



SOLICITATION NUMBER: 72C0T123R00007

ISSUANCE DATE: December 30, 2022

CLOSING DATE AND TIME: January 31, 2023, 1:00 PM Eastern Time (ET)

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 a Deputy Country Representative - Sudan (GS-13) under a personal services contract, as described in the attached solicitation.

Offers must be in accordance with **Attachment 1** of this solicitation at the place and time specified. Incomplete or unsigned offers will not be considered. Offerors should retain copies of all offer materials for their records.

USAID will evaluate all offerors based on the stated evaluation criteria. USAID encourages all individuals, including those from disadvantaged and under-represented groups, to respond to the solicitation.

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. 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. 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,

Peggy L. Manthe
Contracting Officer
M/OAA/CPS

ATTACHMENT I

I. GENERAL INFORMATION

1. SOLICITATION NO.: 72C0T123R00007

2. ISSUANCE DATE: December 30, 2022

3. CLOSING DATE AND TIME FOR RECEIPT OF OFFERS: January 31, 2023, 1:00 pm Eastern Time

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

5. POSITION TITLE: Deputy Country Representative

6. MARKET VALUE: This position has been designated at the GS-13 equivalent level, non-locality pay (\$84,546 - \$109,908 per annum). Final compensation will be negotiated within the GS-13 equivalent level based upon the selected offeror's salary history, qualifications, previous relevant experience and work history, and educational background as reported on AID-302-3. For selected offeror's 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.**

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 clearances have been obtained.

8. PLACE OF PERFORMANCE: Sudan

Overseas USPSCs may be authorized to telework or remote work only from a location within the country of performance, in accordance with Mission policy. Telework or remote work from outside the country of performance may only be authorized in certain situations in accordance with the terms and conditions of the contract.

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 OTI Deputy Country Representative – Sudan is a member of the Bureau for Conflict Prevention and Stabilization (CPS)/OTI Southern and East Africa Regional Team, and reports to the OTI Sudan Country Representative. The Deputy Country Representative’s principal responsibility will be development, oversight, and management of USAID/OTI's Sudan country program. The incumbent will be called upon to support the OTI Country Representative with managing one or more implementing partners and may be called upon to represent OTI’s program to local partners, senior-level U.S. government officials, in-country visitors, senior officials from other international organizations, bilateral donors, and local government officials.

The OTI Sudan program supports the U.S. Government’s larger objective of helping Sudan succeed as a secure, prosperous, and democratic country. In close coordination with Embassy colleagues and other United States Government actors, the OTI Sudan program will seek to empower and build the capacity of communities in northern Sudan to manage conflict and change. OTI’s rapid and targeted programming addresses emerging issues and empowers local partners to leverage timely and locally driven activities that enhance engagement between government and citizens and promote democratic processes.

CORE FUNCTIONAL AREAS OF RESPONSIBILITY

DUTIES AND RESPONSIBILITIES

The work of the Deputy 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. They place a premium on the building of positive relationships with their respective team both in the field and in Washington, 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. The Deputy Country Representative is a strategic thinker, articulates innovative ideas, presents solutions, and is a positive role model for colleagues both in and outside of OTI.

Under the direct supervision of the CPS/OTI Country Representative or their designee, the Deputy Country Representative will perform the following duties:

- Represent OTI interests during meetings with USAID Mission personnel, U.S. Embassy staff, host-country government officials, international organizations, indigenous and international non-governmental organizations (NGOs), and international donors interested in CPS/OTI activities;
- Provide guidance on the identification and development of projects that meet OTI funding criteria, further OTI programmatic objectives, and complement other projects and programs implemented by other OTI offices, U.S. government agencies and donor organizations;
- Provide support for the design and execution of programs that follow OTI's quick impact programming model in embassies or USAID Missions. Support to embassies and USAID Missions will include attendance and/or facilitation of program management processes for follow-on programming, including rolling assessments, strategy review sessions, program performance reviews and management reviews;
- Review proposals and grant concepts and work with diverse groups, many of which have not previously had international funding;
- Collaborate with the Country Representative in monitoring the performance of OTI implementing partners in the implementation of OTI-financed activities designed to achieve OTI strategic objectives;
- Travel to monitor and assess political conditions, implementing partner operational platforms, meet with potential grantees, host-country government and other program counterparts, and develop activity ideas;
- Mentor and train other OTI and implementing partner field staff;
- Take the lead on collecting information and drafting/editing regular reporting products, such as weekly reports, cables and digest reports;
- Assume higher representational responsibilities, potentially serving as Acting OTI Country Representative in their absence;

- Perform a wide range of administrative functions including budget preparation, financial management, records management, and travel assistance to help ensure programmatic success;
- Coordinate with the OTI Country Representative to develop an exit strategy that ensures reasonable time to transition from OTI programs to follow-on USAID or other donor programs;
- Communicate regularly and share program information with other USAID project managers, the US Embassy, bilateral donors, UN Organizations, International Organizations, and indigenous and international NGOs to ensure visibility and synergy of USAID/OTI activities;
- Support the Country Representative to ensure the use of OTI systems and procedures to maintain effective and efficient management of funds, programming, and monitoring and evaluation;
- Report to the OTI Country Representative and OTI/Washington on the status of: 1) grant development and implementation, 2) OTI contractor performance, 3) Foreign Service National (FSN) staff support needs and morale, 4) communication and coordination issues among OTI offices with other U.S. Government entities, 5) security concerns, 6) relations with local partners including local, state and national government representatives, and 7) other pertinent information required to achieve OTI's program objectives;
- Manage and/or supervise the FSN staff, including program officers, administrative assistants and drivers alongside of the Country Representative;
- Supervise staff as delegated by the Country Representative (e.g. Program Managers, Program Assistants, Program Administrative Assistants, etc.). Provide orientation, training and mentoring for USAID staff supervised; assign work, explain how duties are to be performed to meet expectations, and communicate how the successful performance of those duties will be measured; evaluate staff performance; recognize good performance; communicate where performance needs to be improved; resolve complaints; and approve leave requests and timesheets as well as training, travel and program and operations requests.

SUPERVISORY RELATIONSHIP:

The Deputy Country Representative will be supervised by the OTI Sudan Country Representative or their designee. The incumbent 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 convenience of USAID/OTI.

SUPERVISORY CONTROLS:

At the GS-13 level, the incumbent's supervisor sets overall objectives. The incumbent and supervisor together develop deadlines, projects, and work to be done. The incumbent independently plans, designs, and carries out projects, studies, and programs. Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements, or expected results. Technical problems are generally resolved without reference to supervisors.

12. PHYSICAL DEMANDS

While in Sudan, the work is generally sedentary and does not pose undue physical demands. However, the position may require travel throughout the country of assignment, which may involve 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:

The work for this position is primarily performed in an office setting. The position will require regular travel to Host Country government and partner offices in Khartoum and may occasionally require travel elsewhere in Sudan, regionally, or internationally.

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/OTI Deputy Country Representative – Sudan requires supervisory management experience, the ability to work effectively with a wide array of individuals and institutions, and an 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, democracy/governance, economic development, conflict resolution, and media development are required. Excellent interpersonal, presentation, and negotiation skills are necessary. Experience in contract/grant management is required. Prior work experience with U.S. Government agencies or within a U.S. Embassy is preferred.

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

- (1) A Master's Degree with **five (5) years** of work experience;

OR

A Bachelor's Degree with **seven (7) years** of work experience;

AND

- (2) **Five (5) years** of project management experience with a U.S. Government foreign affairs agency, international assistance organization, or non-governmental organization, in community development, economic development, mediation/arbitration, conflict resolution, democracy and governance, international law, human rights activities, and/or political analysis;
- (3) **One (1) year** 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 global COVID pandemic;
- (4) **One (1) year** of supervisory experience (including but not limited to mentoring, training, and guiding staff).

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;
- 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.

OFFEROR RATING SYSTEM

The offeror rating system factors are used to determine the competitive ranking of qualified offerors in comparison to the technical evaluation criteria. Offerors must demonstrate the rating factors outlined below within their resume, as they are evaluated strictly by the information provided.

Note: Supplemental documentation with written responses is not required and will not be reviewed for this solicitation.

Note: Offerors are required to address each factor of the Offeror Rating System in their resume, describing specifically and accurately what experience, training, education, and/or awards they have received as it pertains to each factor. Failure to address the selection factors and/or Offeror Rating System evaluation factors may result in not receiving credit for all pertinent experience, education, training and/or awards.

The evaluation factors are as follows:

Industry Experience (20 Points):

- Demonstrated experience in the design, management, and implementation of post-conflict, political transition, and/or political reform programs.
- Demonstrated experience independently managing projects in high-visibility and high-pressure environments, including transitional, crisis, or conflict zones.

Program Operations and Management (30 Points):

- Demonstrated experience in contract and grant management of a non-Federal organization implementing an assistance or acquisition activity under a Federal contract, grant, or cooperative agreement.
- Demonstrated experience monitoring the performance of implementing partners.
- Demonstrated experience mentoring, guiding, training, and evaluating staff, including local staff.

Representation (20 Points):

- Demonstrated experience interacting with and representing an organization to U.S. Government agencies, host government counterparts, civil society, and other stakeholders.
- Demonstrated experience building and managing relationships with local counterparts including beneficiaries.

BASIS OF RATING: Offerors who clearly meet the Education/Experience Requirements and Selection Factors will be further evaluated in accordance with the Offeror Rating System. Those offerors determined to be competitively ranked may also be evaluated on interview performance and satisfactory professional reference checks. In the event that a offeror has fully demonstrated their qualifications and there are no other competitive offerors, OTI reserves the right to forego the interview process.

The Offeror Rating System is as follows:

Evaluation Factors – 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 forego 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. 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.

NOTE: The Offeror Rating System Evaluation Factors are worth 70 out of 100 points. Offerors are required to address each factor of the Offeror Rating System in their resume, describing specifically and accurately what experience, training, education, and/or awards they have received as it pertains to each factor. Failure to address the selection factors and/or Offeror Rating System factors may result in not receiving credit for all pertinent experience, education, training and/or awards.

2. **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.**
3. **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 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.*
**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-1843).
3. Questionnaire for Sensitive Positions (for National Security) (SF-86), or Questionnaire for Non-Sensitive Positions (SF-85).
4. Finger Print 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 – Deputy 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- Deputy Country Representative

Item No	Services (Description)	Qty	Unit	Unit Price	Amount
(A)	(B)	(C)	(D)	(E)	(F)
1001	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>				
2001	OP 2 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i>	1	LOT	\$____	\$____

	<p>OP 2 - ODCs Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i></p>				
3001	<p>Option Period (OP) 3 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i></p>	1	LOT	\$ ____	\$ ____
	<p>OP 3 - ODCs Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i></p>				
4001	<p>Option Period (OP) 4 - Compensation Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i></p>	1	LOT	\$ ____	\$ ____
	<p>OP 4 - ODCs Award Type: Cost Product Service Code: R497 Accounting Info: <i>[insert from Phoenix]</i></p>				
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 expense 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]