACTION); and the outcome from such actions (RESULTS). Please provide at least 2 examples for each area, where practical. An applicant's ECQ **MUST NOT EXCEED 10 PAGES**. For additional information on ECQ's beyond what is provided in this document, you may go to the website <http://www.opm.gov/ses/html/sesguide.htm>

**PLEASE NOTE:** Current career senior executives, Qualification Review Board (QRB) certified graduates of an SES candidate development program, and individuals with SES reinstatement eligibility may be considered noncompetitively for appointment to this position if they meet the mandatory professional/technical qualifications requirements. Proof of noncompetitive eligibility is required. (SF-50 or QRB certification).

ECQ 1. **Leading Change:** This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

**Competencies:** Creativity & Innovation, External Awareness, Flexibility, Resilience, Strategic Thinking, Vision.

ECQ 2. **Leading People:** This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

**Competencies:** Conflict Management, Leveraging Diversity, Developing Others, Team Building.

ECQ 3. **Results Driven:** This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

**Competencies:** Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Credibility.

ECQ 4. **Business Acumen:** This core qualification involves the ability to manage human, financial, and information resources strategically.

**Competencies:** Financial Management, Human Capital Management, Technology Management.

ECQ 5. **Building Coalitions:** This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, or international organizations to achieve common goals.

**Competencies:** Partnering, Political Savvy, Influencing/Negotiating.

#### **PROFESSIONAL/TECHNICAL QUALIFICATIONS (PTQs)**

The applicant must file a **separate narrative response** for each PTQ and must cite examples in support of their response. Failure to do so will result in the applicant not being considered for the position.

#### **Essential**

Professional Engineering Degree from a School of Engineering with at least one curriculum accredited by the Accreditation Board for Engineering and Technology (ABET) as a professional engineering curriculum or current registration as a professional engineer by any State, the District of Columbia, Guam or Puerto Rico.

Extensive background and knowledge in the characteristics, capabilities, and requirements of global telecommunications systems, services, and equipment - especially background and knowledge of state-of-the-art radio and television broadcast equipment.

Knowledge of current technological developments/trends in desktop computing, computer networking, IP protocol based transport of audio and video over various local and global telecommunications channels, and web based facility and network management tools.

Experience which demonstrates productive application of scientific and professional perception, creativity and judgment to the solution of unique and unusual engineering problems relating to the design, construction and operation of international broadcasting/telecommunications systems.

Ability to determine needs, plan and acquire technical support systems for sophisticated, large-scale radio and television production and transmissions and broadcasting operations.

Knowledge of facilities management theories, principles, methods, and practices, including those associated with space management, property management, building operations, maintenance and repair, occupational health and safety and related areas.

#### **Desirable**

**Substantial professional knowledge of and experience in U.S. international broadcasting.**

**Knowledge of current technological developments/trends related to audio/video digital editing, data archiving, Internet website management and website databases and content management tools.**

#### **All Applicants Must Submit:**

- A completed, current OF-612 or resume.
- A memorandum describing your long-term goals.
- Detailed evidence of your possession of the Executive Core Qualifications.
- Detailed evidence of your possession of the Professional/Technical Qualifications.

- The names and addresses of three current and/or former first or second level supervisors who have direct knowledge of your background and qualifications. These supervisors may be contacted to obtain an appraisal of your management skills.
- A copy of your most recent performance appraisal, if applicable.
- As a condition of employment, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under Selective Service law.
- Current or former Federal employees must submit a copy of your most recent SF-50, Notification of Personnel Action.

**Please mail or deliver application materials to:**

The International Broadcasting Bureau  
OHR/O, Room 1543  
330 Independence Avenue, SW  
Washington, DC 20237

FAX Number: (202) 382-7541

If you desire additional information, please contact:  
Carroll Cobb on (202) 382-7500 or e-mail Ms. Cobb at  
ccobb@bbg.gov

**Evaluation:** The applications determined to be best qualified will be reviewed by the Executive Resources Board and forwarded to the selecting official. The final selection will be subject to OPM approval.

**Drug Test:** A pre-employment drug test is required for a non-BBG applicant selected for this position. Appointment will be contingent upon a negative drug test.

Relocation expenses may be paid.

**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.

THE FEDERAL GOVERNMENT IS AN EQUAL OPPORTUNITY EMPLOYER

