

CIVILIAN CAREERS

REAL-WORLD
CHALLENGES



REAL-LIFE
REWARDS

DEPARTMENT OF THE NAVY

FOREIGN OVERSEAS RECRUITMENT INFORMATION

SERVICE AGREEMENT

For those applicants located outside of the commuting area, a service agreement may be negotiated in accordance with the Joint Travel Regulation and applicable Department of the Navy policies.

RECRUITMENT INCENTIVES

Recruitment incentives may be authorized to eligible new hires.

MEDICAL CARE

In the overseas areas, access for civilian employees to military medical and dental treatment facilities is on a space-available and reimbursable basis only. Medical care may be provided by host nation providers. The availability and level of care at host nation medical facilities will vary by location. Candidates with chronic medical conditions or those who require regular specialist medical care may not find suitable treatment locally. Movement overseas may require you to initiate a change in your health benefits plan to ensure coverage.

PAY RETENTION WILL BE GRANTED

Pay Retention will be extended to eligible Department of Defense employees who must relocate to accept this position.

TOUR OF DUTY

Length of tour varies depending on duty location. Civilian employment in the competitive service in foreign areas shall be limited to a period of 5 continuous years unless interrupted by at least 2 years of physical presence in the United States or non-foreign area.

FOREIGN ALLOWANCE, TRANSPORTATION, AND TRAVEL EXPENSES

Selectees who currently reside outside the foreign area will be eligible for foreign allowances (as applicable), transportation agreement and payment of travel expenses (in accordance with the Joint Travel Regulations Vol II).

OVERSEAS BENEFITS

Candidates initially selected from the U.S. may be eligible for certain overseas benefits, including:

- Relocation allowances
- Living quarters (housing) and post (cost-of-living) allowances
- Interest-free salary advance (an amount up to three months)
- Student education travel for dependents
- Home leave, a special paid leave to be taken in the U.S.

- 360 hours annual leave (paid vacation) accumulation as opposed to normal 240 hours
- Job placement options back to the U.S. upon completion of overseas employment
- Separate maintenance allowance may be available for eligible family members

A final determination will be made at time of tentative selection based on both position and personal eligibility.

LIVING QUARTERS ALLOWANCE (LQA)

This is a reimbursement granted to an employee to help defray the annual cost of suitable, adequate living quarters for the employee and his/her family at a foreign post where government-leased or -owned housing is not provided. It is adjusted every pay period for changes in monetary exchange rates. LQA eligibility is categorized by "quarters groups" based on the employee's grade level or rank and his/her family size. LQA is not taxable.

POST ALLOWANCE

Post Allowance is paid to compensate in part for the higher price of many goods and services in overseas areas. It is based on the employee's salary, work schedule, number of dependents, and the employee's duty station location. Changes in exchange rates also raise or lower the post allowance since exchange rates affect the cost of goods and services bought on the economy. Post allowance is not taxable.

DUAL CITIZENSHIP

If you are a dual citizen, please identify the countries of citizenship in your resume. The NATO Status of Forces Agreement prohibits employment in the U.S. Civilian Component in a host nation of any person who holds dual citizenship of the U.S. and that host nation. For example: A person who holds both Italian and U.S. citizenship may not be employed in the U.S. Civilian Component in Italy; however, that person is not prohibited by the NATO Status of Forces Agreement from employment in the U.S. Civilian Component in another NATO host nation of which (s)he does not hold citizenship.

DODEA SCHOOLS

If you are recruited from the U.S., your dependents may be eligible to attend DoD schools free of charge. Department of Defense Education Activity (DoDEA) students' average test scores were higher than the national average for the 2008 TerraNova Multiple Assessments, 2nd Edition. For more info on DoDEA schools visit: <http://www.dodea.edu/>.

OVERSEAS SPECIAL NEEDS FAMILY

Important Information for applicants with family members with special medical or educational needs:

The Exceptional Family Member Program (EFMP) provides comprehensive and coordinated community support, housing, educational, medical, and personnel services to families with special needs. An exceptional family member is a child or adult dependent with any physical, emotional, developmental, or intellectual disorder that requires special treatment, therapy, education, training or counseling.

Applicants should review the DoD Instruction 1315.19 for information regarding the criteria and procedures for identification of family members with special needs: <http://www.dtic.mil/whs/directives/corres/pdf/131519p.pdf>

To contact Navy EFMP coordinator, go to: <http://www.public.navy.mil/bupers-npc/support/efm/Pages/default.aspx>

To contact Marine Corps EFMP coordinator, go to:
<http://www.mccs-sc.com/mil-fam/efmp/index.shtml>

For information on overseas DoD Dependent Schools and Educational and Developmental Intervention Services, go to: <http://www.dodea.edu/Curriculum/specialEduc/index.cfm>

STATUS OF FORCES AGREEMENT (SOFA)

A Status of Forces Agreement (SOFA) Driver's License may be required depending on the duty station of the position.

US PASSPORT

Must be able to obtain and maintain a U.S. Passport.

TRAVEL FROM NORMAL DUTY STATION

This position may require travel from the normal duty station to CONUS and OCONUS locations which could include remote or isolated sites. Employees may be required to travel on military and commercial aircraft for extended periods of time.

SAME SEX PARTNERSHIPS

For positions in a foreign country, that country's laws or international agreements may have a direct impact of an employee's same sex domestic partner or spouse to accompany the employee and receive certain benefits. If you believe you may be affected by these laws and agreements, you should familiarize yourself with relevant information before applying for or accepting this position.
<http://cpol.army.mil/library/permis/2801ss.html>.