

3 FAM 2230

CATEGORIES OF FOREIGN SERVICE PERSONNEL

(TL:PER-475; 08-06-2003)
(Office of Origin: DIR)

3 FAM 2231 CHIEFS OF MISSION (FA)

(TL:PER-379; 01-11-2000)
(State Only)
(Applies to Foreign Service Personnel Only)

Chiefs of mission are:

(1) Principal officers appointed by the President, by and with the advice and consent of the Senate, to be in charge of a diplomatic mission of the United States or of a *U.S.* office abroad which is designated by the Secretary of State as diplomatic in nature (*see section 302(a)(1) of the Foreign Service Act of 1980 (Act)*); and

(2) Career members of the Service assigned by the President to serve as *chargé d'affaires* or otherwise as the head of a mission or as the *U.S.* office abroad which is designated by the Secretary as diplomatic in nature for such periods as the public interest may require (*see section 102 (a)(3) and 502(c) of the Act*).

3 FAM 2232 AMBASSADORS AND AMBASSADORS-AT-LARGE

(TL:PER-379; 01-11-2000)
(State Only)
(Applies to Foreign Service Personnel Only)

Ambassadors and *ambassadors-at-large* are appointed by the President, by and with the advice and consent of the Senate (*see section 302(a)(1) of the Act*). *Ambassadors who are chiefs of missions and ambassadors-at-large are compensated under 5 U.S.C. 5315, but ambassadors-at-large who do not serve as chiefs of mission are not.*

3 FAM 2233 SENIOR FOREIGN SERVICE (FE)

(TL:PER-379; 01-11-2000)

(State Only)

(Applies to Foreign Service Personnel Only)

a. Members of the Senior Foreign Service (FE) are the corps of senior leaders and experts for the management of the Service and the performance of its functions. Senior *career* members are appointed by the President, with the advice and consent of the Senate usually through the promotion of career members of the Foreign Service (see Section 302(a)(1) of the Act). Non-career and career candidate appointments are made by the Secretary and *are limited duration* (See sections 303 and 309 of the Act).

b. Career *ambassadors* (FE-CA)—In recognition of especially distinguished service over a sustained period, the President may, by and with the advice and consent of the Senate, confer the personal rank of *career ambassador* on a career member of the Senior Foreign Service (see Section 302(a)(2)(A) of the Act).

3 FAM 2234 THE FOREIGN SERVICE

3 FAM 2234.1 Career Members of the Foreign Service

(TL:PER-379; 01-11-2000)

(State Only)

(Applies to Foreign Service Personnel Only)

a. Foreign Service *officers* (FO) are *U.S.* citizens who hold career appointments and have general responsibility for carrying out the functions of the Service. Foreign Service officers are appointed by the President, by and with the advice and consent of the Senate (see section 302(a)(1) of the Act) after having served under a limited appointment as a career candidate (see section 306 of the Act).

b. Foreign Service *specialists* (FP) are *U.S.* citizens appointed by the Secretary under Section 303 of the Act. They provide special skills and services required for effective performance by the Service.

3 FAM 2234.2 Career Candidate Appointments

(TL:PER-379; 01-11-2000)

(State Only)

(Applies to Foreign Service Personnel Only)

a. Foreign Service *officer career candidates* (FP) are appointed by the Secretary under Section 303 of the Act and hold appointments of limited duration (*five years or less*). (See Section 309 of the Act.) They are appointed for a trial period of service as prescribed by the Secretary. During such trial period of service, the Secretary shall decide whether to recommend to the President that the candidate be given a career appointment (FO) under Section 302 of the Act.

b. Foreign Service *specialist career candidates* (FP) receive limited appointments (not to exceed *five years*) by the Secretary under Section 303 of the Act. They are appointed for a trial period of service as prescribed by the Secretary. During such trial period of service, the Secretary shall decide whether to offer a career appointment (FP) to the candidate under Section 303 of the Act.

3 FAM 2234.3 Foreign Service Specialist Non-Career Appointments (FP)

(TL:PER-379; 01-11-2000)

(State Only)

(Applies to Foreign Service Personnel Only)

Such appointments are made by the Secretary under Section 303 of the Act, for a limited duration (*five years or less*). A non-career appointment in the Service, which is limited by its terms to a period of *one year or less*, is a temporary appointment. For purposes of identification in the personnel process, non-career *appointments* are grouped as follows:

(1) FP *specialist non-career appointments* are made for a period of more than *one year* and not to exceed *five years*;

(2) Temporary *resident* (PIT) *appointments* are non-career appointments for a period not to exceed *one year*. These appointments are made *abroad*. These employees may not receive allowances except danger pay and compensatory time off when eligible (see Standardized Regulations);

(3) Temporary *appointment of U.S. (American) family members* (AFM) of U.S. Government personnel assigned abroad to certain designated Foreign Service *national* (FSN) positions are temporary appointments for a period not to exceed *one year*. These employees are not entitled to any of the allowances described in the Standardized Regulations (see 3 FAM 2210);

(4) Limited *resident appointments* are for more than *one* year and not to exceed *five* years. These appointments are made *abroad* to applicants already abroad who are unable to accept all the obligations of the worldwide career service, or who reside at a post abroad primarily for reasons other than their employment in the Foreign Service. In view of the limiting conditions of their *employment*, resident employees are not granted differentials and allowances (except post allowances), which are provided for worldwide personnel under the Standardized Regulations (see section 311 of the Act). Salaries (except for rates established under Section 407 of the Act for Foreign Service personnel abroad who perform routine duties) and post allowances are paid at the same rates as those established for worldwide personnel.

3 FAM 2235 FOREIGN SERVICE NATIONALS (FSN)

(TL:PER-379; 01-11-2000)
(State Only)
(Applies to Foreign Service Personnel Only)

Foreign Service *national* employees are foreign nationals appointed by the Secretary who provide clerical, administrative, technical, fiscal, and other support at Foreign Service posts abroad. See 3 FAM 7200 for further guidance on FSN employment.

3 FAM 2236 CONSULAR AGENTS (FC)

(TL:PER-475; 08-06-2003)
(State Only)
(Applies to Foreign Service Personnel Only)

Consular agents provide consular and related services as authorized by the Secretary at specified locations abroad. Consular agents, generally, are appointed by the Secretary under Section 303 of the Act. See 3 FAM 8900 for further guidance on appointments as Consular agent.

3 FAM 2237 THROUGH 2239 UNASSIGNED