

UNITED STATES COURT OF APPEALS FOR THE FEDERAL CIRCUIT



POSITION VACANCY ANNOUNCEMENT

<u>Vacancy #:</u>	CAFC-23-04
<u>Posting Dates:</u>	Open until filled, with first consideration given to applications submitted no later than May 1, 2023.
<u>Position Title:</u>	Human Resources Coordinator
<u>Grade/Salary:</u>	CL 27 – 29 (\$62,852 – \$145,641) Salary determined by qualifications and experience as outlined below under "Required Qualifications." Promotion up to CL 29 may occur without further posting or competition.
<u>Position Location:</u>	U.S. Court of Appeals for the Federal Circuit 717 Madison Place, NW, Washington, DC 20439

About the Court

The United States Court of Appeals for the Federal Circuit (CAFC) is unique among the thirteen Circuit Courts of Appeal. It has nationwide jurisdiction in a variety of subject areas, including international trade, government contracts, patents, trademarks, certain money claims against the United States government, federal personnel, veterans' benefits, and public safety officers' benefits claims. For additional information about our court please [click here](#).

Position Overview

The United States Court of Appeals for the Federal Circuit is seeking candidates for a full-time Human Resources Coordinator. The Human Resources Coordinator will provide a full range of human resources services including recruitment, classification, payroll and benefits administration, employee relations, performance management, and implementation of national and local human resources policies and procedures. This position reports directly to the Assistant Circuit Executive for Human Resources.

Responsibilities of the Human Resources Coordinator may include but will not be limited to:

- **HR Policy and Advice** - Implement and administer human resources policies, procedures and standards. Provide information and guidance to judges, executives, senior staff, and staff on complex human resources matters, procedures, and practices. Provide employee relations counseling, as needed. Initiate, recommend, and assist with the development of strategies, tools, actions, policies, and procedures related to human resources. Identify, recommend, and implement progressive process improvement initiatives. Update and revise processes, policies and guidance to include and conform to required changes in judiciary HR regulations and systems. Research and analyze data, prepare comprehensive reports and presentations, and develop and implement programs and initiatives in furtherance of the mission and objectives.
- **Personnel and Payroll** - Perform duties related to benefits administration, classification, payroll, leave administration, personnel action processing, records maintenance, performance management, and employee relations. Monitor and ensure all personnel actions are processed in a timely and accurate manner. Develop and maintain electronic databases to track personnel

actions, including within-grade increase, promotions, appointments and separations. Maintain personnel, payroll, and recruitment records in accordance with judiciary guidelines. Ensure strict confidentiality and security of all personnel matters and records.

- Staffing and Recruitment - Develop strategic planning recommendations to identify existing and potential staffing scenarios. Provide advice to senior staff and judges on organizational structure and classification standards. Conduct recruitment and selection activities, which include preparing position descriptions and vacancy announcements, identifying and utilizing resources to obtain a diverse and representative applicant pool, screening candidates, administering employment tests, coordinating interviews, conducting background and reference checks, and managing the hiring processes and onboarding/orientation of new hires. Ensure that hiring and promotion practices comply with the local, judiciary, and federal policies and practices.
- Training - Develop, coordinate, and facilitate technical training for new and existing employees on a variety of human resources related automated systems. Draft manuals, handbooks, job aides and other related training materials.
- Leadership - Serve as the primary backup to the Assistant Circuit Executive for Human Resources and provide backup coverage, after-hours, emergency, and continuity of operations support, as needed.
- General Responsibilities – Communicate and respond to requests from judges, chambers staff, and management about human resources operations. Communicate clearly and effectively, both orally and in writing, to explain human resources concepts to individuals and groups with varying experience and backgrounds. Interact effectively with the public and staff, providing good customer service and resolving difficulties efficiently while complying with regulations, rules, and procedures. Facilitate, mediate, and negotiate complex and sensitive matters with judges, senior court staff, court management and staff, while maintaining confidentiality. Develop, implement, and maintain written procedures for assigned functions. Comply with the *Guide to Judiciary Policy*, applicable Administrative Office of the U.S. Courts' policies and procedures, internal controls guidelines, and all local policies and procedures. Abide by the Code of Conduct for Judicial Employees and court confidentiality requirements. Demonstrate sound ethics and good judgment. Display a careful and deliberate approach in handling confidential information in a variety of contexts.

Required Qualifications

Education

Candidates must possess a high school diploma or equivalent.

Specialized Experience

- **CL 27:** At a minimum, candidates must possess two years of specialized experience in at least two or more functional areas of human resources management and administration (classification, staffing, training, employee relations, etc.) that provided knowledge of the rules, regulations, terminology, etc. of the area of human resources administration.
- **CL 28:** At a minimum, candidates must possess three years of specialized experience in at least two or more functional areas of human resources management and administration (classification, staffing, training, employee relations, etc.) that provided knowledge of the rules, regulations, terminology, etc. of the area of human resources administration. At least one of the three years must have been gained in a human resources related position within the federal government.
- **CL 29:** At a minimum, candidates must possess four years of specialized experience in at least two or more functional areas of human resources management and administration (classification, staffing, training, employee relations, etc.) that provided knowledge of the rules, regulations, terminology, etc. of the area of human resources administration. At least two of the four years must have been gained in a human resources related position within the federal government. Additionally, the CL 29 classification will have one direct report and requires one year of supervisory or managerial experience.

Preferred Qualifications

A bachelor's degree from an accredited college or university, experience within the Federal Judiciary, and prior experience interacting with high-ranking government officials on a regular basis.

Required Competencies

- Ability to maintain strict confidentiality, demonstrate sound ethics and mature judgement, and handle sensitive materials.
- Ability to be flexible and adapt to unanticipated needs and problems and to manage multiple tasks and priorities, often with conflicting deadlines.
- Ability to think independently and work cooperatively in an office environment.
- Strong oral and written communications skills with acute attention to detail.
- Excellent interpersonal and customer service skills.
- Knowledge of and experience with SharePoint Online, Microsoft Office 365, and Adobe Acrobat.

Application Process and Information

To be considered application packages must include:

1. Cover letter of no more than two pages, wherein the applicant describes the knowledge, skills, abilities, and or experience that would make the candidate well qualified to fill this position.
2. Résumé outlining educational background, employment history, and other relevant information.
3. Completion of the online AO-78, Federal Judicial Branch Application for Employment.
4. Completion of online aptitude and personality tests.

Once you have the cover letter and résumé files (items 1 and 2 above) readily accessible in PDF format, follow the below link to submit your files and complete the online AO-78 and online tests (items 3 and 4 above): <https://www.ondemandassessment.com/link/index/JB-EHHFUHE58?u=1094091>.

Applicants who require an exception to the online application may contact Human Resources to request an alternate method using the following email: hr@cafc.uscourts.gov. NOTE: This email should only be used to request an exception to the online application process. Applications emailed to this email address will not be reviewed.

Benefits Information

The candidate selected for this position will be eligible for a generous federal employee benefits package which includes:

- Paid vacation and sick leave, paid parental leave, and 11 paid federal holidays per year.
- Optional participation in Federal Employees Health Benefits plans (health, dental and vision); Federal Employees Group Life Insurance; Flexible Benefits Program; Long-Term Care Insurance.
- Public transportation subsidy, on-site fitness center, Employee Assistance Program (EAP).
- Participation in the Federal Employees Retirement System (FERS). Optional participation in Thrift Savings Plan (up to 5% employer matched contributions).
- Public Service Loan Forgiveness program pursuant to the term of the ([PSLF](#)) program.

Additional Information

Only those applicants selected for an interview will be contacted. For in-person interviews, candidates must travel at their own expense. The court reserves the right to modify the conditions of this announcement, commence interviews immediately, withdraw the announcement, or fill the position at any time, any of which actions may occur without notice.

The position will report to downtown Washington, DC; however, periodic (non-full-time) telework may be available on an ad hoc basis and/or according to agency policy. Employees of the United States Court of Appeals for the Federal Circuit are excepted service appointments. Federal government civil service classifications or regulations do not apply. All offers of employment are provisional pending successful completion of a background check or investigation and a favorable employment suitability determination. This position is subject to Electronic Funds Transfer (EFT) for payroll deposit.

Must be a U.S. citizen or eligible to work in the United States. Non-citizens may be interviewed and considered for employment, but employment offers will only be made to individuals who qualify under one of the exceptions in 8 U.S.C. § 1324b(a)(3)(B). Under 8 U.S.C. § 1324b(a)(3)(B), a lawful permanent resident seeking citizenship may not apply for citizenship until he or she has been a permanent resident for at least five years (three years if seeking naturalization as a spouse of a citizen), at which point he or she must apply for citizenship within six months of becoming eligible, and must complete the process within two years of applying (unless there is a delay caused by the processors of the application). Non-citizens who have not been permanent residents for five years will be required to execute an affidavit that they intend to apply for citizenship when they become eligible to do so.

The U.S. Court of Appeals for the Federal Circuit is an Equal Opportunity Employer.