

UNITED STATES COURT OF APPEALS FOR THE FEDERAL CIRCUIT



POSITION VACANCY ANNOUNCEMENT

<u>Vacancy #:</u>	CAFC-23-10
<u>Posting Dates:</u>	Open until filled, with first consideration given to applications submitted no later than June 30, 2023.
<u>Position Title:</u>	Human Resources Specialist
<u>Grade/Salary:</u>	CL 25 – CL 27 (\$51,952 – \$102,201) Salary determined by qualifications and experience as outlined below under "Required Qualifications." Promotion up to CL 28 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 Specialist. The Human Resources Specialist will provide a full range of human resources services including recruitment, payroll and benefits administration, leave administration, and performance management. This position reports directly to the Assistant Circuit Executive for Human Resources.

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

- **Personnel Actions and Benefits** - Perform duties related to benefits administration, personnel action processing, and records maintenance. Serve as benefits coordinator, providing judges and employees with guidance and assistance with benefits policy interpretation and benefits election process. Ensure all personnel actions are processed in a timely and accurate manner. Develop and maintain electronic databases to track personnel actions, including 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.
- **HR Policy and Advice** - Implement and administer human resources policies, procedures and standards. Provide information to judges, executives, senior staff, and staff on human resources matters, procedures, and practices. Receive, manage, and organize general human resources inquiries, including mail, telephone calls, emails, employment verification requests and other human

resources related inquiries. Research and provide timely responses to inquiries in accordance with local, judiciary, and federal policies and practices.

- Staffing and Recruitment - Conduct recruitment and selection activities, which include assisting with the preparation of 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 aiding in 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.
- Leave Administration - Serve as the official leave administrator for the court. Advise judges, executives, senior staff and staff on leave administration matters. Monitor and process employee time and attendance records. Resolve complex leave related issues. Provide employees with training on and assistance with the automated leave tracking system. Develop and analyze a variety of leave related reports. Ensure that all leave transactions and records adhere to appropriate rules and regulations.
- Performance Management - Coordinate with judges, senior staff, and managers on the assessment and evaluation of staff performance throughout the year. Maintain a tracking system for employee evaluations and within-grade step increases.
- 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 25 (\$51,952 - \$84,465)**: Completion of a bachelor's degree from an accredited university with superior academic achievement.
- **CL 26 (\$57,222 - \$92,995)**: At a minimum, candidates must possess one year 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 27 (\$62,852 – \$102,201)**: 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.

**Superior academic achievement* is defined as:

- An overall “B” grade point average equating 2.90 or better of a possible 4.0;
- Standing in the upper third of the class;
- “3.5” average or better in a legal studies, paralegal studies, or similar major field of study that would prepare a candidate well to perform in this position; or
- Election to membership in Phi Beta Kappa, Sigma XI, or one of the National Honorary Scholastic Societies meeting the minimum requirements of the Association of College Honor Societies, other than Freshman Honor Societies.

Preferred Qualifications

A bachelor’s degree from an accredited college or university, experience within the Federal Judiciary, and prior experience in interacting with high-ranking government officials on a regular basis. Experience with NEOGov software is preferred.

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-8G4RJ8B3G?u=116354>

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. Applications submitted 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, 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.