



# FMCS

# FEDERAL MEDIATION & CONCILIATION SERVICE

## MEDIATOR, GS-241-11/12/13

### MINIMUM QUALIFICATION REQUIREMENTS

**GS-13:** To be considered minimally qualified for the FMCS Mediator, GS-241-13 position; your resume **MUST** clearly reflect your full-time experience, utilizing the concepts and theories of collective bargaining, alternative dispute resolution, negotiation, and/or conflict resolution. This specialized experience **MUST** have been gained serving in one (or more) of the roles listed below, assisting parties in the interpretation or negotiation of collective bargaining (labor) agreements on matters such as wages, benefits, hours of work, and working conditions or the handling of workplace conflict resolution.

1. Chief/Lead Spokesperson (representing labor or management); or
2. Second Chair (representing labor or management); or
3. Benefits Expert (representing labor or management); or
4. Mediator; or
5. Consultant; or
6. Facilitator or Trainer

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**GS-12:** To be considered minimally qualified for the FMCS Mediator, GS-241-12 position; your resume must clearly reflect **two (2) years of full-time** experience utilizing the concepts and theories of collective bargaining, alternative dispute resolution, negotiation, and/or conflict resolution. This specialized experience **MUST** have been gained performing one or more of the tasks listed below:

1. Participating in the negotiation or mediation of labor agreements or assisting in the resolution of workplace conflict issues; or
2. Being in an organizational position that involves identifying and solving problems related to workplace relations and conflict resolution, drawing conclusions and recommending appropriate courses of action; or
3. Serving as a representative of labor or management in a corporation, company or labor organization; or
4. Working for a Federal, state or local government entity in a capacity that involves dealing with labor relations, collective bargaining, human resources, workplace conflict resolution, and/or the interpretation or application of labor laws and regulations; or
5. Providing consultation, teaching, training, making presentations, facilitating or leading groups on a variety of topics including age discrimination, EEO complaints, labor relations, human resources, alternative dispute resolution, conflict management, regulatory compliance, or regulatory negotiations; or
6. Adapting conflict management or ADR services for delivery within various technology platforms, such as telephonic, video and other online collaborative systems.

-OR-

**Education Substitution:** Master's or equivalent graduate degree in *Labor Relations, Industrial Relations, Alternative Dispute Resolution, Mediation, Conflict Management, Human Resources Development/Management, Organizational Studies/Management/Behavior, Negotiations, Employee Relations, Organizational Learning, Public Policy, or a related field.*

-OR-

**Combination of Education and Experience:** A combination of two (2) full years of education leading to a graduate degree in a field listed above AND one (1) year of full-time practical experience, internships, or other related specialized experience may be used to meet the qualification requirement.

**GS-11:** To be considered minimally qualified for the FMCS Mediator, GS-241-11 position; your resume must clearly reflect **one (1) year of full-time** experience utilizing the concepts and theories of collective bargaining, alternative dispute resolution, negotiation, and/or conflict resolution. This specialized experience **MUST** have been gained performing one or more of the tasks listed below:

1. Participating in the negotiation or mediation of labor agreements or assisting in the resolution of workplace conflict issues; or
2. Being in an organizational position that involves identifying and solving problems related to workplace relations and conflict resolution, drawing conclusions and recommending appropriate courses of action; or
3. Serving as a representative of labor or management in a corporation, company or labor organization; or
4. Working for a Federal, state or local government entity in a capacity that involves dealing with labor relations, collective bargaining, human resources, workplace conflict resolution, and/or the interpretation or application of labor laws and regulations; or
5. Providing consultation, teaching, training, making presentations, facilitating or leading groups on a variety of topics including age discrimination, EEO complaints, labor relations, human resources, alternative dispute resolution, conflict management, regulatory compliance, or regulatory negotiations; or
6. Adapting conflict management or ADR services for delivery within various technology platforms, such as telephonic, video and other online collaborative systems.

-OR-

**Education Substitution:** Undergraduate degree in *Labor Relations, Industrial Relations, Alternative Dispute Resolution, Mediation, Conflict Management, Human Resources Development/Management, Organizational Studies/Management/Behavior, Negotiations, Employee Relations, Organizational Learning, Public Policy or a related field.*

-OR-

**Combination of Education and Experience:** A combination of two (2) full years of education leading to an undergraduate degree in a field listed above AND one (1) year of full-time practical experience, internships, or other related specialized experience may be used to meet the qualification requirement.

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