Electronic Recruitment Application
APPLICANT USER GUIDE

Contents
Section I: Creating ERA Account ........................................................................................................... 2
Section II: Applying for Jobs ......................................................................................................................... 5
Section III: Managing ERA Account ............................................................................................................ 13
    A. Editing Application Material before Vacancy Close Date ................................................................. 13
    B. Updating Application Documents before Vacancy Close Date .......................................................... 18
    C. Resetting Password .............................................................................................................................. 20
    D. Updating ERA Account ....................................................................................................................... 22
Section I: Creating ERA Account

Step 1:
Click on your country’s seeker URL.

Step 2:
Option A: Click “Login” from the Currently Available Vacancies listing.
Option B:
1. Click on the hyperlinked Announcement Number that you’re interested in applying for, located next to the Position Title.
2. Click “Apply to this Vacancy” or “Email to a Friend.”

Step 3:
Click “Create an Account” from the Sign In Page.
Step 4:

1. Fill out Personal and Contact Information including First Name, Last Name, US Citizen status, Address, City/Town, Country, State/Province/Territory, Zip/Postal/ PIN Code, Telephone type, Telephone Number, and Email.
   - Use the "Previous" and "Next" buttons located at the bottom of each page to navigate.
   - Do NOT use the browser navigation buttons or refresh button, or you may lose important information.
   - All items marked with a red asterisk (*) are mandatory and require a response.
   - Note that each ERA account must have a unique email address. The system will not allow multiple applicant accounts to share an email address.

<table>
<thead>
<tr>
<th>Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>First Name</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Middle Name</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Last Name</strong></td>
<td></td>
</tr>
<tr>
<td><strong>US Citizen</strong></td>
<td>Yes/No</td>
</tr>
<tr>
<td><strong>Address 1</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Address 2</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Address 3</strong></td>
<td></td>
</tr>
<tr>
<td><strong>City/Town</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Country</strong></td>
<td>United States</td>
</tr>
<tr>
<td><strong>State/Province/Territory</strong></td>
<td>-- Please Select ---</td>
</tr>
<tr>
<td><strong>Zip/Postal/PIN Code</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Plus 4</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Telephone 1</strong></td>
<td>-- Select ---</td>
</tr>
<tr>
<td><strong>Telephone Number</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Extension</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Email</strong></td>
<td></td>
</tr>
</tbody>
</table>

Enter only ONE Internal E-mail Address (example: john_doe@company.com)
2. Enter and confirm password then select and answer three security questions.
   - Your password must have at least 12 characters and must include at least one letter (upper and lower case), one digit, one special character and no spaces.
   - Each security question selection must be unique.
   - Each security question answer must be unique.
   - Question answers must not begin and/or end with spaces.
   - Question answers are case sensitive.

3. Click “Next.”

   ![Password Entry](image)

   **Secret Question 1**
   - Please Select
   - Secret Answer

   **Secret Question 2**
   - Please Select
   - Secret Answer

   **Secret Question 3**
   - Please Select
   - Secret Answer

Step 5:
Receive confirmation that your account was created.
- Upon account creation you also will receive an email stating that your seeker account was created.
- Ensure to safeguard account email, password, and security questions/answers as you will be responsible for remembering this information in order to login to your ERA account.
Section II: Applying for Jobs

Step 1:
1. Sign in to your ERA account by providing email and password.
2. Click “Login.”

Step 2:
Click “Search for Jobs” from the Applications Dashboard.
Step 3:
1. Enter search terms (e.g., job title) on the Currently Available Vacancies Page.
   - Optionally, to narrow down your search, click “Show Filter” and select any dropdown options (i.e., Series, Salary, Location, Grade, and Service). Then click “Apply”.
2. Press the magnifying glass symbol to start your search.

Step 4:
Click on the hyperlinked Announcement Number that you’re interested in applying for located next to the Position Title.

Step 5:
Click “Apply to this Vacancy” after reviewing information on the Vacancy Details Page (e.g., Duties, Qualifications and Evaluations).
   - Optionally, click “View Eligibility Questions” and “View Vacancy Questions” to see what questions will be asked during the application.
Step 6:

1. Respond to the Eligibility Questions (or review your previous responses if you have already applied for a job using ERA).
2. Click “Next.”
   - Your responses to Eligibility questions will be saved by the system and will be retrieved once you apply for other vacancies using ERA.
   - Note that the system will not allow you to save incomplete response to the Eligibility Questions.
   - All items marked with a red asterisk (*) are mandatory and require a response. These include items 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, and 35.
     - Items 2, 5, 6, 7, 8, 13, and 35 have various follow-up questions if responded “Yes.”
     - If you are required to provide a typed response to a mandatory question that is not applicable to your situation, enter “Does not apply” or “Not applicable.”
     - You must complete the entire set of the mandatory Eligibility Questions in order to press “Next” (only then your responses will be saved by the system).

<table>
<thead>
<tr>
<th>Eligibility Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERSONAL INFORMATION</strong></td>
</tr>
<tr>
<td>1 Please list any other names used:</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>200 characters left (maximum 200)</td>
</tr>
<tr>
<td><strong>NOTE:</strong> Relative is a husband, wife, domestic partner, member of household, father, father-in-law, stepfather, mother, mother-in-law, stepmother, son, son-in-law, steppson, daughter, daughter-in-law, stepdaughter, brother, brother-in-law, half brother, sister, sister-in-law, half sister, uncle, aunt, first cousin, nephew, or niece.</td>
</tr>
<tr>
<td>2 Does your relative work in this Embassy or Consulate?</td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
<tr>
<td>3 Are you able to legally work in this country?</td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
<tr>
<td><strong>NOTE:</strong> U.S. Government does not sponsor work visas unless specified on the Vacancy Announcement.</td>
</tr>
<tr>
<td>4 If this job includes driving a U.S. Government vehicle, do you have a current and valid driver’s license?</td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
</tbody>
</table>

Important: All the information you provide may be verified by a review of the work experience and/or education as shown on your application form, by checking references and through other means, such as the interview process. Any exaggeration of your experience, false statements, or attempt to conceal information may be grounds for not hiring you, or for firing you after you begin work.
Step 7:

1. Provide/review information under Series, Grade, and Location sections.
   - Select “Yes” for the grade(s) that you’d like to apply in the Grade section. If not a single grade is selected, ERA will not allow you to proceed.
   - Check the box next to the location where you’d like to apply.

2. Click “Next.”
Step 8:

1. Respond to Vacancy Questions by selecting the responses that match your previous experiences.
2. Click “Next.”

**Vacancy Questions**

*Items marked with * are required.*

<table>
<thead>
<tr>
<th>All Grades Questions</th>
<th>1</th>
</tr>
</thead>
</table>

**1** Please indicate the types of activities you have performed in organizing high level events? (Check all that apply)
- Manage written communications through official channels
- Offer advice and suggestion for types of events and sites hosted by the organization
- Develop close relationships of mutual trust with the administrative staff and assistants of senior leaders with whom the organization regularly engages
- Lead the administration of the contact database of the organization
- None of the above.

**2** Please select the responses that describe your experience following official procedures for government or diplomatic events? (Check all that apply)
- Develop close relationships of mutual trust with the administrative staff and assistants of senior leaders with whom the organization regularly engages
- Lead the administration of the contact database of the organization
- Advise staff of an organization on formalities and courtesies they should observe when associating with foreign visitors
- Organize events that involve international relations
- Manage written communications through official channels
- None of the above.

**3** Which BEST describes your experience interacting with office visitors?
- I have had no interaction with office visitors
- I have had limited or occasional interaction with office visitors
- I have interacted with office visitors on a regular and frequent basis

**4** Select from the list below the type of requests for information that you have received: (Check all that apply)
- Procurement requests
- Information on office programs
- Appointment availability dates
- Relay messages
- Vendor requests

**Important:** All the information you provide may be verified by a review of the work experience and/or education as shown on your application form, by checking references and through other means, such as the interview process. Any exaggeration of your experience, false statements, or attempts to conceal information may be grounds for not hiring you or for firing you after you begin work.
Step 9:
1. Click “Upload from your computer” to attach documents to your application.
2. Select Document Type by using the dropdown.
3. Enter Document Description.
4. Click “Browse” and find the right file.
5. Click “Upload.”
   - Repeat 1 through 5 for every requested document, specified in the vacancy announcement.
   - Note that only one file may be uploaded per document type.
   - Uploading multiple documents to the same document type will result in previously uploaded versions to be replaced by the most recently uploaded file.
6. Click “Save and Continue.”
   - If one or more requested document types do not have an attachment, you will receive a “Missing Document?” pop-up window.
     - Click “Continue” if there are no additional documents to upload or click “Cancel” if you’d like to upload additional documents.
     - After uploading a document you may use it to apply to other vacancies by clicking “Reuse a Document.”
Step 10:

   - Scroll all the way down the page to review all of the information provided by you.
   - Click “Edit” and update any section as necessary (i.e., Personal Information, Series/Grade/Location, Eligibility Questions, Vacancy Questions, and/or Documents).
     - Click “Save” after updating Personal Information and Series/Grade/Location Sections and you will return to the Application Review and Submit Page.
     - Click “Save” after updating Eligibility Questions and you will return to the Vacancy Questions Section (Step 8). Then click “Next” at the bottom of each section until you return to the Application Review and Submit Page.
     - Click “Next” after updating the Vacancy Questions section and you will return to the Application Review and Submit Page.

2. Click “Submit Application.”
3. Receive confirmation that you have successfully submitted your application.
   - A confirmation window will appear automatically after clicking “Submit Application” in the previous step.

4. Click “View your Dashboard” to review your application status or “Return to Vacancy Listing” to continue applying for other vacancies.

Thank You! You have successfully submitted your application.

Note: You can modify your application at any time before the vacancy close date. Simply return to your dashboard, select the vacancy, and update your application.

What's Next?

- Download a copy of this application for your records.
- View the status of this application in your dashboard.
- Return to the vacancy listing page to search for more job opportunities.

VIEW YOUR DASHBOARD  RETURN TO VACANCY LISTING
Section III: Managing ERA Account

A. Editing Application Material before Vacancy Close Date

Step 1:

*Option A:* Click “Edit Application” next to the Announcement Number/Position Title of interest located on the Applications Dashboard.

*Option B:*

1. Click on the hyperlinked Announcement Number that you’re interested in editing, located under Currently Available Vacancies listing.
2. Click “Edit your Application” under Vacancies Details.
Step 2:

Click “Edit” next to the section that you’d like to change (i.e., Personal Information, Series/Grade/Location, Eligibility Questions, Vacancy Questions, and/or Documents).

### Application Review and Submit

Please review your information below and note that you have attached 0 document(s) to your application. Your application status will remain incomplete until you click SUBMIT APPLICATION.

<table>
<thead>
<tr>
<th>Personal Information</th>
<th>Series/Grade/Location</th>
<th>Eligibility Questions</th>
<th>Vacancy Questions</th>
<th>Documents</th>
<th>Resume</th>
</tr>
</thead>
</table>

#### Personal Information

- **Name:** JOHN DOE
- **Email:** jdoe@email.com
- **Vacancy Announcement:** 234556
- **Position Title:** Protocol Assistant (Protocol Assistant)

#### Series/Grade/Location

- **Series:** 0120
- **Grade:** 5
- **Location(s):** Boise, ID

#### Eligibility Questions

**PERSONAL INFORMATION**

1. Please list any other names used:
   - [ ] Not Answered

**NOTE:** Relative is a husband, wife, domestic partner, member of household, father, father-in-law, stepfather, mother, mother-in-law, stepmother, son, son-in-law, stepson, daughter, daughter-in-law, stepdaughter, brother, brother-in-law, half-brother, sister, sister-in-law, half-sister, uncle, aunt, first cousin, nephew, or niece.

2. **Does your relative work in this Embassy or Consulate?**
   - [ ] Yes
Step 3:

1. Update the chosen application section.
2. Click “Save,” “Next,” or “Finish” at the bottom of each page depending on which application section you’re updating.
   - Click “Save” after updating Personal Information and/or Series/Grade/Location Sections. Then you will arrive to the Application Review and Submit Page.
   - Click “Save” after updating Eligibility Questions and you will return to the Vacancy Questions Section. Then click “Next” at the bottom of each page until you return to the Application Review and Submit Page.
   - Click “Next” after updating the Vacancy Questions section and you will return to the Applicant Review and Submit Page.
   - Click “Finish” after updating the Documents section and you will return to the Applicant Review and Submit Page.

![Personal Information Form]

![Contact Information Form]
Step 4:

   - Scroll all the way down the page to review all of the information.
   - Click “Edit” and update any additional items if necessary. Then click “Save” or “Next” until you arrive at the Application Review and Submit Page.
2. Click “Submit Application.”
3. Receive confirmation that you have successfully re-submitted your application.
   - A confirmation window will appear automatically after clicking "Submit Application" in the previous step.
4. Click "View your Dashboard" to review your application status or "Return to Vacancy Listing" to continue applying for other DOS jobs.

**Thank You! You have successfully submitted your application.**

Notes: You can modify your application at any time before the vacancy close date. Simply return to your dashboard, select the vacancy, and update your application.

**What's Next?**

- Download a copy of this application for your records.
- View the status of this application in your dashboard.
- Return to the vacancy listing page to search for more job opportunities.
B. Updating Application Documents before Vacancy Close Date

Step 1:
Click “Update Documents” next to the Announcement Number/Position Title of interest located on the Applications Dashboard.

- Option B: Note that you may also update documents while editing Applications material by clicking “Edit” next to the Documents section of the Application Review and Submit Page (Step 2 – Editing Application Material before Vacancy Close Date).
Step 2:

1. Click “Upload from your computer.”
2. Select Document Type by using the dropdown.
3. Enter Document Description.
4. Click “Browse” and find the right file.
5. Click “Upload.”
   - Repeat 1 through 5 above for every additional document that you’d like to upload.
   - Uploading multiple documents to the same document type will result in previously uploaded versions to be replaced by the most recently uploaded file.
6. Click “Finish” and you will return to the Applications Dashboard.
   - If one or more requested documents types do not have an attachment, you will receive the “Missing Document?” notification window.
     - Click “Continue” if there are no additional documents to upload or click “Cancel” if you’d like to upload additional documents.
C. Resetting Password

**Step 1:**
Click “Forgot User ID or Password.”

![Sign In page](image)

**Step 2:**
1. Enter Email.
   - If you don’t remember the email address that was used to create your ERA account, you may need to create a different account, using a unique email address.
2. Click “Next.”

![Email step](image)

**Step 3:**
   - If you respond to one of your security questions incorrectly, you will receive an email stating that you entered an incorrect response.
   - If you don’t remember case sensitive response to one of your security questions, you will not be able to login to this account and may need to create a different ERA account, using a unique email address.
2. Click “Next.”

![Security Questions step](image)
Step 4:
1. Enter and verify new password that meets the specified requirements.
2. Click “Submit.”
   - After successfully changing your password, you will receive an email stating that your password has been updated. You will also return to the Sign In Page to enter your new password.
D. Updating ERA Account

Step 1:
Click “Your Name” from the Applications Dashboard.

Step 2:
1. Click “Edit” to update your Personal or Contact Information.
   - Click “Save” when finished.
2. Click “View my Resume” to review/update the Resume.
   - It is not necessary to enter resume information as part of the application process in most cases.
   - Click “Save” when finished.
3. Click “Change My Password” in order to update your current password.
   - Click “Save” when finished.
4. Click “Change my Security Questions” to update your current questions/answers.
   - Click “Save” when finished.