



SOLICITATION NUMBER: 72C0T122R00044

ISSUANCE DATE: July 27, 2022

CLOSING DATE AND TIME: August 26, 2022, 1:00 PM Eastern Standard Time

SUBJECT: Solicitation for U.S. Personal Service Contractor (USPSC)

Dear Prospective Offerors:

The United States Government (USG), represented by the U.S. Agency for International Development (USAID), is seeking offers from qualified U.S. citizens to provide personal services as Country Representative/Senior Country Representative - Sudan (GS-14/15)(Tandem) under a personal services contract, as described in the attached solicitation.

Submittals must be in accordance with the attached information at the place and time specified. Offerors interested in applying for this position **MUST** submit the following materials:

1. Complete resume. In order to fully evaluate your offer, your resume must include:
 - (a) Paid and non-paid experience, job title, location(s), dates held (month/year), and hours worked per week for each position. Dates (month/year) and locations for all overseas field experience must also be detailed. **Any experience that does not include dates (month/year), locations, and hours per week will not be counted towards meeting the solicitation requirements.**
 - (b) Specific duties performed that fully detail the level and complexity of the work.
 - (c) Names and contact information (phone and email) of your current and/or previous supervisor(s).
 - (d) Education and any other qualifications including job-related training courses, job-related skills, or job-related honors, awards or accomplishments.
 - (e) U.S. Citizenship.

Note: Your resume should contain explicit information to make a valid determination that you fully meet the experience requirements as stated in this solicitation for each grade level(s) for which you are applying. Offerors must specify in their offer materials whether they would like to be considered for the GS-14 or GS-15. Offerors who would like to be considered for both the GS-14 and GS-15 positions should submit separate offers specifying which grade level in the submission. Offerors will only be considered for the grade level specified in the submission. The offeror will be considered for the lower grade level if the offeror does not specify the grade level in the submission. Offerors who are unsure of which grade level they meet the minimum qualifications for should submit separate offers for the GS-14 and the GS-15 positions. This information should be clearly identified in your resume.

Failure to provide explicit information to determine your qualifications for the position will result in loss of full consideration.

2. Supplemental document specifically addressing:

Each of the three (3) Evaluation Factors shown in the solicitation. Responses must be limited to 500 words per factor. Any additional words above the limit will neither be read nor scored.

NOTE: The Evaluation Factors are worth 70 out of 100 points. Offerors are required to address each of the Evaluation Factors in a separate document describing specifically and accurately what experience, training, education and/or awards they have received that are relevant to each factor.

3. **USPSC Offeror Information for Personal Services Contracts form AID 309-2.** Offerors are required to complete and sign the form. **Due to COVID-19 and limited access to equipment, we are currently accepting electronic and typed signatures on the AID 309-2 form.**

Additional documents submitted will not be accepted. Incomplete or late offers will not be considered. Your complete resume and the AID 309-2 form must be mailed or emailed to OTIjobs@usaid.gov

Offerors can expect to receive a confirmation email when offer materials have been received. Offerors should retain for their records copies of all enclosures which accompany their offers. This solicitation in no way obligates USAID to award a PSC contract, nor does it commit USAID to pay any cost incurred in the preparation and submission of the offer.

Offeror resources are available at www.otijobs.net/guidance-for-applying. Any questions on this solicitation may be directed to:

OTI Recruitment Team
E-Mail Address: OTIjobs@usaid.gov
Website: www.OTIjobs.net

Sincerely,

Jaclyn Humphrey
Acting Supervisory Contracting Officer

I. GENERAL INFORMATION

1. SOLICITATION NO.: 72C0T122R00044

2. ISSUANCE DATE: July 27, 2022

3. CLOSING DATE AND TIME FOR RECEIPT OF OFFERS: August 26, 2022, 1:00 pm Eastern Time

4. POINT OF CONTACT: OTI Recruitment Team, Email at OTIjobs@usaid.gov.

5. POSITION TITLE: Country Representative/Senior Country Representative

6. MARKET VALUE: This position has been designated as a “tandem” position that, depending on the qualifications of the offeror, can be filled at either the GS-14 equivalent level, non-locality pay (\$95,973 - \$124,764 per annum) or GS-15 (\$112,890 - 146,757 per annum) equivalent level, non-locality pay. Final compensation will be negotiated within the GS-14 or GS-15 levels based upon the selectee’s history, qualifications, previous relevant experience and work history, and educational background as reported on AID-309-2. For selectees whose salary has been established on a Federal pay scale (i.e. General Schedule) or its equivalent, the base salary (not including locality pay) of their grade/step will be the basis of the salary negotiation. **Salaries over and above the pay range will not be entertained or negotiated.**

The title of the position at the GS-14 level will be “Country Representative – Sudan.” The title of the position at the GS-15 level will be “Senior Country Representative – Sudan.”

Note: Offerors who submit an offer for the GS-15 grade level, but do not meet the minimum qualifications as outlined in this solicitation and as reviewed by the Technical Evaluation Committee, will not be considered for the GS-14 position if they have not submitted a separate offer for each. Similarly, offerors who apply for the GS-14 position even though they might meet the minimum qualifications for the GS-15 position will not be considered for the higher graded positions if they have not submitted a separate offer for each. Offerors who are unsure of which grade level they meet the minimum qualifications for should submit separate offers for the GS-14 and GS-15 positions.

7. PERIOD OF PERFORMANCE: One (1) year, with four (4) one-year option periods

START DATE: Within 45 days of receiving notification that required security and medical clearance have been obtained.

8. PLACE OF PERFORMANCE: Sudan

9. ELIGIBLE OFFERORS: United States Citizens

10. SECURITY LEVEL REQUIRED: SECRET

11. STATEMENT OF DUTIES

POSITION DESCRIPTION

BACKGROUND

USAID's Office of Transition Initiatives (OTI) is seeking highly motivated, highly qualified individuals who want the opportunity to help support rapid international transition programs for priority conflict-prone countries. Created in 1994 as a distinct operating unit within USAID, OTI helps local partners advance peace and democracy in politically-transitioning countries. In support of U.S. foreign policy, OTI seizes emerging windows of opportunity in the political landscape to promote stability, peace, and democracy by catalyzing local initiatives through adaptive and agile programming.

Countries experiencing a significant political transition in the midst of a disaster or emerging from civil conflict have unique needs that cannot be fully addressed by traditional disaster relief. Timely and effective assistance to promote and consolidate peaceful, democratic advances can make the difference between a successful or a failed transition. OTI assists in securing peace by aiding indigenous, mostly non-governmental, civil society and media organizations. OTI uses such mechanisms as support for re-integration of ex-combatants into civilian society; development of initiatives to promote national reconciliation; identification of quick-impact community self-help projects to meet urgent economic needs; and aid to independent media outlets and community-based organizations to help promote informed debate and broaden public participation.

To respond quickly and effectively and meet its program objectives and mandate OTI retains a group of high level professionals and experts under U.S. Personal Services Contracts (USPSCs). These knowledgeable and skilled professionals make up the vast majority of the OTI work force and are at its forefront implementing and achieving the office's programmatic goals and objectives. There are several benefits that USPSCs may participate in, such as partial reimbursement for health and life insurance costs, as well as full coverage of workers' compensation, among other benefits. For more complete information on USPSC benefits, please see Section VI of this solicitation.

OTI's Core Values:

Agility

OTI addresses complex political problems through context analysis, experimentation, and strategic resource use. Applying an adaptive mindset in Washington and the field accelerates timely positive change.

Political

OTI seeks to understand how power is created, traded, and facilitated, requiring that we acknowledge our privilege and the limits of our power. This understanding helps us act on power dynamics and harness them for transformation.

Accountability

OTI exhibits a sense of ownership and integrity in the work we do, and holds a sense of responsibility to each other, the local partners we engage, the policies and programs we advance with our implementing partners, and the taxpayer.

Curiosity

OTI's mission demands learning and adaptation. Our relentless curiosity drives us to wonder about people, problems, and possibilities. We question the status quo, seek to understand amid uncertainty, and treat mistakes as a compass pointing us toward more effective approaches.

Diversity & Inclusion

OTI's ability to achieve its mission and live out its values is propelled by our collective responsibility to create a sense of belonging for all in our work environment. OTI values the diversity of each others' authentic selves, building a foundation of trust and respect.

Courage

OTI embraces our engagements with one another, our stakeholders, and our programs with intentionality and optimism. Achieving our mission requires that we take risks and tackle difficult conversations and decisions. A courageous OTI is a force for positive change.

OTI's DEIA Vision Statement: OTI is a collaborative environment that represents the global community at all levels of our organization. Uniting diverse backgrounds and experiences, we value individual expertise to advance peace and democracy around the world.

Values and associated behaviors that will enable this vision are:

Trust

- Model open communication, active listening and candor.
- Believe others when they share their experiences.

Respect

- A respectful attitude should be shown to everyone.

- Allow for others to express complete opinion/thoughts without interruption, while recognizing that there are other perspectives and lived experiences.

Belonging (Accessibility)

- Serve as an ally to those who feel excluded (professionally, socially, personally, etc.).
- Promote togetherness and acceptance through equitable behavior.

Empathy

- Listen to understand, create space to be real/feel.
- Remind yourself to be conscious of how others may feel or receive your words

Self-awareness/accountability

- Supervisors hold their peers to account on their expectations and behaviors.
- Seek regular, constructive feedback to understand how your words and actions affect and influence others, and how they are being perceived and interpreted.
- Acknowledge unconscious bias and be willing to learn and change behavior when confronted/corrected.

For more information about OTI and its country programs please see:

<https://www.usaid.gov/stabilization-and-transitions>

INTRODUCTION

The Country Representative/Senior Country Representative is a member of the Bureau of Conflict Prevention and Stabilization (CPS) Office of Transition Initiatives (OTI) Southern and Eastern Regional Team, reports to the OTI Regional Team Lead or their designee, and is based in Khartoum, Sudan. The incumbent may be required to travel regionally as necessary. The Country Representative/Senior Country Representative principal responsibility will be development, oversight and management of CPS/OTI's Sudan country program. The incumbent will be called upon to represent OTI's mission and programs to senior-level government officials, in-country visitors, senior officials from other international organizations, bilateral donors and local government officials.

The OTI Sudan program supports the larger objectives of the U.S. Government to support a more stable, unified, and democratic Sudan. In close coordination with State Department representatives and other USG actors, OTI's rapid and targeted program addresses emerging issues and empowers local partners such as local and national government offices, non-governmental organizations, civil society groups, and media outlets to leverage timely and locally driven activities that increase credibility and confidence in national and local governance.

CORE FUNCTIONAL AREAS OF RESPONSIBILITY

DUTIES AND RESPONSIBILITIES

The work of the Country Representative/Senior Country Representative requires teamwork, the exercise of discretion, judgment, and personal responsibility. As a member of a highly operational office, you are willing and able to perform a wide range of administrative functions to help ensure programmatic success. You have a high level of integrity and attention to detail to ensure the use of OTI systems and procedures to maintain effective and efficient management of funds, programming, and monitoring and evaluation. You are highly flexible and willing to work under conditions of ongoing change, and remain professional and respectful of colleagues and authority in a diverse workforce. You place a premium on the building of positive relationships with your respective team in Washington, D.C., colleagues in the field, and with key stakeholders both in and outside of USAID. You are able to prioritize and complete tasks without follow-up by the supervisor, while also filling in gaps as needed to ensure the responsiveness of the team. You are a strategic thinker, articulates innovative ideas, presents solutions, and are a positive role model for colleagues both in and outside of OTI. You are also committed to upholding USAID/OTI's Diversity, Equity, Inclusion, and Accessibility's (DEIA) Vision and Values as outlined in the background.

Under the direct supervision of the Washington-based CPS/OTI Regional Team Leader for Sudan or their designee, you will perform the following duties:

At the GS-14 Country Representative level:

Note: Duties and responsibilities are listed in order of importance for this position

- Manage a high-profile program in a dynamic environment and provide strategic, programmatic, and operational guidance to OTI's implementing partners (contractors and/or grantees) while leveraging critical local staff input, and the partner's role in strategy co-creation, to ensure that activities are contributing to OTI's program objectives;
- Conceptualize and design program strategies and objectives in close coordination with OTI staff in Washington and in the Field, the Embassy, Host Country Government, implementing partner staff and local civil society actors based on political and context analysis and U.S. Government policy; Initiate strategy reviews as needed in line with changes in context and policy;
- Analyze, synthesize and report on current political developments, security concerns, and other pertinent information required to achieve OTI's program objectives; Monitor local and regional political developments and regularly brief OTI and partner staff on their potential programmatic impact;

- Responsible for managing program effectiveness; ensuring strategic accountability; setting realistic intended program results and program achievements by utilizing OTI's programming principles and processes and regularly engaging with the resources available to support and measure program effectiveness;
- Articulate program strategy, as well as communicate and coordinate OTI's in-country activities between OTI and its implementing partners, USAID, the Embassy and other donor organizations; prepare and disseminate programmatic, financial and periodic reports to the USAID Mission, OTI/Washington and other organizations as appropriate;
- Serve as OTI's primary liaison with USAID Mission personnel, U.S. Embassy staff, Host-Country Government Officials, UN Organizations, Indigenous and International Non-Governmental Organizations (NGOs), and other stakeholder organizations. Develop and maintain collaborative relationships to ensure close coordination at the field level, identify the widest range of potential local partners and opportunities, and achieve maximum synergy with other programs;
- Build, lead, supervise, and motivate a team composed of USPSCs and a significant number of implementing partner staff in Sudan. In close coordination with the Implementing Partner, continuously review and design staffing plans to meet overall program objectives; Recruit, train, supervise, and evaluate the performance of in-country OTI staff. Maintain staff morale in a difficult security and work environment;
- Provide recommendations to the Washington-based Contracting Officer Representative (COR) and/or the Regional Team Leader on implementing partner performance, budgets, contract modifications, among other partner related issues;
- Provide USAID concurrence on all implementing partner activities, including final approval of grantees for grants under contract, in accordance with the USAID's Automated Directives System (ADS);
- Ensure the use of OTI systems and procedures to maintain effective and efficient management of funds and programming;
- Ensure that OTI's programs and activities are monitored and evaluated and that lessons learned are applied to ongoing or future activities;
- Prepare operational plans in collaboration with the U.S. Embassy, including logistics and property use guidelines, closeout and hand-over, security procedures, and contingency and evacuation plans; Review and concur on OTI program budgets for field operations;
- Ensure that all OTI field staff adhere to in-country security guidelines set by the U.S. Embassy Regional Security Officer and other organizations such as the United Nations or host government, as appropriate; Coordinate closely with Implementing Partner senior management to provide relevant security related information from the Embassy;

- Travel within the country/region to monitor and assess political conditions, and implementing partner operational platforms, meet with potential grantees, senior host-country government and other program counterparts, and develop recommendations to respond to evolving dynamics; and,
- Serve on temporary details within OTI, other USAID bureaus/offices, or other U.S. Government (USG) agencies under this scope of work for a period not to exceed six (6) months. Duties performed while on detail must be directly related to the scope of work. Contracting Officer (CO) approval is required for the temporary detail. Any extension past the six (6) months requires CO approval.

At the GS-15 Senior Country Representative level:

Note: Duties and responsibilities are listed in order of importance for this position

- Manage a high-profile program in a dynamic environment and provide programmatic, operational, and strategic guidance to OTI's implementing partners (contractors and/or grantees) while leveraging critical local staff input, and the partner's role in strategy co-creation, to ensure that activities are contributing to OTI's program objectives. Effectively respond to and manage the scrutiny of a large program that is a top US foreign policy and/or OTI priority;
- Based on a mastery of political analysis and US Government policy, conceptualize and design program strategies and objectives in close coordination with OTI staff in Washington and in the Field, the Embassy, Host Country Government, implementing partner staff and local civil society actors based on political and context analysis and U.S. Government policy; initiate strategy reviews as needed in line with changes in context and policy. Demonstrate through leadership on political transition, conflict and stabilization by inputting to policy as it relates to OTI programs;
- Analyze, synthesize and report on current political developments, security concerns, and other pertinent information required to achieve OTI's program objectives; Monitor local and regional political developments and regularly brief OTI and partner staff on their potential programmatic impact; Keep abreast of new thinking and trends related to political transition, conflict and stabilization approaches and lessons learned; Identify implications of political and context analysis beyond OTI programs;
- Responsible for managing program effectiveness; ensuring strategic accountability; working to achieve program results and achievements by utilizing OTI's programming principles and regularly engaging with the resources available to support and measure program effectiveness; Stay abreast of innovations in the OTI model/approach and support application of innovation to own country program and elevates best practices/approaches/notable results for office and CPS bureau-wide learning;

- Articulate program strategy, as well as communicate and coordinate OTI's in-country activities between OTI and its implementing partners, USAID, the Embassy and other donor organizations; prepare and disseminate programmatic, financial and periodic reports to the USAID Mission, OTI/Washington and other organizations as appropriate; Effectively respond to and manage scrutiny of large and/or high profile OTI and USG program;
- Serve as OTI's primary liaison with USAID Mission personnel, U.S. Embassy staff, Host-Country Government Officials, UN Agencies, Indigenous and International Non-Governmental Organizations (NGOs), and other pertinent organizations. Develop and maintain collaborative relationships to ensure close coordination at the field level, identify the widest range of potential local partners and opportunities, and achieve maximum synergy with other programs;
- Expertly build, lead, supervise, and motivate a team comprised of multiple USPSCs and a significant number of implementing partner staff in Sudan. Continuously review and design staffing plans to meet overall program objectives as well as recruit, train, supervise, and evaluate the performance of in-country OTI staff. Maintain staff morale in a difficult security and work environment;
- Provide recommendations to the Washington-based Contracting Officer Representative (COR) and/or the Regional Team Leader on implementing partner performance, budgets, contract modifications, among other partner related issues;
- Provide USAID concurrence on all implementing partner activities, including final approval of grantees for grants under contract, in accordance with the USAID's Automated Directives System (ADS);
- Ensure the use of OTI systems and procedures to maintain effective and efficient management of funds and programming;
- Ensure that OTI's programs and activities are monitored and evaluated and that lessons learned are applied to ongoing or future activities;
- Prepare operational plans in collaboration with the U.S. Embassy, including logistics and property use guidelines, closeout and hand-over, security procedures, and contingency and evacuation plans; Review and concur on OTI program budgets for field operations;
- Ensure that all OTI field staff adhere to in-country security guidelines set by the U.S. Embassy Regional Security Officer and other organizations such as the United Nations or host government, as appropriate; Coordinate closely with Implementing Partner senior management to provide relevant security related information from the Embassy ensure all partner field staff are following similar protocols;

- Travel within the country/region to monitor and assess political conditions and implementing partner operational platforms, meet with potential grantees, senior host-country government and other program counterparts, and develop recommendations in response to evolving dynamics; and,
- Serve on temporary details within OTI, other USAID bureaus/offices, or other U.S. Government (USG) agencies under this scope of work for a period not to exceed six (6) months. Duties performed while on detail must be directly related to the scope of work. Contracting Officer (CO) approval is required for the temporary detail. Any extension past the six (6) months requires CO approval.

SUPERVISORY RELATIONSHIP:

The Country Representative/Senior Country Representative – Sudan will report to OTI’s Washington-based Team Leader for the Southern and Eastern Africa Regional Team or their designee. The Senior Country Representative is expected to take initiative, act independently, and manage their tasks with minimal supervision. Though this is a senior field-based position, the incumbent is expected to actively and proactively collaborate with OTI/Washington leadership, and to fully utilize, embrace, and become an expert on OTI systems and processes. Failure to adequately perform the scope of work above and/or failure to take direction from the supervisor may result in corrective actions, including denial of step or grade increases, extension of contract probationary periods, performance improvement plans, and/or termination for the non-performance of USAID/OTI.

SUPERVISORY CONTROLS:

At the GS-14 level, the supervisor provides administrative direction in terms of broadly defined missions or functions. The incumbent independently plans, designs and carries out projects, studies, and programs. Results of the work are considered technically authoritative. There is no higher level official technically responsible for administering the program/project.

At the GS-15 level, the supervisor provides administrative direction in terms of broadly defined missions or functions. The incumbent independently plans, designs and carries out projects, studies, and programs. Results of the work are considered technically authoritative. There is no higher level official technically responsible for administering the program/project.

12. PHYSICAL DEMANDS

The work is generally sedentary and does not pose undue physical demands. During site visits in Sudan, there may be some additional physical exertion including long periods of standing, walking over rough terrain, or carrying of moderately heavy items (less than 50 pounds).

13. WORK ENVIRONMENT:

While at post, the work is generally performed in an office environment. However, the position also requires travel throughout the region, which may additionally involve special safety and/or security precautions, wearing of protective equipment, and exposure to severe weather conditions.

II. MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION

(Determines basic eligibility for the position. Offerors who do not meet all of the education and experience factors are considered NOT qualified for the position. See detailed instructions for demonstrating Education/Experience under “Submitting an Offer”)

The USAID Office of Transition Initiatives Country Representative/Senior Country Representative is a senior-level position requiring supervisory management experience, the ability to serve as an effective liaison with a wide array of individuals and institutions and having in-depth knowledge of international relations in general and of the sub-region in particular. Familiarity with a wide range of issues is necessary, including, but not limited to, community development, economic development, stabilization, mediation/arbitration, conflict resolution, democracy/governance, human rights, and countering extremism. Excellent interpersonal, presentation and negotiation skills are necessary. Experience in contract/grant management is required. Prior work experience and/or managing program operations in civil conflicts are preferred.

The successful offeror will possess excellent political analysis and reporting skills and the ability to operate with a high degree of autonomy, responsibility and authority in a highly stressful operating contexts while exercising sound judgment in politically charged and challenging security environments. It is also essential that the incumbent demonstrate the ability to maintain staff morale in a difficult work environment. Strong team-building skills are essential.

At a **minimum**, the offeror must have:

At the GS-14 Country Representative level:

(1) A Master’s Degree with seven **(7) years** of work experience;

OR

A Bachelor’s Degree with nine **(9) years** of work experience;

OR

An Associate’s Degree with ten **(10) years** of work experience;

OR

A High School diploma/equivalent with eleven **(11) years** of work experience;

AND

- (2) **Six (6) years** of project management experience with the U.S. Government foreign affairs agency, domestic or international assistance organization, or non-governmental organization in community development, economic development, mediation/arbitration, conflict resolution, democracy and governance, international law, political analysis, and/or human rights activities;
- (3) **Two (2) years** of overseas field experience (in person or virtual). A virtual temporary duty (TDY) is defined as work that would have been conducted in an overseas location if not for the COVID pandemic;
- (4) **Three (3) years** of supervisory experience (including mentoring, guiding, and/or training staff).

At the GS-15 Senior Country Representative level:

- (1) A Master's Degree with **nine (9) years** of work experience;

OR

A Bachelor's Degree with **eleven (11) years** of work experience;

OR

An Associate's Degree with **twelve (12) years** of work experience;

OR

A High School diploma/equivalent with **thirteen (13) years** of work experience;

AND

- (2) **Nine (9) years** of project management experience with a U.S. Government foreign affairs agency, domestic or international assistance organization, or non-governmental organization in community development, economic development, mediation/arbitration, conflict resolution, democracy and governance, international law, political analysis, and/or human rights activities;

(3) **Six (6) years** of overseas field experience (in person or virtual). A virtual temporary duty (TDY) is defined as work that would have been conducted in an overseas location if not for the COVID pandemic;

(4) **Six (6) years** of supervisory experience with at least one direct report.

III. EVALUATION AND SELECTION FACTORS

(Determines basic eligibility for the position. Offerors who do not meet all of the education and experience factors are considered NOT qualified for the position.)

The Government may award a contract without discussions with offerors in accordance with FAR 52.215-1. The CO reserves the right at any point in the evaluation process to establish a competitive range of offerors with whom negotiations will be conducted pursuant to FAR 15.306(c). In accordance with FAR 52.215-1, if the CO determines that the number of offers that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the CO may limit the number of offerors in the competitive range to the greatest number that will permit an efficient competition among the most highly rated offers. FAR provisions of this solicitation are available at <https://www.acquisition.gov/browse/index/far>.

SELECTION FACTORS:

(Determines basic eligibility for the position. Offerors who do not meet all of the selection factors are considered NOT qualified for the position.)

- Offeror is a U.S. Citizen;
- Complete resume submitted. See cover page for resume requirements. Experience that cannot be quantified will not be counted towards meeting the solicitation requirements;
- Supplemental document specifically addressing how the candidate meets each of the Evaluation Factors submitted;
- Ability to obtain a SECRET level security clearance (**NOTE: Dual citizens may be asked to renounce second-country citizenship**);
- Ability to obtain a Department of State medical clearance;
- Satisfactory verification of academic credentials.

A USAID Secret level security clearance and Department of State medical clearance are required prior to issuance of the contract for this position.

NOTE: If a full security investigation package is not submitted by the selected within 30 days after it is requested, the offer may be rescinded. If a security clearance is not able to be obtained within four months after the selected submits the initial security clearance documentation, the offer may be rescinded.

NOTE: The selected must obtain Department of State medical clearance within four months after offer acceptance. If medical clearance is not obtained within this period, the offer may be rescinded.

Due to anticipated program needs, individuals should be able to travel to post within 60 days after a contract is awarded.

EVALUATION FACTORS:

(Used to determine the competitive ranking of qualified offerors in comparison to other offerors. The factors are listed in priority order from highest to least.)

Offerors should cite specific, illustrative examples for each factor. Responses will be rated using the point system described below. Failure to fully respond to each element of each Evaluation Factor will result in a reduction of points awarded. Responses must be limited to 500 words per factor. Any additional words above the limit will neither be read nor scored.

Factor #1 Demonstrated experience in the management of political transition, political reform, or similar programs in high-pressure environments such as non-permissive crisis or conflict zones.

Factor #2 Demonstrated experience developing strategies for programs that will respond to at least one of the following problem sets: violence prevention, post-conflict, political transition, democracy-building, and/or humanitarian assistance.

Factor #3 Demonstrated experience using political analysis to inform programming policy, strategies, and objectives, especially in conflict-prone environments.

BASIS OF RATING: Offerors who clearly meet the Education/Experience Requirements and Selection Factors will be further evaluated based on scoring of the Evaluation Factor responses. Offerors are required to address each of the Evaluation Factors in a separate document describing specifically and accurately what experience, training, education and/or awards they have received that are relevant to each factor. Be sure to include your name and the announcement number at the top of each additional page. Failure to specifically address the Selection and/or Evaluation Factors may result in your not receiving credit for all of your pertinent experience, education, training and/or awards.

The Offeror Rating System is as Follows:

Evaluation Factors have been assigned the following points:

Factor #1 – 25

Factor #2 – 25

Factor #3 – 20

Total Possible – 70 Points

Interview Performance – 30 points

Satisfactory Professional Reference Checks – Pass/Fail (no points assigned)

Total Possible Points: 100

The most qualified offerors may be interviewed, required to provide a writing sample, and demonstrate an ability to operate commonly used office applications. OTI will not pay for any expenses associated with the interviews. In addition, offers (written materials and interviews) will be evaluated based on content as well as on the offerors writing, presentation, and communication skills. In the event that an offeror has fully demonstrated their qualifications and there are no other competitive offerors, OTI reserves the right to forgo the interview process. Professional references and academic credentials will be evaluated for offerors being considered for selection. Offerors must submit at least three (3) professional references, one (1) of which must be a current or former supervisor. OTI reserves the right to contact previous employers to verify employment history. If the offeror had a previous position with USAID, the TEC and/or CO are encouraged to obtain reference checks from the previous supervisor(s) or CO(s). See ADS 309.3.1.11.a.4

IV. SUBMITTING AN OFFER

Offers must be **received** by the closing date and time at the address specified in **Section I, item 3**, and submitted to the Point of Contact in **Section I, item 4**.

Qualified offerors are **required** to submit:

1. Complete resume. In order to fully evaluate your offer, your resume must include:
 - (a) Paid and non-paid experience, job title, location(s), dates held (month/year), and hours worked per week for each position. Dates (month/year) and locations for all overseas field experience must also be detailed. **Any experience that does not include dates (month/year), locations, and hours per week will not be counted towards meeting the solicitation requirements.**
 - (b) Specific duties performed that fully detail the level and complexity of the work.
 - (c) Names and contact information (phone and email) of your current and/or previous supervisor(s).
 - (d) Education and any other qualifications including job-related training courses, job-related skills, or job-related honors, awards or accomplishments.
 - (e) U.S. Citizenship.

Your resume should contain **explicit information to make a valid determination that you fully meet the minimum qualification requirements** as stated in this solicitation for each grade level(s) for which you are applying. If you do not specify which grade level(s), your offer will be considered at the lower grade level. This information should be clearly identified in your resume. Failure to provide explicit information to determine your qualifications for the position will result in loss of full consideration.

2. **Supplemental document specifically addressing:**

Each of the three (3) Evaluation Factors shown in the solicitation. Responses must be limited to 500 words per factor. Any additional words above the limit will neither be read nor scored.

NOTE: The Evaluation Factors are worth 70 out of 100 points. Offerors are required to address each of the Evaluation Factors in a separate document describing specifically and accurately what experience, training, education and/or awards they have received that are relevant to each factor.

- 3. Offeror Information for Personal Services Contracts form AID 309-2.** Offerors are required to complete and sign the form. **Due to COVID-19 and limited access to equipment, we are currently accepting electronic and typed signatures on the AID 309-2 form.**

- 4. Ensuring Adequate COVID-19 Safety Protocols for Federal Contractors -** The Offeror will be required to show proof that the Offeror is fully vaccinated against COVID-19 on or before the first day of onboarding or submit an approved reasonable accommodation to the CO. If the contractor does not meet this requirement the contract may be terminated.*
**See Notice Regarding Any Court Order Affecting the Implementation of E.O. 14042 in Section VIII below.*

Additional documents submitted will not be accepted.

To ensure consideration of offers for the intended position, offers must prominently reference the solicitation number in the offer submission.

Offeror resources are available at www.otijobs.net/guidance-for-applying.

DOCUMENT SUBMITTALS

Via email: OTIjobs@usaid.gov

Please note in your document submittal where you heard about this position.

NOTE REGARDING GOVERNMENT OBLIGATIONS FOR THIS SOLICITATION

This solicitation in no way obligates USAID to award a PSC contract, nor does it commit USAID to pay any cost incurred in the preparation and submission of the offer.

NOTE REGARDING THE SYSTEM FOR AWARD MANAGEMENT (SAM)

All individuals contracted as USPSCs with a place of performance in the United States are required to be registered in the SAM database. The selected offeror will be provided with guidance regarding this registration.

For general information about SAM, please refer to Federal Acquisition Regulation (FAR) Clause 52.204-6, Unique Entity Identifier and FAR 52.204-7, System for Award Management. https://www.acquisition.gov/far/part-52#FAR_52_204_7 or www.sam.gov.

ALL QUALIFIED OFFERORS WILL BE CONSIDERED REGARDLESS OF AGE, RACE, COLOR, SEX, CREED, NATIONAL ORIGIN, LAWFUL POLITICAL AFFILIATION, NON-DISQUALIFYING DISABILITY, MARITAL STATUS, SEXUAL ORIENTATION, AFFILIATION WITH AN EMPLOYEE ORGANIZATION, OR OTHER NON-MERIT FACTOR.

V. LIST OF REQUIRED FORMS PRIOR TO AWARD

Once the Contracting Officer (CO) informs the successful offeror about being selected for a contract award, the CO will provide the successful offeror instructions about how to complete and submit the following forms. Forms outlined below can found at <http://www.usaid.gov/forms/>

1. Declaration for Federal Employment (OF-306).
2. Medical History and Examination Form (DS-6561).
3. Questionnaire for Sensitive Positions (for National Security) (SF-86), or Questionnaire for Non-Sensitive Positions (SF-85).
4. Fingerprint Card (FD-258).

The contractor will be required to show proof that the contractor is fully vaccinated against COVID-19 on or before the first date of onboarding, or submit an approved reasonable accommodation to the CO. If the contractor does not meet this requirement the contract may be terminated.

VI. BENEFITS AND ALLOWANCES

As a matter of policy, and as appropriate, a USPSC is normally authorized the following benefits and allowances:

1. BENEFITS:

- a) Employer's FICA Contribution
- b) Contribution toward Health & Life Insurance
- c) Pay Comparability Adjustment
- d) Annual Increase (pending a satisfactory performance evaluation)
- e) Eligibility for Worker's Compensation
- f) Annual and Sick Leave
- g) Paid Parental Leave
- h) Relocation Expense Benefit

2. ALLOWANCES:

Section numbers refer to rules from the Department of State Standardized Regulations (Government Civilians Foreign Areas), available at

https://aoprals.state.gov/content.asp?content_id=282&menu_id=101

- (a) Post Differential Chapter 500 and Tables in Chapter 900.
- (b) Living Quarters Allowance Section 130.
- (c) Temporary Lodging Allowance Section 120.
- (d) Post Allowance Section 220.
- (e) Supplemental Post Allowance Section 230.
- (f) Payments During Evacuation Section 600.
- (g) Education Allowance Section 270.
- (h) Separate Maintenance Allowance Section 260.
- (i) Danger Pay Allowance Section 650.
- (j) Education Travel Section 280.

VII. TAXES

USPSCs are required to pay Federal income taxes, FICA, Medicare and applicable State income taxes.

VIII. USAID REGULATIONS, POLICIES AND CONTRACT CLAUSES PERTAINING TO PSCs

USAID regulations and policies governing USPSC awards are available at these sources:

1. USAID Acquisition Regulation (AIDAR), Appendix D, “Direct USAID Contracts with a U.S. Citizen or a U.S. Resident Alien for Personal Services Abroad,” including contract clause “General Provisions,” available at <https://www.acquisition.gov/aidar/aidar-appendix-d-direct-usaid-contracts-us-citizen-or-us-resident-alien-personal-services-abroad> .

2. Contract Cover Page form AID 309-1 available at <https://www.usaid.gov/forms>.

One Base Year Table – Country Representative/Senior Country Representative

Item No	Services (Description)	Qty	Unit	Unit Price	Amount
(A)	(B)	(C)	(D)	(E)	(F)
0001	Base Year 1 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
	Fringe Benefits/Other Direct Costs (ODCs)				

	Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>				
Total Estimated Cost					\$ ____

Four Option Years Table- Country Representative/Senior Country Representative

Item No	Services (Description)	Qty	Unit	Unit Price	Amount
(A)	(B)	(C)	(D)	(E)	(F)
100 1	Option Period (OP) 1 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
	OP 1 - ODCs Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>				
200 1	OP 2 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
	OP 2 - ODCs Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>				
300 1	Option Period (OP) 3 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
	OP 3 - ODCs Award Type: Cost Product Service Code: R497				

	Accounting Info: <i>[insert from Phoenix]</i>				
400 1	Option Period (OP) 4 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
	OP 4 - ODCs Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>				
Total Estimated Cost <i>[base + options]</i>					\$ ____

3. Acquisition and Assistance Policy Directives/Contract Information Bulletins (AAPDs/CIBs) for Personal Services Contracts with Individuals available at <http://www.usaid.gov/work-usaid/aapds-cibs>.

4. Ethical Conduct. By the acceptance of a USAID personal services contract as an individual, the contractor will be acknowledging receipt of the “Standards of Ethical Conduct for Employees of the Executive Branch,” available from the U.S. Office of Government Ethics, in accordance with General Provision 2 and 5 CFR 2635. See <https://www.oge.gov/web/oge.nsf/OGE%20Regulations>

AAPDs and CIBs contain changes to USAID policy and General Provisions in USAID regulations and contracts. Please refer to <http://www.usaid.gov/work-usaid/aapds-cibs#psc> to determine which AAPDs and CIBs apply to this contract.

5. PSC Ombudsman The PSC Ombudsman serves as a resource for any Personal Services Contractor who has entered into a contract with the United States Agency for International Development and is available to provide clarity on their specific contract with the agency. Please visit our page for additional information: <https://www.usaid.gov/workusaid/personal-service-contracts-ombudsman7> The PSC Ombudsman may be contacted via: PSCOmbudsman@usaid.gov.

AAPD 06-10 – PSC MEDICAL EXPENSE PAYMENT RESPONSIBILITY

General Provision 28, MEDICAL EXPENSE PAYMENT RESPONSIBILITY (OCTOBER 2006)

(a) Definitions. Terms used in this General Provision are defined in 16 FAM 116 available at <http://www.state.gov/m/a/dir/regs/fam/16fam/index.htm>. Note: Personal services contractors are not eligible to participate in the Federal Employees Health Programs.

(b) MEDICAL EVACUATION (MEDEVAC) SERVICES – Please see Attachment 2 to this solicitation for information on AAPD No. 18-02.

(c) When the contractor or eligible family member is covered by health insurance, that insurance is the primary payer for medical services provided to that contractor or eligible family member(s) both in the United States and abroad. The primary insurer's liability is determined by the terms, conditions, limitations, and exclusions of the insurance policy. When the contractor or eligible family member is not covered by health insurance, the contractor is the primary payer for the total amount of medical costs incurred and the U.S. Government has no payment obligation (see paragraph (f) of this provision).

(d) USAID serves as a secondary payer for medical expenses of the contractor and eligible family members who are covered by health insurance, where the following conditions are met:

(1) The illness, injury, or medical condition giving rise to the expense is incurred, caused, or materially aggravated while the eligible individual is stationed or assigned abroad;

(2) The illness, injury, or medical condition giving rise to the expense required or requires hospitalization and the expense is directly related to the treatment of such illness, injury, or medical condition, including obstetrical care; and

(3) The Office of Medical Services (M/MED) or a Foreign Service medical provider (FSMP) determines that the treatment is appropriate for, and directly related to, the illness, injury, or medical condition.

(e) The Mission Director may, on the advice of M/MED or an FSMP at post, authorize medical travel for the contractor or an eligible family member in accordance with the General Provision 10, Travel and Transportation Expenses (July 1993), section (i) entitled "Emergency and Irregular Travel and Transportation." In the event of a medical emergency, when time does not permit consultation, the Mission Director may issue a Travel Authorization Form or Medical Services Authorization Form DS-3067, provided that the FSMP or Post Medical Advisor (PMA) is notified as soon as possible following such an issuance. The contractor must promptly file a claim with his or her medevac insurance provider and repay to USAID any amount the medevac insurer pays for medical travel, up to the amount USAID paid under this section. The contractor must repay USAID for medical costs paid by the medevac insurer in accordance with sections (f) and (g) below. In order for medical travel to be an allowable cost under General Provision 10, the contractor must provide USAID written evidence that medevac insurance does not cover these medical travel costs.

(f) If the contractor or eligible family member is not covered by primary health insurance, the contractor is the primary payer for the total amount of medical costs incurred. In the event of a medical emergency, the Medical and Health Program may authorize issuance of Form DS-3067, Authorization for Medical Services for Employees and/or Dependents, to secure admission to a hospital located abroad for the uninsured contractor or eligible family member. In that case, the contractor will be required to reimburse USAID in full for funds advanced by USAID pursuant to the issuance of the authorization. The contractor may reimburse USAID directly or USAID may offset the cost from the contractor's invoice payments under this contract, any other contract the individual has with the U.S. Government, or through any other available debt collection mechanism.

(g) When USAID pays medical expenses (e.g., pursuant to Form DS-3067, Authorization for Medical Services for Employees and/or Dependents), repayment must be made to USAID either by insurance payment or directly by the contractor, except for the amount of such expenses USAID is obligated to pay under this provision. The Contracting Officer will determine the repayment amount in accordance with the terms of this provision and the policies and procedures for employees contained in 16 FAM 521. When USAID pays the medical expenses, including medical travel costs (see section (e) above), of an individual (either the contractor or an eligible family member) who is covered by insurance, that individual promptly must claim his or her benefits under any applicable insurance policy or policies. As soon as the individual receives the insurance payment, the contractor must reimburse USAID for the full amount that USAID paid on the individual's behalf or the repayment amount determined by the Contracting Officer in accordance with this paragraph, whichever is less. If an individual is not covered by insurance, the contractor must reimburse USAID for the entire amount of all medical expenses and any travel costs the contractor receives from his/her medevac provider.

(h) In the event that the contractor or eligible family member fails to recover insurance payments or transfer the amount of such payments to USAID within 90 days, USAID will take appropriate action to collect the payments due, unless such failure is for reasons beyond the control of the USPSC/dependent.

(i) Before departing post or terminating the contract, the contractor must settle all medical expenses and medical travel costs. If the contractor is insured, he or she must provide proof to the Contracting Officer that those insurance claims have been submitted to the insurance carrier(s) and sign a repayment agreement to repay to USAID any amounts paid by the insurance carrier(s).

ATTACHMENT II

Title 48 of the Code of Federal Regulations (CFR) Chapter 7. USAID Acquisition Regulation (AIDAR)

APPENDIX D – DIRECT USAID CONTRACTS WITH A U.S. CITIZEN OR A U.S. RESIDENT ALIEN FOR PERSONAL SERVICES ABROAD

GP 25. MEDICAL EVACUATION (MEDEVAC) SERVICES (DEC 2019)

A contractor who is required to relocate abroad and accompanying eligible family members; or a contractor on official travel status abroad on temporary duty or training, will be provided Medevac services through the Department of State, Bureau of Medical Services, similar to that provided to U.S. Government employees in 16 FAM 300 Medical Travel. Medevac costs that will be covered by USAID include travel and per diem, but do not include medical care costs.

To be eligible for Medevac services covered by the Department of State Medevac program, the contractor and accompanying eligible family members must obtain and maintain international health insurance coverage in accordance with the clause of the contract entitled, “Insurance.”

GP 29. INCENTIVE AWARDS (DEC 2019)

The contractor is eligible to receive certain monetary and non-monetary USAID incentive awards in accordance with the AIDAR and USAID internal policy.

ATTACHMENT III

PERSONAL SERVICES CONTRACTS WITH INDIVIDUALS

PART 52—SOLICITATION PROVISIONS AND CONTRACT CLAUSES

Subpart 52.2—Text of Provisions and Clauses

52.223-99 Ensuring Adequate COVID-19 Safety Protocols for Federal Contractors, Alternate 70.

ENSURING ADEQUATE COVID-19 SAFETY PROTOCOLS FOR FEDERAL CONTRACTORS (OCT 2021)-Alternate 70 (OCT 2021) (M/OAA-DEV-FAR22-01c)

(a) **Definition.** *As used in this clause -*

United States or its outlying areas means—

- (1) The fifty States;
- (2) The District of Columbia;

- (3) The commonwealths of Puerto Rico and the Northern Mariana Islands;
- (4) The territories of American Samoa, Guam, and the United States Virgin Islands; and
- (5) The minor outlying islands of Baker Island, Howland Island, Jarvis Island, Johnston Atoll, Kingman Reef, Midway Islands, Navassa Island, Palmyra Atoll, and Wake Atoll.

(b) Authority. This clause implements Executive Order 14042, Ensuring Adequate COVID Safety Protocols for Federal Contractors, dated September 9, 2021 (published in the Federal Register on September 14, 2021, 86 FR 50985).

(c) Personal Services Contracts with individuals. As a matter of policy, the contractor must comply with the USAID’s guidance applicable to direct-hire federal employees.

(End of clause)

Notice Regarding Any Court Order Affecting the Implementation of E.O. 14042 USAID will take no action to enforce the clause (FAR 52.223-99) implementing the requirements of Executive Order 14042, absent further written notice from USAID, where the place of performance identified in the contract is in a U.S. state or outlying area subject to a court order prohibiting the application of requirements pursuant to the Executive Order (hereinafter, “Excluded State or Outlying Area”). In all other circumstances, USAID will enforce the clause, except for contractor employees who perform substantial work on or in connection with a covered contract in an Excluded State or Outlying Area, or in a covered contractor workplace located in an Excluded State or Outlying Area. A current list of such Excluded States and Outlying Areas is maintained at <https://www.saferfederalworkforce.gov/contractors/>.

[END OF PROVISION]