

PROGRAM OFFERING
PSYCHOLOGIST, PROFESSIONAL SPECIALIST INTERN

Position Number: VA SER/PSI 06-01X

Closing Date: 11/24/06

The United States Postal Service (USPS) is seeking a talented individual who is looking for a career challenge, to participate in their Professional Specialist Intern (PSI) Program, located in the Selection, Evaluation and Recognition group of Human Resources at Postal headquarters in Washington, D.C. This two-year developmental program is designed to provide a comprehensive understanding of the realities of applying psychological research to practical human resource issues and concerns in a large and complex quasi-government agency with more than 700,000 employees. Through their work and assignments, interns have the opportunity to influence postal human resource practice and impact the lives of large numbers of employees. Developmental activities will include developing state of the art measurement tools and techniques for employee selection, performance evaluation and assessment of organizational climate, as well as the analysis and interpretation of large scale organizationally relevant data. Assignments will provide experience with corporate human resource functions at both headquarters and field units.

Selective Factors

Knowledge of:

- applied industrial/organizational psychology
- research design, methodology, statistics and statistical analysis packages (e.g., SPSS, SAS)
- job analysis methods and techniques
- test development procedures and measurement techniques

Ability to:

- communicate orally to participate in meetings and make presentations
- communicate in writing to prepare technical reports and informal communications

Eligibility

- At the time of appointment to the position, the individual selected must hold a Master's Degree or higher in Industrial/Organizational Psychology, Educational Psychology, or a related academic discipline from a graduate school accredited by a national or regional accreditation organization recognized and sanctioned by the U.S. Department of Education.
- Must be a U. S. citizen or a citizen of American Samoa or a territory owing allegiance to the United States, or have permanent resident alien status.
- The individual selected for the position must successfully pass a pre-employment drug screening to meet the U.S. Postal Service's requirement to be drug free.

The salary range is \$43,891 to \$72,393. Salary will be based on previous experience, salary history, and current postal pay policies. The individual selected will participate in a 24-month developmental program. After successful completion of the first year, the PSI will be promoted to an EAS-21. At completion of the two year program, target outplacement is a Psychologist, EAS-23, with a two-year commitment to work in Selection, Evaluation and Recognition. Professional Specialist Interns do not participate in the Pay for Performance Program. We offer excellent benefits including health and life insurance, retirement plan, savings/investment plan with employer contribution, flexible spending account, flextime scheduling of core work hours, annual and sick leave.

SPECIAL NOTE: USPS employees must only apply through the internal merit promotion process. Contact the HR office listed on this announcement for further guidance.

HOW TO APPLY

Applicants should complete PS Form 2591, Application for Employment, and submit a narrative statement of qualifications for each knowledge, skill, or ability (KSA) requirement stated on this vacancy announcement. PS Form 2591 can be found at <http://www.usps.com/forms/employforms.htm>. Submission of a resume is optional, but not required as part of the application. Applicants are encouraged to apply electronically to the email address below. If applying electronically, applications must be received at the electronic address by 11:59p.m. (Eastern Time) on the vacancy announcement closing date. For those applicants not able to apply electronically, applications may be mailed to the application mailing address and must be postmarked on or before the vacancy announcement closing date.

E-MAIL TO: HQrecruit.eapply@usps.gov

MAIL TO:

CENTRALIZED RECRUITMENT TEAM
CORPORATE PERSONNEL MANAGEMENT TEAM – VA SER/PSI 06-01X
P0 BOX 23776
WASHINGTON DC 20026-3776

IMPORTANT INFORMATION: Applicants claiming veterans' preference must attach a copy of member copy 4 (only) of Certificate of Release or Discharge from Active Duty (DD Form 214), or other proof of eligibility if claiming 10-point veterans' preference. The United States Postal Service is an equal opportunity employer. The United States Postal Service provides reasonable accommodation to qualified individuals with disabilities. If you need a reasonable accommodation for any part of the application, bidding, interview, and/or selection process, please contact the office identified on the vacancy announcement. The decision on granting reasonable accommodation will be on a case-by-case basis.