



Office of Human Capital Management

CAREER OPPORTUNITY

Supervisory Loan Specialist GS-1165-15

ANNOUNCEMENT NO.: 04H-719-SM

OPENING DATE: 10-04-04

CLOSING DATE: Must be received by 10-18-04
(Must be received by 5:00pm EST)

POSITION: Supervisory Loan Specialist, GS-1165-15
(Position is at the Full Performance Level)

SALARY: GS-15: \$96,970 – \$126,064 per annum

LOCATION: Office of Capital Access, Office of Financial Assistance, Financial Programs Operations, Center Operations, Little Rock Commercial Loan Servicing Center, Little Rock, Arkansas

AREA OF CONSIDERATION: Any U.S. Citizen

COMPETITIVE STATUS IS NOT REQUIRED. U.S. CITIZENSHIP IS REQUIRED.

THIS POSITION IS DESIGNATED AS REGULAR FUNDED

DUTIES AND RESPONSIBILITIES: As the Director of the Little Rock Commercial Loan Servicing Center (CLSC), the incumbent, reports directly to the Assistant Administrator of Financial Programs Operations in Washington, DC Headquarters is responsible for the direction of the servicing and collection activities on all commercial and disaster loans assigned to the CLSC, and the purchase and liquidation activities associated with various program loans, such as 504 and the Small Business Administration (SBA) Express Loans. The incumbent serves as Director of all personnel assigned to the CLSC; plans, develops, directs, coordinates, and evaluates the Portfolio Management program in the CLSC; reviews overall CLSC accomplishments; evaluates the CLSC in achieving desired goals and objectives, and whether plans are being carried out; analyzes problem areas, such as adverse trends, workload, backlogs, etc., and initiates appropriate action to correct those problems; reviews and compares the adequacy of centralized loan servicing and liquidation policies and procedures to determine suitability to the changing situations encountered; and makes necessary adjustments to maintain the efficiency and effectiveness of the office objectives and goals, and recommends policy changes to appropriate Agency officials, and reviews the staffing requirements of the CLSC, justifying additional staffing as required.

QUALIFICATION REQUIREMENTS: The following is an excerpt from the OPM Qualification Standards Handbook for General Schedule Positions. These standards are available in all Human Resources offices for review. Applicants must have one year of specialized experience which is in or directly related to the line of work of the position to be filled and which has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position. To be creditable, specialized experience must have been at least equivalent to the next lower grade level in the Federal service. Specialized experience includes: experience that demonstrated competence in agricultural, commercial, realty, or other types of loans, such as direct SBA Disaster and SBA Bank Guaranty Loans. Experience may have been gained in such work as reviewing and passing upon applications for agricultural, commercial, bank or

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mortgage loans; servicing a large national loan portfolio of a bank (or many banks) or other loan association; performing financial analysis of commercial concerns for investment purposes; appraising real estate to determine property valuation; or similar work. Time-in-grade requirements applies to applicants considered under merit promotion procedures. Applicants must meet time-in-grade requirements by the closing date of this announcement.

QUALITY RANKING FACTORS (QRFs) USED IN THE RATING PROCESS: Applications will be evaluated on each of the following QRFs. To receive full credit, applicants must submit a narrative description of their experience, education, training, etc. relative to each QRF. Be specific and limit responses to no more than one page per factor. If you are found qualified, this information will be heavily relied upon in the rating process. Please provide information in the following order:

1. Skill in directing, coordinating and managing a multi-faceted program or multi-divisional operation engaged in the delivery of services.
2. Knowledge of the full range of business management methods, practices and techniques, including financial management, organization/management.
3. Skill in establishing and maintaining effective relationships with high-level officials.
4. Ability to manage and supervise.
5. Skill in the implementation of one or more aspects of an Equal Employment Opportunity Program – Affirmative Action Program.
6. Skill in loan servicing collection activities.

APPLICATION REQUIREMENTS:

You may use any written format you choose to apply for this position. However, your application or resume must include all of the items listed in Optional Form (OF) 612, Optional Application for Federal Employment (available at <http://www.opm.gov/forms/html/of.htm#of612>). Only your application or resume will be used to determine if you meet the minimum qualifications for the job and the grade level(s) for which you are qualified. If your application or resume does not include the required information, you may lose consideration for the job. You should also submit:

- Supplemental statement addressing the quality ranking factors.
- If you are a current or former Federal employee, a copy of your most recent SF 50, Notification of Personnel Action.
- If you are a current or former Federal employee, a copy of your most recent performance appraisal.
- If you claim 5-point veteran preference, submit your DD Form 214, Certificate of Release or Discharge from Active Duty. If you claim 10-point veteran preference, submit a SF 15, Application for 10-Point Veteran Preference and proof required by that form. The SF 15 is available at <http://www.opm.gov/forms/html/sf/html>

Individuals who are current career or career-conditional employees in the Federal service or are eligible for reinstatement to the Federal service (check <http://www.usajobs.opm.gov/EI2.asp> to see if you are eligible) have competitive status and may be considered under both competitive examining and SBA's Merit Promotion and Placement Plan. Status applicants who wish to be considered under both procedures must submit two complete applications. When only one application is received from a status applicant, it will be considered under SBA's Merit Promotion and Placement Plan only.

Individuals who do not have competitive status and who are not eligible under a special appointing authority will be considered under competitive examining procedures only.

Veteran preference only applies to applicants applying under competitive examining procedures. Information about veteran preference is available at <http://www.usajobs.opm.gov/EI3>. The time-in-grade requirement only applies to current Federal employees applying under SBA's Merit Promotion and Placement Plan.

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

If you are applying for special selection priority under SBA's Career Transition Assistance Plan (open to surplus SBA employees only) or the Interagency Career Transition Assistance Program (see <http://www.opm.gov/ctap/html/egct.htm#ICTAP> for eligibility requirements), you must submit one of the following as proof of your eligibility: reduction-in-force (RIF) separation notice; Notification of Personnel Action (SF 50) showing separation by RIF or removal for declining a directed reassignment or transfer of function outside the local commuting area; certificate of expected separation or other notice that you are surplus employee or eligible for discontinued service retirement; notice from a Federal agency that your injury compensation has been or is being terminated and that it cannot place you; notice from the Office of Personnel Management terminating your disability annuity; or notice from the military or National Guard that you retired under 5 USC 8337(h) or 8456.

If you are eligible for special selection priority based on RIF, declining a directed reassignment or transfer of function outside the commuting area, retiring on the effective date of a RIF or retiring under the discontinued service retirement option, you must also submit a copy of a Notification of Personnel Action (SF 50) which shows the promotion potential of the career or career-conditional position from which you have been or will be separated and a copy of your last performance rating of record.

If you are applying for special selection priority under the Federal Employment Priority Consideration Program for Displaced Employees in the District of Columbia Department of Corrections or Interagency Career Transition Assistance for Displaced Panama Canal Zone Employees, you must submit a copy of your RIF separation notice.

To be found well-qualified for special selection priority by the Small Business Administration, you must meet the minimum qualification requirements for the position, including any selective factors and receive at least two-thirds of the total possible points for the quality ranking factors.

If you wish to be considered under a special appointing authority (e.g., disabled, Veterans Employment Opportunity Act, etc.) you must indicate on your application or resume the authority under which you are applying and include proof of your eligibility.

OTHER PERTINENT INFORMATION: Payment of Relocation Expenses Is Authorized.

IF SELECTED NON-STATUS APPLICANTS WILL BE REQUIRED TO SERVE A 1 YEAR PROBATIONARY PERIOD

THE PERSON SELECTED FOR THIS POSITION MAY HAVE TO SERVE A ONE YEAR SUPERVISORY PROBATIONARY PERIOD.

The U.S. Small Business Administration provides reasonable accommodation to job applicants and employees with disabilities unless the accommodation would impose an undue hardship on the Agency. If you need a reasonable accommodation for any part of the application or interview process, please contact Stacy Moseley, Human Resources Specialist, at 202-205-6793 (telephone), 202-481-5628 (fax), or Stacy.Moseley@sba.gov. If you are hearing impaired, you may call the Federal Information Relay Service at 1-800-877-8339 for assistance in contacting the person named above. Decisions for granting reasonable accommodations are made on a case-by-case basis.

If you are a male over age 18 who was born after December 31, 1959, you must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.

Your application contains information subject to the Privacy Act (P.L. 93-579, 5 USC 55A). The information is used to determine qualifications or employment, and is authorized under Title 5 of the United States Code Sections 3302 and 3361.

An employee selected from a competitive register must serve a one-year probationary period and may be terminated because work performance or conduct during this period fails to demonstrate fitness or qualifications for continued employment (5 CFR 315.804).

If selected, you will be required to provide documents proving that you are eligible to work in the U.S.

Any individual eligible for consideration under the Interagency Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

NOTE: Only applications received by the closing date of this announcement will be considered. Only material required by this announcement will be used to rate your application. Your application will **not** be returned to you.

HOW TO APPLY: APPLICANTS HAVE SEVERAL OPTIONS IN APPLYING FOR THIS POSITION:

1. Applicants are **strongly encouraged** to apply for this position by E-mail: stacy.moseley@sba.gov OR by Fax on 202-481-5628. Be sure to include your name and the vacancy announcement number of your correspondence. Illegible applications will not be considered, nor will you be contacted to submit another application.
2. You may mail your application to the following address: Small Business Administration, 409 Third Street SW, 5th Floor, Office of Human Capital Management, Washington, DC 20416, ATTN: Stacy Moseley (04H-719-SM). **All applications must be received by 5:00p.m. EST on the closing date in order to receive consideration.**
3. You may submit your application in person at the address above.

Personally delivered, e-mailed or faxed applications must be received by close of business on the closing date of the announcement. We are not responsible for errors in fax or e-mail, therefore, it is recommended that you call or email to verify that your application has been received on or prior to the closing date.

APPLICANTS WILL BE EVALUATED ON THE FOLLOWING:

If you meet the minimum qualification requirements, you will be evaluated on:

Quality Ranking Factors (all applicants)
Training completed in the last 5 years (for merit promotion only)
Awards received in the last 3 years (for merit promotion only)
Performance rating of record dated within 1 year of the vacancy announcement closing date (for merit promotion only)
Veteran preference (for competitive examining only)

All qualified applicants will receive appropriate consideration without regard to non-merit factors such as race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, political affiliation, or any other characteristics not bearing on job performance. For additional information or forms contact Stacy Moseley on (202) 205-6793. The Optional Application for Federal Employment (OF 612) is available at <http://www.opm.gov/forms/html/of.htm#of612>.

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