



**DEPARTMENT OF THE TREASURY
DEPARTMENTAL OFFICES-COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS FUND
CAREER OPPORTUNITY**

Financial Strategies and Research Manager, GS-301-14/15

This announcement is a solicitation for applications from all sources.
No prior civil service is required. This is a term position not to exceed four years.

VACANCY ANNOUNCEMENT NUMBER 2002-081VJ

BECAUSE OF THE RECENT DISRUPTION IN MAIL SERVICE, APPLICANTS ARE STRONGLY ENCOURAGED TO E-MAIL OR FAX THEIR APPLICATIONS. PLEASE REFER TO "APPLICATIONS PROCEDURES" DESCRIBED IN THIS ANNOUNCEMENT. APPLICATIONS MUST BE RECEIVED BY THE CLOSING DATE OF THIS ANNOUNCEMENT.

The Office of Personnel Resources will be accepting applications for this position from December 26, 2001, through January 25, 2002. All applications must be received by January 25, 2002.

A full time (40 hours per week) position is available for a Financial Strategies and Research Manager in the organization of Community Development Financial Institutions (CDFI) Fund (the Fund). The Fund is charged with promoting economic revitalization and community development primary through investment in and assistance to CDFIs and through encouraging insured depository institutions to increase lending, financial services and technical assistance to CDFIs and within distressed communities throughout the United States. Among other things, the Fund provides grants, loans, deposits, equity investments and technical assistance to organizations engaged in community development finance.

The Financial Strategies and Research (FS&R) Manager is a senior position with substantial responsibilities within the Fund. The incumbent will report to the Deputy Director for Policy and Programs. This position is responsible for a variety of functions and tasks critical to the Fund's mission. Key duties concern the measurement of impact of the Fund's activities through survey and technological interaction with Fund's awardees, generating and analyzing data to help direct the Fund's priority activities, coordinating the Fund's strategic and annual planning processes, managing the Fund's Training Program and supervision of subordinate staff. This position requires the use of sophisticated methodologies and resources.

The Fund is located in the heart of downtown Washington, D.C. at 601 13th Street, NW, seconds away from the Metro Center, shops, restaurants, and less than 3 blocks from the Main Treasury building located on the White House Complex.

Additional information is provided on the reverse side of this announcement for Veterans, Status Candidates and Persons Eligible Under Special Appointing Authorities.

A copy of this vacancy announcement is also available through OPM's web site at www.usajobs.opm.gov or Treasury's web site at <http://intranet.treas.gov/sites/tvas>. Questions regarding this position may be answered by contacting Vera Jones at (202) 622-1104 or Jane Moody at (202) 622-1152

You may email your application to vera.jones@do.treas.gov or fax your application to (202) 622-0161.

BENEFITS: ~ Salary \$87, 697 to \$114, 224 ~ 10 Paid Holidays
~ Paid Annual & Sick Leave ~
~ Federal Employees Retirement Plan
~ Health/Life Insurance ~
~ Incentive Awards ~
~ Thrift Savings Plan (Similar to 401K plans)

APPLICATION PROCEDURES: ~ In order to assist you in preparing your application package, instructions and a checklist are included with this announcement.

QUALIFICATION REQUIREMENTS ~ In accordance with the Office of Personnel Management's Group Coverage qualification standard for Administrative and Management Positions, dated 3/99, all candidates must possess one year of specialized experience. Specific examples of experience creditable as "specialized" are included below.

Status candidates who wish to be considered under both merit promotion and OPM competitive procedures must submit two complete applications. When only one is received, it will be considered under merit promotion procedures only.

Employment of People with Disabilities: The Departmental Offices provides reasonable accommodations to applicants with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process, please notify the point of contact listed on this vacancy announcement.

Veterans Employment Act of 1998: Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 or more years of continuous active service may apply.

Specialized Experience: Specialized experience is experience which provides the applicant with the particular knowledge, skills, and abilities (KSA's) to successfully perform the duties of the position and which is typically related to the work of the position to be filled. For this position, specialized experience includes, without limitation,

- Skill in planning and managing a research agenda focusing on community development impact outcome and impacts, such agendas will require the understanding of financial statements, particularly of lending organizations including not for profit corporations.
- Skill in analysis of community development strategies including community development lending and understanding the market context of such strategies.
- Skill in developing written materials, and in verbal presentation, to convey information about analytic approaches and findings about complex programs, for those having diverse levels of understanding of research methods or of community development issues, should be demonstrated.
- Skill in establishing and maintaining effective working relationships with direct reports, supervisors and other work units should be evidenced.
- Skill in establishing and maintaining effective relationships with individuals and organizations affected by CDFI Fund programs including other federal agencies, applicant organizations and CDFI industry organizations.
- Mastery of strategic planning or annual planning for an organizations, development of work plans for individuals and teams should be demonstrated.

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Basis for Rating: Applicants will be evaluated for this position based on their relevant experience (including voluntary experience), education, training, and awards as reflected in their application as of the closing date of this announcement. Status applicants will be rated and ranked based on values that are assigned to your experience to determine the best qualified. Therefore, to receive full consideration, applicants are encouraged to address the rating factors listed below. These rating factors may be addressed by using plain paper. Training records, awards, and supervisory appraisals will also be considered in the ranking process.

Rating Factors:

1. Extensive knowledge of, and skill in, research methodologies, concepts, practices and principles in order to develop appropriate research efforts and analysis of data gathered particularly as applied to evaluation and measurement of social impacts and activity outcomes.
2. Demonstrated knowledge and experience in implementation of research methodologies including appropriate technological tools such as data base development and management and GIS software.
3. Demonstrated knowledge and experience of community development principles and practices as applied in domestic urban and rural markets.
4. Demonstrated knowledge and experience of community development finance including the use of debt, equity and subordinated finance to achieve public or social benefit, in particular as applicable to CDFIs.
5. Written and verbal communication skills, demonstrated ability to effectively communicate technical issues, research approaches and research outcomes. Experience in public speaking and preparation of technical documents should be demonstrated.
6. Management and supervisory experience, skill in managing professional staff, organizing teams, developing individual and team work plans. Experience in developing and implementing group work plans.

Non status candidates are those applicants who have not been appointed to a permanent position in the competitive service. Upon request from the selecting official, all non status candidates who meet minimum qualification requirements will be forwarded to OPM for ranking and referral.

Time-in-Grade: Status applicants applying under merit promotion procedures must meet the time-in-grade requirements outlined in 5 C.F.R., Subpart F, i.e., at least 52 weeks at the lower grade level at the time of appointment.

Application Procedures: In order to assure that you are given full consideration for this position, the information identified on the attached checklist should be included in your application package. All **REQUIRED** information must be received or you will not receive full consideration for this position. Application packages may be mailed to: Department of the Treasury, Office of Personnel Resources, 1500 Pennsylvania Avenue, NW (Metropolitan Square, Room 6213) Washington, DC 20220. Applications sent in government postage paid envelopes **WILL NOT** be considered. Applications received under this announcement will not be returned. Therefore, do not submit original documents that you will need for your personal records. Copies will be accepted. Application packages may also be emailed to the address on the first page of faxed to the number on the first page. If emailed, please fax or mail any required additional forms.

Note for CTAP/ICTAP Eligibles: Treasury Career Transition Assistance Program (CTAP) eligibles in the local commuting area who are determined to be “well-qualified” for this position will be given selection priority consideration. Interagency CTAP eligibles in the local commuting area who are determined to be “well-qualified” for this position may apply for special selection priority over other

candidates for this position. Preference eligibles or veterans who have been separated from the armed forces under honorable conditions after three (3) years or more of continuous active service may apply under the Veterans Employment Act of 1998. In accordance with Treasury's Career Transition Assistance Plan, a CTAP/ICTAP eligible will receive special selection priority consideration if 1) applying at or below the grade level from which separated with no greater promotion potential than the position from which separated, 2) is within the commuting area, and 3) is determined to be "well qualified" for this position. To be determined "well-qualified," a candidate must be able to demonstrate that he/she has had specialized experience in the community development industry, including development finance. Candidates must submit documentation of eligibility under the Department of the Treasury CTAP/ICTAP for special selection priority: i.e., a copy of the certification/displacement letter, along with all other items listed in the "How to Apply" section of this announcement.

Relocation expenses may be authorized.

Recruitment bonus may be authorized.

This is a temporary position not to exceed four years.

Noncritical Sensitive - This position has been designated noncritical sensitive. The individual selected for this position will be subject to the necessary security investigation.

Financial Disclosure - The applicant selected for this position may be required to complete a Financial Disclosure Statement.

Executive Branch agencies are barred from accepting or considering prohibited political recommendations and are required to return any prohibited political recommendations to the sender.

ALL APPLICANTS WILL RECEIVE CONSIDERATION REGARDLESS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, NONDISQUALIFYING DISABILITY, SEXUAL ORIENTATION, POLITICAL AFFILIATION/NONAFFILIATION, GENETIC INFORMATION, MARITAL STATUS, OR PARENTAL STATUS.

APPLICANT CHECKLIST

This checklist is provided to assist you in preparing your application package. The items marked by an asterisk are **REQUIRED** and must be included in your application package for you to be considered for this position.

JOB INFORMATION

€ *Updated SF-171, "Application for Federal Employment," OF-612, "Optional Federal Employment Application," or "Resume," or any other format your choose.

€ Announcement Number

Title and grade of the position applying for.

Identify the lowest pay or grade level you will accept. (*You will not be considered for jobs which pay less than you indicate.*)

€ *Copy of most recent (nonperformance/non-incentive award) SF-50B, "Notification of Personnel Action." (*Status applicants only.*)

PERSONAL INFORMATION

First, last & middle name

Mailing address (*with ZIP Code*)

Social Security Number

Day and Evening Phone Numbers (*with area code*)

Country of Citizenship

Highest Federal civilian grade held. Include job series and the dates you were at this grade level.

WORK EXPERIENCE

Describe specific duties & responsibilities.

Include paid and volunteer work experience. (*Include title, grade & series if applicable*)

Performance Appraisal

€ Indicate if we may contact your supervisor.

OTHER QUALIFICATIONS

Job-related skills, accomplishments, and awards, (i.e. awards or special fellowships received, i.e., typing proficiency, skills with computers, speaking other languages, public speaking, membership to professional orgs.)

€ Job-related qualifications must be described

Job-related certificates & licenses (*current only*)

Job-related training courses (*title and year*)

Rating factors identified on the previous page. (*Factors may be addressed on bond paper.*)

INFORMATION FOR VETERANS

DD Form 214

€ Proof of veterans' preference if applicable.

PERSONS WITH DISABILITIES

€ Letter of eligibility from the appropriate State Department Rehabilitation Service. (*This document is to be provided only if you are applying under a special appointing authority for individuals with disabilities.*)

EDUCATION

High School, address & zip code

Date of diploma or GED.

Colleges & Universities, address & zip code

Identify majors, degree received, & date graduated (*If you have not received your degree, show total credits earned and indicate whether semester or quarter hours.*)

*College transcripts. (*If applicable*)