

Hudspeth, who is from Corvallis, Oregon, has a degree in mathematics and, prior to joining the Foreign Service, ran his own business. He is married and has five adult children. He was almost 45 when he joined the State Department in 1992; his first assignment was to the newly opened embassy in Almaty, Kazakhstan. Other postings include Montevideo, Uruguay; Kyiv, Ukraine; Shenyang and then Beijing, China (following one year of language training in Washington, D.C., and one year in Taiwan). Astana will be Bruce's last Foreign Service posting: he faces mandatory retirement at age 65.



**Hudspeth against a classic Astana background, including President Narsultan Nazarbayev's palace.**

## ENTRY-LEVEL OFFICER

**Carolyn Dubrovsky** ■ Embassy Kathmandu, Nepal



**Carolyn Dubrovsky at work in the Kathmandu consular section.**

Before heading to their first assignments, all entry-level officers go through orientation training, called the A-100 course. There they are introduced to the vast array of issues they will face as representatives of their government abroad. Entry-level officers (ELO) serve in assignments that are no longer than two years, and are eligible for tenure after 36 months of service, which usually occurs during the second tour.

Entry-level officers, who previously were called junior officers, are most often assigned to consular positions for their first, and sometimes second, tour. They are required to serve in a consular position for at least one year before tenure. However, these early years also enable officers to pursue a wide variety of opportunities in the embassy. They act as control officers during high-level visits, set up and speak at outreach events, and support and attend representational events at the ambassador's residence and elsewhere. ELOs often have a chance to do an exchange with colleagues in other sections of the embassy or even at other U.S. posts in the region.

Carolyn Dubrovsky manages the Refugee and Asylum Follow-to-Join Unit in Embassy Kathmandu’s consular section that handles what Dubrovsky calls “a regular but not overwhelming” nonimmigrant visa caseload. Each of four units is run by an ELO, supervised by the deputy consul and the consular chief, and supported by 14 local staff and three American consular assistants.



Embassy Kathmandu is a medium-sized embassy in South Asia with about 50 direct-hire Americans and 450 Locally Employed Staff. Prior to her arrival in Nepal, Dubrovsky was given eight months of Tibetan language training (most ELOs do not get more than six months of language training before their first posting). She already spoke Nepali, having spent two years in Nepal as a student. Because so many Tibetans reside in Nepal, the addition of Tibetan language made Dubrovsky an even more valuable resource for the embassy.

Dubrovsky and her colleagues regularly handle issues affecting U.S. citizens in Nepal, and they have to be ready to help any U.S. citizen in need at any time, day or night. “This is our primary function,” says Dubrovsky. “It may be something as simple as putting extra pages in a passport or, in the most serious cases, helping a family cope with the death of a loved one overseas.”

Dubrovsky manages visa cases for the family members of people who have claimed asylum or been resettled in the United States as refugees, many of whom are Bhutanese or Tibetan. She is responsible for making sure that qualified applicants are reunited with their families in the United States as quickly as possible. These

---

*“Sometimes the most unexpected assignments and responsibilities turn out to be the best.”*

---

cases can involve complicated issues of relationship, identity, or nationality fraud, but must be handled with extreme sensitivity, given the precarious circumstances in which many of these individuals reside in Nepal. She and her

colleagues work closely with the Department of Homeland Security, international nongovernmental organizations, and the regional refugee coordinator at post.

“Consular officers have varied and interesting work,” Dubrovsky says, “and need to employ a broad range of skills to be effective.” She cites customer service skills, knowledge of visa law and local law, and a deep understanding of cultural, economic, and political contexts of the country as important keys to success. Each ELO in the consular section manages a unit, and they all face a range of issues every day. Consular officers in Kathmandu start their mornings with nonimmigrant



**Dubrovsky conducts an interview with a visa applicant.**

(visitor) visa interviews. In the afternoon, they work on immigrant visa cases and provide American Citizen Services, as well as work on special projects. They visit local jails, hospitals, and orphanages, and engage in regular outreach programs that may involve giving a presentation on student visas or doing an interview with a local radio station.

When working on visa cases in Kathmandu, the most common issues are document fraud and misrepresentation. Consular officers are the first line of defense in recognizing such misrepresentation and making efforts to stop it, thus protecting U.S. interests.

Dubrovsky's arrival in Nepal coincided with a doubling of the workload for her unit. With the help of local staff, the unit was able to revise and streamline the processing of cases, decreasing processing times and resolving a backlog of older complicated cases. The effort was aimed at reuniting families, but also served as a valuable experience in managing cross-cultural barriers and using resources efficiently.

Dubrovsky, 28, joined the Foreign Service in 2007 as a political officer. She has a B.A. in biology from Smith College and master's degrees in international relations and public administration from the Maxwell School of Citizenship and Public Affairs at Syracuse University. She worked as a contractor for the Defense Department for a year before joining the State Department. She is married to another entry-level officer, Konstantin Dubrovsky. "Be prepared to go wherever the Foreign Service needs you," Carolyn advises those considering a Foreign Service career. "Be realistic and keep an open mind. Sometimes the most unexpected assignments and responsibilities turn out to be the best."

## OFFICE MANAGEMENT SPECIALIST

**Elizabeth Babroski** ■ U.S. Mission to the OSCE, Vienna, Austria

The Organization for Security and Cooperation in Europe (OSCE) is a major forum for the 56 participating member-states to work together on issues of peace, security, and human rights in Europe and Central Asia. A legacy of the historic 1975 Helsinki Accords, it is the only fully inclusive trans-Atlantic, European, and Eurasian political organization. Over more than 30 years, commitments to democracy, rule