



**USAID**  
FROM THE AMERICAN PEOPLE

**SOLICITATION NUMBER:** 720FDA19B00089

**ISSUANCE DATE:** September 4, 2019

**CLOSING DATE AND TIME:** Open and continuous through January 22, 2020 with Three (3) Review Periods closing on:

October 2, 2019 at 12:00 P.M. Eastern Time  
November 27, 2019 at 12:00 P.M. Eastern Time  
January 22, 2020 at 12:00 P.M. Eastern 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) Office of U.S. Foreign Disaster Assistance (OFDA), is seeking applications from qualified U.S. citizens to provide personal services as an Overseas Operations Specialist under a United States Personal Services Contract (USPSC), as described in the 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 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) Education and any other qualifications including job-related training courses, job-related skills, or job-related honors, awards or accomplishments.
  - (d) U.S. Citizenship
  - (e) **Optional:** How did you hear about this opportunity? (FedBizOpps, OFDA Jobs, Career Fair, etc.).

Your resume should contain sufficient 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]. This information should be clearly identified in your resume. Failure to provide information sufficient to determine your qualifications for the position will result in loss of full consideration.

2. Supplemental document specifically addressing the Quality Ranking Factors (QRFs) shown in the solicitation.

3. USPSC Application form AID 309-2. Offerors are required to complete sections A through I. This form must be physically signed. Electronic signatures will not be accepted.

**NOTE REGARDING DATA UNIVERSAL NUMBERING SYSTEM (DUNS) NUMBERS AND THE SYSTEM FOR AWARD MANAGEMENT**

All USPSCs with a place of performance in the United States are required to have a Data Universal Numbering System (DUNS) number and be registered in the System for Award Management (SAM) database prior to receiving an award. You will be disqualified if you either fail to comply with this requirement or if your name appears on the excluded parties list. The selectee will be provided with guidance regarding this registration.

**NOTE:** As of March 28, 2018, all new [SAM.gov](http://SAM.gov) entity registrations will now require a signed notarized letter identifying the authorized Entity administrator for the entity associated with the DUNS number. Additional information on the format of the notarized letter and where to submit can be found via the below Federal Service Desk link:

[https://www.fsd.gov/fsd-gov/answer.do?sysparm\\_kbid=d2e67885db0d5f00b3257d321f96194b&sysparm\\_search=kb0013183](https://www.fsd.gov/fsd-gov/answer.do?sysparm_kbid=d2e67885db0d5f00b3257d321f96194b&sysparm_search=kb0013183)

Offerors can expect to receive a confirmation email when application materials have been received. Offerors should retain for their records copies of all enclosures which accompany their applications. Your complete resume and the supplemental document addressing the QRFs must be emailed to:

**OFDA Recruitment Team**

E-Mail Address: [recruiter@ofda.gov](mailto:recruiter@ofda.gov)

Website: [www.OFDAjobs.net](http://www.OFDAjobs.net)

Any questions on this solicitation may be directed to OFDA Recruitment Team via the information provided above.

Sincerely,

Renee Newton  
Contracting Officer

**I. GENERAL INFORMATION**

1. SOLICITATION NO.: 720FDA19B00089
2. ISSUANCE DATE: September 4, 2019
3. CLOSING DATE AND TIME FOR RECEIPT OF OFFERS: Open and continuous through January 22, 2019 with Three (3) Review Periods closing on:

October 2, 2019 at 12:00 P.M. Eastern Time  
November 27, 2019 at 12:00 P.M. Eastern Time  
January 22, 2022 at 12:00 P.M. Eastern Time

Offerors not selected during a previous review period must reapply in order to be considered for positions available in subsequent review periods. A review period may be cancelled at OFDA's discretion.

4. POINT OF CONTACT: OFDA Recruitment Team, [recruiter@ofda.gov](mailto:recruiter@ofda.gov)
5. POSITION TITLE: Overseas Operations Specialist (Multiple Positions)
6. MARKET VALUE: Depending on the qualifications of the offeror, this position can be filled at either the GS-11 (\$69,581 - \$90,461), GS-12 (\$83,398 - \$108,422), or GS-13 (\$99,172 - \$128,920) equivalent level, including Washington, D.C. locality pay. Final compensation will be negotiated within the listed market value of the GS-11, GS-12, or GS-13 level based upon the offeror's established salary history. **Salaries over and above the top of the pay range will not be entertained or negotiated.** Offerors who live outside the Washington, D.C. area will be considered for employment but no relocation expenses will be reimbursed.

Offerors who meet the minimum qualifications for a GS-11 will be considered for GS-11 level positions. Offerors who meet the minimum qualifications for a GS-12 will be considered for GS-12 level positions. Offerors who meet the minimum qualifications for a GS-13 will be considered for GS-13 level only.

Final compensation will be negotiated within the listed market value. **Salaries over and above the top of the pay range will not be entertained or negotiated.**

If the position is for a Washington based PSC, offerors who live outside the Washington, D.C. area will be considered for employment, but no relocation expenses will be reimbursed.

7. PERIOD OF PERFORMANCE: Two (2) years, with three (3) one-year options
8. PLACE OF PERFORMANCE: Washington, D.C.
9. ELIGIBLE OFFERORS: U.S. Citizens

10. SECURITY LEVEL REQUIRED: Ability to obtain and maintain a Secret up to Top Secret/Sensitive Compartmented Information level clearance as provided by USAID.

## 11. STATEMENT OF DUTIES

### POSITION DESCRIPTION

#### **BACKGROUND**

The Office of U.S. Foreign Disaster Assistance (OFDA) is the office within USAID that is responsible for providing emergency non-food humanitarian assistance in response to international crises and disasters. OFDA is part of the Bureau for Democracy, Conflict, and Humanitarian Assistance (DCHA) and is organized into six divisions.

The Africa (AFD) Response Division and the Asia, Latin America, Europe, and Middle East (ALE) Response Division are responsible for the provision of emergency humanitarian assistance through a grants mechanism to non-governmental organizations (NGOs), international organizations including United Nations (UN) agencies and to other partners to ensure the implementation and delivery of this assistance. These divisions also oversee OFDA's non-response efforts in disaster risk reduction and resilience. AFD and ALE Response Divisions also coordinate with other organizations for the provision of relief supplies and assistance. They devise, coordinate and implement program strategies for a variety of natural and complex disaster situations. Both Divisions encompass groups of operations specialists who provide technical expert capability in assessing the quality and strategic function of disaster response and risk reduction activities. The AFD Response Division is divided into two teams: East and Central Africa (ECA), and Southern, West, and North Africa (SWAN). The ALE Response Division is divided into four teams: East Asia and the Pacific (EAP), Europe, the Middle East, and Central Asia (EMCA), Latin America and the Caribbean (LAC), and South Asia (SA).

The Operations (OPS) Division develops and manages operations for OFDA's disaster responses by readying people and systems; projecting U.S. Government (USG) humanitarian capacity quickly into the field; and delivering material and technical assistance. The OPS Division maintains readiness to respond to emergencies through several mechanisms, including managing Urban Search and Rescue Teams, coordinating, staffing, training, and equipping Disaster Assistance Response Teams (DARTs), and Washington-based Response Management Teams (RMTs), and stockpiling emergency relief commodities in key locations around the globe to ensure OFDA's capacity to execute and coordinate USG humanitarian assistance and response to natural disasters and complex emergencies. The OPS Division provides technical guidance and expertise in Disaster Logistics, Urban Search and Rescue, Operations Center management, activation/readiness, Civil-Military Liaison, and Chemical, Biological, Radiological, Nuclear and Explosive Consequence Management. It also provides overseas support to OFDA offices and personnel and to other sectors necessary to ensure OFDA's capacity to execute and coordinate USG humanitarian assistance and response to natural disasters and complex emergencies. The OPS Division is divided into four teams: the Disaster Assistance Support Program (DASP), Military Liaison Team (MLT), Operations Support Team (OST), and Overseas Administration Team (OAT).

The Program Support (PS) Division provides operational management support, including general administration, budget and financial services, procurement planning, information technology, human resources management including staff care, and contract and grant administration support to OFDA. The PS Division supports OFDA's mandate by providing innovative solutions in the areas of Information Technology, staffing, funds control, budgeting, human resource management, and procurement to facilitate timely disaster responses. The PS Division is divided into four teams: the Award, Audit, and Risk Management (AARM) Team, Human Resources Management (HRM) Team, Budget, Finance, and Information Technology (BFIT) Team, and the Acquisition and Management (ACQ) Team.

The Preparation, Strategic Planning and Mitigation (PSPM) Division is responsible for the technical oversight of all OFDA response and mitigation programs, as well as preparation for response, mitigation, and disaster risk reduction activities. The PSPM Division houses technical experts in all sectors potentially affected by disasters, and leads the Agency in developing and promoting best practices for programming in these specific sectors. In addition, PSPM will be the focal point for technological innovations for humanitarian assistance in areas such as monitoring and evaluation, assessment, and information management. The PSPM Division is divided into four teams: Cross-Cutting Sectors Team, Natural Hazards Team, Health Team, and the Food Security and Livelihoods Team.

The Humanitarian Policy and Global Engagement (HPGE) Division assists the DCHA front office, the OFDA Director and OFDA Deputy Director with tracking trends and policy developments in the humanitarian assistance field. It engages in policy dialogue with other parts of USAID, the USG interagency, other donors, multilateral agencies, and NGO partners; recommends strategies for action to DCHA; initiates development of policy and internal guidance for OFDA; maintains global relationships with implementing partners, other donors, and the broader humanitarian architecture; and engages with the UN to advance USG humanitarian policy objectives and promote humanitarian principles within the USG and internationally. The HPGE Division leads OFDA's communications and social media outreach to effectively communicate OFDA's story to a variety of strategic audiences. It serves as the office's primary interlocutor on strategic issues with other federal partners to provide guidance to OFDA on policy issues pertaining to the interagency, and to improve USG humanitarian coordination and response during large-scale crises. The HPGE Division staff manages global programs, policy and outreach, strategic communications, and interagency training and engagement. HPGE is divided into seven teams: Policy Team, Global Programs Team, Strategic Interagency Team, Strategic Communications Team, Global Capacity and Leadership Development (globalCLD) Team, Public-Private Engagement (PPE) Team, and the United States Mission to the UN (USUN) in New York, Geneva, and Rome.

## OPERATIONS DIVISION VALUES

OPS team members ensure that the following division values are incorporated into all aspects of work:

1. Spiritus Operandi/Espirit De Ops

- Demonstrating trust and openness among staff by assuming the best regarding our colleagues' intentions and efforts.
- Acting with eagerness and willingness to support one another and work together on tasks.
- Maintaining top-down and bottom-up transparency while promoting a strong work ethic as paramount.
- Demonstrating that optimism, humor, and perspective are powerful components of success, even in crisis-driven work.

## 2. Positive Interactions

- Owning how the OPS Division is perceived by others to ensure people maintain a positive impression of the division by treating everyone, regardless of seniority or organizational affiliation, in a professional, courteous, and respectful manner.
- Building a reputation that when OPS is on an issue, it's going to get addressed.
- Doing our jobs consistently, competently, and effectively, with a focus on results.
- Paying attention and listening mindfully to others, with the intent to really understand how they view a situation and what issue they are trying to address.
- Exhibiting partnership and enthusiasm in helping others solve problems; including delivering hard messages with a smile.

## 3. Competency

- Adopting flexible and creative solutions to provide partners and beneficiaries with quality, effective, consistent, and timely results.
- Maintaining proficiency and leadership in our areas of expertise, through engagement, training, field deployments, and exposure to other communities of thought.
- Holding a long-term strategic perspective in the face of current crises.
- Maintaining a global and functional focus for the office.

## 4. Resourcefulness

- Using innovating contracting, engagement, administrative, and programmatic approaches to meeting emerging requirements, while being flexible to changing needs.
- Reaching out within the office, agency, interagency, and community beyond to seek innovative and creative solutions.
- Proactively seeking and embracing positive change in order to provide and better service to our customers and stakeholders.
- Viewing challenges as opportunities and focusing on finding a solution rather than just highlighting complications or issues.

## 5. Staff Depth and Sustainability

- Cultivating a breadth of experience and expertise by hiring individuals from diverse professional, cultural, and experiential backgrounds.
- Proactively developing relationships with other industries and communities in order to learn and innovate.
- Encouraging staff to service in a variety of roles, through staff rotations, shadowing, mentoring, and OPS liaison positions.
- Continuing to support and staff responses through a variety of hiring mechanisms and resources.

- Achieving response readiness while prioritizing personal life for both self and team members.
- Bolstering staff wellness by incorporating flexible work schedules, leading to increased staff dedication, high-quality work, and flexibility.

#### 6. Commitment to Safety and Security

- Recognizing that staff safety and security is everyone's responsibility and enables OFDA access in the field.
- Holding as a hallmark an underlying orientation towards managing risk for staff.
- Preparing staff through training, mentoring, standard operating procedures, and provision of contextual knowledge.
- Displaying professional conduct and integrity during crisis response operations.
- Advocating for professional assessments of security risks prior to deployment of staff.

## INTRODUCTION

OAT enhances and supports OFDA's capacity to respond to disasters in several ways: 1) it is the Responsible Unit for the Administrative Coordinator positions on DARTs and RMTs; 2) it mobilizes disaster management experts through its surge capacity mechanism under the Support Relief Group (SRG) program; and 3) it provides operational and administrative support to OFDA's field offices and staff, as well as civil military staff.

The Overseas Operations Specialists oversee the financial management of OFDA's field administrative budgets and procurement activities, coordinate administrative operations, administer entitlements for field staff, and ensure consistency in the application of policy across all OFDA field offices. OAT manages a budget of \$30 million, oversees the operational and administrative support of about 29 field offices and manages the SRG program.

## OBJECTIVE

OFDA is seeking multiple Overseas Operations Specialists to provide essential operational management, administrative, and budgetary support to OFDA field operations at USAID Missions and U.S. Embassies worldwide, to interact with USAID domestic offices and staff, and to assist in the management of the SRG Program.

## DUTIES AND RESPONSIBILITIES

### *At the GS-11 level:*

- Keep OAT apprised of new staffing actions under assigned regional and SRG portfolio. Develop and maintain systems to track the flow of work related to recruitment and contract actions;
- Assist in procurement actions using USAID and OFDA financial and procurement systems;
- Be proficient in all Agency corporate financial and procurement management systems used to manage and program OFDA's funding;

- Provide administrative support to OFDA's field offices; maintain budget and financial obligations for administrative costs; provide fund cite data for the transfer of administrative funds;
- Assist with country clearance cables and brief staff on overseas deployment. Inform new field staff of entitlements and conditions of employment in various countries prior to departure to post and assist with administrative and logistical actions for transfer to post;
- Coordinate the operation and maintenance of the SRG Program. Support the activation of SRG staff, assist with the development of their scopes of work, facilitate their orientation and training on the administrative, financial, technical operations and training requirements of OFDA, and monitor the process of their performance evaluation after each activation;
- Perform analysis of SRG Program needs and develop standard operating procedures for use by OAT;
- Responsible for completing operational paperwork and filing, and preparing management reports, as needed;
- Support staff recruitment, on-boarding, and staff orientation for positions across the office;
- Serve as a member of the Washington RMT, which provides services and support to DARTs deployed in response to disasters, as an Administrative Coordinator when required;
- Serve on DARTs as an Administrative Officer when required;
- Twice annually, serve as OFDA Duty Officer;
- As appropriate, for cross-training purposes to enhance operational awareness, may serve on temporary details, not to exceed six months, within the office. Duties performed, while on detail, will be directly related to the duties and responsibilities outlined in the scope of work.

***At the GS-12 level:***

- Develop and maintain systems to track the flow of work related to recruitment and contract actions for field and SRG staff. Draft recurring reports based on collected data or updated database;
- Complete procurement actions using USAID and OFDA financial and planning systems and develop proficiency in all Agency corporate financial and procurement management systems used to manage and program OFDA's disaster assistance funding;
- Research, analyze and interpret USAID policy and guidance related to USPSCs; specifically address problems that arise with international travel and relocation issues and make recommendations to address sensitive deployment cases;
- Monitor pertinent travel legislation and new or revised policies or directives from General Services Administration (Federal Travel Regulations), and advise staff accordingly;
- Present policy and process related information orally and in writing to SRG and staff deployed overseas, to ensure accurate and appropriate protocols are followed;
- Monitor operational effectiveness and efficiency by providing comprehensive day to day support to the field and each respective functional area to include, but not limited to, personnel, finance, procurement, staffing, and administrative logistics;



- Provide administrative support to OFDA's field offices; maintain budget and finance related records for OFDA's overseas offices administrative costs; and monitor and track funds distributions, commitments, and obligations for administrative costs;
- Train administrative personnel in the field, including training OFDA Foreign Service National (FSN) staff; work with the FSNs to facilitate coordination and cooperation to support OFDA operations;
- Provide administrative management and/or oversight for field USPSCs. Work with the contracting and financial management staff in providing appropriate domestic and field-based budgets, provide fund cite data for the transfer of administrative funds, assist with country clearance cables and brief staff on deployment;
- Review field administrative budgets and recommend funding levels of the field offices throughout the fiscal year, including analysis of pipeline balances. Provide funding to overseas offices using USAID and OFDA systems;
- Oversee the operation and maintenance of the SRG Program, including the recruitment of new SRG;
- Perform analysis of SRG Program needs and develop standard operating procedures for use by OAT Team;
- Inform new field staff of entitlements and conditions of employment in various countries prior to departure to post and assist with administrative and logistical actions for transfer to post;
- Coordinate with relevant staff to define training requirements and assist in the preparation of training materials, including the Administrative Coordinator RMT Position Task Book;
- Deploy to a regional or program office as an Administrative Officer, assess local administrative support capabilities, assist with local procurement, and establish procedures whereby the OFDA staff interact seamlessly with USAID/Embassy personnel in support of administrative and financial overseas operations;
- Responsible for completing operational paperwork and filing, and preparing management reports, as needed;
- Support staff recruitment, on-boarding and staff orientation for positions across the office;
- Serve on RMTs, which provide services and support to DARTs deployed in response to disasters. The duties on RMTs will be varied;
- Serve on DARTs as an Administrative Officer when required;
- Twice annually, serve as OFDA Duty Officer;
- As appropriate, for cross-training purposes to enhance operational awareness, may serve on temporary details, not to exceed six months, within the office. Duties performed, while on detail, will be directly related to the duties and responsibilities outlined in the scope of work.

***At the GS-13 level:***

- Provide expert advice on the following: Agency practices and policies as they relate to USPSCs; a range of workforce, organizational and human resource functions; contract management and procurement planning. Provide guidance on entitlements and

allowances for field USPSCs and prepare written communication on updated policy and procedural changes;

- Review actions for OAT Leader clearance and/or approval;
- Analyze and apply complex policies to make recommendations for senior management consideration as it relates to administrative operations in OFDA's field offices;
- Provide expert advice to resolve difficult and complex administrative issues; interpret policies and regulations; facilitate the functionality of the administrative operations in OFDA field offices and represent the interest of OFDA and the USG with interagency counterparts;
- Independently perform periodic reviews of all overseas locations for operational effectiveness and assess local administrative support needs; ensure that OFDA resources are being properly utilized;
- Monitor operational effectiveness and efficiency by providing comprehensive day to day support to the field and each respective functional area to include but not limited to personnel, finance, procurement, staffing, and administrative logistics;
- Negotiate memoranda of understanding with USAID Missions and U.S. Embassies; meet with senior-level mission staff, such as Deputy Mission Directors, Supervisory Executive Officers, and Comptrollers, to negotiate a range of administrative support services that would be made available to new OFDA field staff and offices. This includes reviewing and approving International Cooperative Administrative Support Services (ICASS) and other shared-cost agreements;
- Develop training curriculum and liaise with USAID Mission staff on the recruitment of FSNs and Eligible Family Members (EFMs). Train administrative personnel in the field, which includes training OFDA FSN and EFM staff and working with the local staff to facilitate coordination and cooperation to support OFDA operations;
- Develop criteria for determining appropriate funding levels for administrative costs for each overseas office. Review field administrative budgets and recommend funding levels for the field offices throughout the fiscal year, including analysis of pipeline balances. Provide funding to overseas offices using USAID and OFDA systems and advise on the de-obligation of funds;
- Deploy to a regional or program office as an Administrative Officer, as necessary; assess local administrative support capabilities; assist with local procurement, and establish procedures whereby the OFDA staff interact seamlessly with USAID/Embassy personnel in support of overseas operations;
- Analyze SRG qualifications to determine the best fit for each activation request and identify which SRG will be activated or deployed for specific assignments;
- Support staff recruitment, on-boarding and staff orientation for positions across the office;
- Serve on RMTs, which provide services and support to DARTs deployed in response to disasters. The duties on RMTs will be varied;
- Serve on DARTs which may require immediate (within 24 hours) deployment overseas for an extended period of time;
- Twice annually, serve as OFDA Duty Officer;
- As appropriate, for cross-training purposes to enhance operational awareness, may serve on temporary details, not to exceed six months, within the office. Duties performed,

while on detail, will be directly related to the duties and responsibilities outlined in the scope of work.

**SUPERVISORY RELATIONSHIP:**

The USPSC will take direction from and will report to the Overseas Administration Team Leader or his/her designee.

**SUPERVISORY CONTROLS:**

**At the GS-11 level:**

Supervisor sets overall objectives and resources available and works with the USPSC to develop deadlines, work to be done and methodology. The USPSC is responsible for carrying out assignments, and consults with the supervisor for policy interpretations.

**At the GS-12 and GS-13 levels:**

Supervisor sets overall objectives and resources available. The USPSC consults with supervisor to develop deadlines, projects and work to be done. The USPSC is responsible for planning and carrying out assignments. The USPSC is responsible for planning approach or methodology to be used in carrying out assignments.

**12. PHYSICAL DEMANDS**

The work is generally sedentary and does not pose undue physical demands. During deployment on DARTs (if required), and during site visits, 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).

Work is primarily performed in an office setting. During deployment on DARTs (if required), and during site visits, the work 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**

**EDUCATION/EXPERIENCE 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.)

**At the GS-11 level:**

Bachelor's degree and a minimum of three (3) years of relevant experience in public or business administration, management, or international relations, including experience in financial management as it relates to budget projection analysis for personnel or office operations; personnel support, procurement or office space planning as it directly relates to office management and operations; and responding to an internal customer base on a daily basis.

**OR**

Master's degree with a minimum of two (2) years of relevant experience in public or business administration, management, or international relations, including experience in financial management as it relates to budget projection analysis for personnel or office operations; personnel support, procurement or office space planning as it directly relates to office management and operations; and responding to an internal customer base on a daily basis.

**At the GS-12 level:**

Bachelor's degree and a minimum of five (5) years of relevant experience in public or business administration, management, or international relations, including experience in financial management as it relates to budget projection analysis for personnel or office operations; personnel support, procurement or office space planning as it directly relates to office management and operations; and responding to an internal customer base on a daily basis. Experience must include one (1) year of work in administrative operations overseas or work in support of international programs.

**OR**

Master's degree with a minimum of four (4) years of relevant experience in public or business administration, management, or international relations, including experience in financial management as it relates to budget projection analysis for personnel or office operations; personnel support, procurement or office space planning as it directly relates to office management and operations; and responding to an internal customer base on a daily basis. Experience must include one (1) year of work in administrative operations overseas or work in support of international programs.

**At the GS-13 level:**

Bachelor's degree and a minimum of seven (7) years of relevant experience in public or business administration, management, or international relations, including experience in financial management as it relates to budget projection analysis for personnel or office operations; personnel support, procurement or office space planning as it directly relates to office management and operations; and responding to an internal customer base on a daily basis. Experience must include two (2) years of work in administrative operations overseas or work in support of international programs.

**OR**

Master's degree with a minimum of five (5) years of relevant experience in public or business administration, management, or international relations, including experience in financial management as it relates to budget projection analysis for personnel or office operations; personnel support, procurement or office space planning as it directly relates to office management and operations; and responding to an internal customer base on a daily basis. Experience must include two (2) years of work in administrative operations overseas or work in support of international programs.

### **III. EVALUATION AND SELECTION FACTORS**

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.
- USPSC Application form AID 309-2. Offerors are required to complete sections A through I. This form must be physically signed. Electronic signatures will not be accepted.
- Supplemental document specifically addressing the Quality Ranking Factors (QRFs) submitted.
- Ability to obtain and maintain a Secret up to Top Secret/Sensitive Compartmented Information level clearance as provided by USAID.
- Ability to obtain a Department of State medical clearance.
- Must not appear as an excluded party in the System for Award Management (SAM.gov).
- Satisfactory verification of academic credentials.

#### **QUALITY RANKING FACTORS (QRFs)**

(Used to determine the competitive ranking of qualified offerors in comparison to other offerors. The factors below are of equal value. The evaluation of QRF responses will also take into consideration the quality of written responses. Aspects of written responses including, but not limited to typos, grammatical errors, spelling errors, and incomplete sentences will be factored into the evaluation process.)

QRF #1 Describe your experience in conducting needs assessments for administrative operations for overseas offices while reinforcing management and internal controls. Please discuss your ability to apply sound, independent judgment in identifying management or administrative problems, and proposing solutions to them.

QRF #2 You have been assigned to establish and operationalize a new overseas office for OFDA. Describe in detail your approach to accomplishing this assignment. Discuss any assumptions that you must make.

QRF #3 Explain your experience being a team player; include examples that demonstrate challenging decisions or choices you've made. Describe your experience with customer service; include your view of what customer service means to you, and examples of how you employ good customer service at work.

**BASIS OF RATING:** Offerors who meet the Education/Experience requirements and Selection Factors will be further evaluated based on scoring of the QRF responses. Those offerors determined to be competitively ranked may also be evaluated on interview performance and satisfactory professional reference checks.

Offerors are required to address each of the QRFs in a separate document describing specifically and accurately what experience, training, and/or education they have received as it pertains to each factor. Be sure to include your name and the announcement number at the top of each additional page. Failure to address the selection factors and/or Quality Ranking Factors may result in not receiving credit for all pertinent experience, education, and/or training.

The most qualified offerors may be interviewed and required to provide a writing sample. OFDA will not pay for any expenses associated with the interviews. Professional references and academic credentials will be evaluated for offerors being considered for selection. **Note:** Please be advised that references may be obtained independently from other sources in addition to the ones provided by an offeror. OFDA reserves the right to select additional offerors if vacancies become available during future phase of the selection process.

**The Offeror Rating System is as Follows:**

QRFs have been assigned the following points:

QRF #1 – 10 points

QRF #2 – 10 points

QRF #3 – 10 points

Interview Performance – 50 points

Satisfactory Professional Reference Checks – 20 points

**Total Possible Points: 100**

**IV. SUBMITTING AN OFFER**

Applications must be **received** by the closing date and time at the address specified in the cover letter.

Qualified individuals are **required** to submit:

1. Complete resume. In order to fully evaluate your application, 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 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) Education and any other qualifications including job-related training courses, job-related skills, or job-related honors, awards or accomplishments.
- (d) U.S. Citizenship
- (e) **Optional:** How did you hear about this opportunity? (FedBizOpps, OFDA Jobs, Career Fair, etc.).

Your resume should contain sufficient 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]. This information should be clearly identified in your resume. Failure to provide information sufficient to determine your qualifications for the position will result in loss of full consideration.

2. Supplemental document specifically addressing the QRFs shown in the solicitation.
3. USPSC Application form AID 309-2. Offerors are required to complete sections A through I. This form must be physically signed. Electronic signatures will not be accepted.

Additional documents submitted will not be accepted.

By submitting your application materials, you certify that all of the information on and attached to the application is true, correct, complete, and made in good faith. You agree to allow all information on and attached to the application to be investigated. False or fraudulent information on or attached to your application may result in you being eliminated from consideration for this position, or being terminated after award, and may be punishable by fine or imprisonment.

To ensure consideration of applications for the intended position, please reference the solicitation number on your application, and as the subject line in any email.

## DOCUMENT SUBMITTALS

**Via email:** [recruiter@ofda.gov](mailto:recruiter@ofda.gov)

**NOTE:** If the full security application package is not submitted within 30 days after the Office of Security determines eligibility, the offer may be rescinded. If a Secret security clearance is not obtained within nine months after offer acceptance, the offer may be rescinded. If Top Secret is required, and clearance is not obtained within nine months after award, USAID may terminate the contract at the convenience of the government. If Sensitive Compartmented Information (SCI) access is not obtained within nine months after Top Secret clearance is granted, USAID may terminate the contract at the convenience of the government.

**NOTE:** If the full medical clearance package is not submitted within two months after offer acceptance, the offer may be rescinded. If a Department of State medical clearance is not obtained within six months after offer acceptance, the offer may be rescinded.

## **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 application.

## **NOTE REGARDING DATA UNIVERSAL NUMBERING SYSTEM (DUNS) NUMBERS AND THE SYSTEM FOR AWARD MANAGEMENT**

All USPSCs with a place of performance in the United States are required to have a Data Universal Numbering System (DUNS) number and be registered in the System for Award Management (SAM) database prior to receiving an offer. You will be disqualified if you either fail to comply with this requirement or if your name appears on the excluded parties list. The selectee will be provided with guidance regarding this registration.

For general information about DUNS Numbers, please refer to Federal Acquisition Regulation (FAR) Clause 52.204-6, Data Universal Numbering System Number at [https://www.acquisition.gov/far/current/html/52\\_200\\_206.html](https://www.acquisition.gov/far/current/html/52_200_206.html) and FAR 52.204-7, System for Award Management at [https://www.acquisition.gov/far/current/html/52\\_200\\_206.html](https://www.acquisition.gov/far/current/html/52_200_206.html) or [www.sam.gov](http://www.sam.gov).

## **V. LIST OF REQUIRED FORMS PRIOR TO AWARD**

The CO will provide instructions about how to complete and submit the following forms after an offeror is selected for the contract award.

Forms outlined below can be found at:

<http://www.usaid.gov/forms/> or at <http://www.forms.gov/bgfPortal/main.do>

1. Resume.
2. USPSC Application Form (AID 309-2)
3. Medical History and Examination Form (DS-6561). \*\*
4. Questionnaire for Sensitive Positions (for National Security) (SF-86), or \*\*
5. Questionnaire for Non-Sensitive Positions (SF-85). \*\*
6. Finger Print Card (FD-258). \*\*
7. Employment Eligibility Verification (I-9 Form). \*\*

\*\* Forms 3 through 7 shall be completed **ONLY** upon the advice of the Contracting Officer that an offeror is the successful candidate for the job.

## **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

## 2. ALLOWANCES

Section numbers refer to rules from the [Department of State Standardized Regulations \(Government Civilians Foreign Areas\)](https://aoprals.state.gov/content.asp?content_id=282&menu_id=101), available at [https://aoprals.state.gov/content.asp?content\\_id=282&menu\\_id=101](https://aoprals.state.gov/content.asp?content_id=282&menu_id=101)

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

## **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.usaid.gov/sites/default/files/documents/1868/aidar\\_0.pdf](https://www.usaid.gov/sites/default/files/documents/1868/aidar_0.pdf) .

ADS 309 – Personal Services Contracts can be found at:

<https://www.usaid.gov/sites/default/files/documents/1868/309.pdf>

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

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> .

## **AAPD 06-10 – PSC MEDICAL PAYMENT RESPONSIBILITY**

AAPD No. 06-10 is hereby incorporated as Attachment 1 to the solicitation.

**AAPD 15-02 – Authorization of Family and Medical Leave for U.S. Personal Services Contractors (USPSCs)**

AAPD No. 15-02 is hereby incorporated as Attachment 2 to the solicitation.

**AAPD 18-02 - Medical Evacuation (MEDEVAC) Services**

AAPD No. 18-02 is hereby incorporated as Attachment 3 to the solicitation.

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> .

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.

ATTACHMENT 1

**USPSC PROVISION “MEDICAL EXPENSE PAYMENT RESPONSIBILITY  
(OCTOBER 2006)**

**MEDICAL EXPENSE PAYMENT RESPONSIBILITY (OCTOBER 2006)**

(a) Definitions. Terms used in this General Provision are defined in 16 FAM 116 (available at <http://www.foia.state.gov/REGS/fams.asp?level=2&id=59&fam=0>). Note: personal services contractors are not eligible to participate in the Federal Employees Health Programs.

(b) The regulations in the Foreign Affairs Manual, Volume 16, Chapter 520 (16 FAM 520), Responsibility for Payment of Medical Expenses, apply to this contract, except as stated below. The contractor and each eligible family member are strongly encouraged to obtain health insurance that covers this assignment. Nothing in this provision supersedes or contradicts any other term or provision in this contract that pertains to insurance or medical costs, except that section (e) supplements General Provision 25. “MEDICAL EVACUATION (MEDEVAC) SERVICES.”

(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 AAPD 06-10 PSC Medical Expense Payment Responsibility 6 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 AAPD 06-10 PSC Medical Expense Payment Responsibility 7 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).

End of Provision

## ATTACHMENT 2

### **GP 5. LEAVE AND HOLIDAYS (DEC 2017)**

**(Pursuant to class deviation #M/OAA-DEV-AIDAR-18-1c)****(a) Annual Leave**

(1) The contractor is not entitled to annual leave if the period of performance of this contract is 90 days or less. If the contract period of performance is more than 90 days, the contractor shall earn annual leave as of the start date of the contract period of performance as specified in paragraph (a)(2) below.

(2) The contractor shall accrue annual leave based on the contractor's time in service according to the following table:

Time in Service	Annual Leave (AL) Accrual Calculation
0 to 3 years	Four hours of leave for each two week period
over 3, and up to 15 years	Six hours of AL for each two week period (including 10 hours AL for the final pay period of a calendar year)
over 15 years	Eight hours of AL for each two week period

USAID will calculate the contractor's time in service based on all the previous service performed by the contractor as a: 1) USAID PSC (i.e., the contractor has served under any USAID personal services contracts of any duration covered by Sec. 636(a)(3) of the FAA or other statutory provision applicable to USAID); and/or 2) former U.S. Government (USG) direct-hire, under either civilian and/or military service.

(3)

(i) AL is provided under this contract for the purposes of affording necessary rest and recreation during the period of performance. The contractor, in consultation with the USAID Mission or USAID/Washington, as appropriate, shall develop an AL schedule early in the contractor's period of performance, taking into consideration project requirements, employee preference, and other factors. All AL earned by the contractor must be used during the contractor's period of performance. All AL earned by the contractor, but not taken by the end of the contract, will be forfeited. However, to prevent forfeiture of AL, the Contracting Officer may approve the contractor taking AL during the concluding weeks of the contractor's period of performance.

(ii) As an exception to 3(i) above, the contractor may receive a lump-sum payment for leave not taken. To approve this exception, the contractor's supervisor must provide the Contracting Officer with a signed, written Determination and Findings (D&F). The D&F must set out the facts and circumstances that prevented the contractor from taking AL, and the Contracting Officer must find that these facts and circumstances were not caused by, or were beyond the control of, the contractor. This leave payment must not exceed the number of days which could be earned by the contractor during a twelve-month period.

(4) With the approval of the Mission Director or cognizant AA, as appropriate, and if the circumstances warrant, a Contracting Officer may grant the contractor advance AL in excess of the amount earned, but in no case may the Contracting Officer grant advance AL in excess of the amount earned in one year or over the life of the contract, whichever is less. The contractor

agrees to reimburse USAID for any outstanding balance of advance AL provided during the contractor's assignment under the contract.

(5) Applicants for PSC positions will provide evidence of their PSC and/or USG direct-hire service - civilian and/or military experience, as applicable, on their signed and dated application form required under USAID policy. By signing the appropriate form, the applicant attests to the accuracy of the information provided. Any applicant providing incorrect information is subject to the penalty provisions in the form. If required to satisfy due diligence requirements on behalf of the Contracting Officer, the contractor may be required to furnish evidence that verifies length of service, e.g., SF 50, DD Form 214, and/or signed contracts.

**(b) Sick Leave.** The contractor may use sick leave on the same basis and for the same purposes as USAID U.S. direct hire employees. Sick leave is earned at a rate not to exceed four (4) hours every two (2) weeks for a total of 13 work-days per year. Unused sick leave may be carried over under an extension or renewal of this contract with the same individual for the same work.

Otherwise, sick leave will not be carried over from one post to another or from one contract to another. The contractor will not be compensated for unused sick leave upon completion of this contract.

**(c) Home Leave.**

(1) Home leave is leave earned for service abroad for use only in the U.S., its commonwealths, possessions and territories.

(2) A USPSC who has served at least two years overseas at the same USAID Mission, under the same contract, as defined in paragraph (c)(4) below, and has not taken more than 30 work days leave (annual, sick or LWOP) in the U.S. may be granted home leave in accordance with the following:

(i) if the USPSC returns to the same overseas post upon completion of home leave for an additional two (2) years under the same contract, the USPSC will receive home leave, to be taken at one time, for a period of 30 work days; or  
if the USPSC returns to the same overseas post upon completion of home leave for such shorter period of not less than one year, as approved in writing by the Mission Director prior to the USPSC's departure on home leave, the USPSC will receive home leave, to be taken at one time, for a period of 30 work days.

(ii) if the USPSC is returning to a different USAID Mission under a USAID personal services contract immediately following completion of the USPSC's home leave, for an additional two (2) years under contract, or for such shorter period of not less than one (1) year, as approved by the Mission Directors of the "losing" and "gaining" Missions, the contractor will receive home leave, to be taken at one time, for a period of not more than 20 work days. When the PSC is returning to a different USAID Mission, the former Mission will pay for the home leave regardless of what country the PSC will be working in following the home leave;

(iii) if home leave eligibility is based on (c)(2)(ii) above, the USPSC must submit written verification to the losing Mission at the time home leave is requested that the USPSC has accepted a USAID personal services contract at another USAID Mission following

completion of the home leave;

(iv) travel time by the most direct route is authorized in addition to the number of work days authorized for home leave;

(v) home leave must be taken in the U.S., its commonwealths, possessions or territories, and any days spent elsewhere will be charged to annual leave (AL.) If the PSC does not have accrued AL, the PSC will be placed on LWOP.

(vi) if the PSC does not complete the additional service required under (c)(2)(i) or (ii) (that the Contracting Officer finds are other than for reasons beyond the PSC's control), the cost of home leave, travel and transportation and any other related costs must be repaid by the PSC to the Government.

(3) Notwithstanding the requirement in paragraph (c)(2) above, that the USPSC must have served two (2) years overseas under personal services contract with the same Mission to be eligible for home leave, the USPSC may be granted advance home leave subject to all of the following conditions:

(i) Granting of advanced home leave would in each case serve to advance the attainment of the objectives of this contract; and

(ii) The USPSC has served a minimum of 18 months in the Cooperating Country under this contract; and

(iii) The USPSC agrees to return to the Cooperating Country to serve out the remaining time necessary to meet two (2) years of service overseas, plus an additional two (2) years under the current contract or under a new contract for the same or similar services at the same Mission. If approved in advance by the Mission Director, the USPSC may return to serve out any remainder of the two (2) year requirement for service overseas, plus an additional period of not less than one (1) year under the current contract or under a new contract for the same or similar services at the same Mission.

(4) The period of service overseas required under paragraph (c)(2), or paragraph (c)(3) above, will include the actual days in orientation in the U.S. (less language training). The actual days overseas begin on the date of arrival in the cooperating country inclusive of authorized delays enroute. Allowable annual and sick leave taken while overseas, but not LWOP, shall be included in the required period of service overseas. An amount equal to the number of days of annual and sick leave taken in the U.S., its commonwealths, possessions or territories will be added to the required period of service overseas.

(5) Salary during the travel to and from the U.S., for home leave will be limited to the time required for travel by the most expeditious air route. Except for reasons beyond the USPSC's control as determined by the Contracting Officer, the USPSC must return to duty after home leave and complete the additional required service or be responsible for reimbursing USAID for payments made during home leave. Unused home leave is not reimbursable under this contract, nor can it be taken incrementally in separate time periods.

(6) Home leave must be taken at one time, and to the extent deemed necessary by the Contracting Officer, an USPSC in the U.S., on home leave may be authorized to spend not more

than five (5) days in work status for consultation at USAID/Washington before returning to post. Consultation at locations other than USAID/Washington as well as any time in excess of five (5) days spent for consultation must be approved by the Mission Director or the Contracting Officer.

**(d) Home Leave for Qualifying Posts (HLQP).** USPSCs who ordinarily qualify for home leave and have completed a 12-month assignment at one of the USAID qualifying posts (currently Iraq, Afghanistan and Pakistan) are entitled to take ten (10) workdays of leave in addition to the home leave an USPSCs is normally entitled to under the contract in accordance with sub-paragraphs (c)(1) - (6) above. This additional home leave is provided pursuant to an amendment to the Foreign Service Act of 1980 signed by the President on June 15, 2006.

There is no requirement that an eligible USPSC take this additional leave; it is for optional use by the USPSC. If an eligible USPSC elects to take HLQP, the USPSC must take ten (10) workdays of home leave. If the USPSC is returning to the United States and not returning overseas to the same or different USAID Mission, HLQP will not apply.

This new home leave policy is also extended to qualifying **Third-Country National PSCs (TCNPSCs)** who have an approved exception under AIDAR Appendix J, sec. 4(c)(2)(ii)(B), to apply specific provisions from AIDAR Appendix D, and whose contract includes this General Provision. However, TCNPSCs will be granted "country leave" vice home leave. The application, requirements, and restrictions will be the same as for USPSCs, but the time taken by a TCNPSC will be taken in the TCNPSC's home country or country of recruitment rather than in the United States, its commonwealths and territories.

**(e) Holidays and Excused Absences.** The contractor shall be entitled to all holidays and or excused absences granted by the USAID to U.S. direct-hire employees.

**(f) Military Leave.** Military leave of not more than 15 calendar days in any calendar year may be granted to a contractor who is a reservist of the U.S. Armed Forces. The contractor must provide advance notice of the pending military leave to the Contracting Officer or the Mission Director as soon as known. A copy of any such notice must be part of the contract file.

**(g) Leave Without Pay (LWOP).** LWOP may be granted only with the written approval of the Contracting Officer or Mission Director, unless a USPSC is requesting for such leave for family and leave purposes under paragraph (i) below.

**(h) Compensatory Time.** Compensatory time leave may be granted only with the written approval of the Contracting Officer or Mission Director in rare instances when it has been determined absolutely essential and used under those guidelines which apply to USAID U.S. direct-hire employees.

**(i) Family and Medical Leave (FML)**

(1) USAID provides family and medical leave (FML) for eligible USPSCs working within the U.S., or any Territories or possession of the United States, in accordance with Title I of the Family and Medical Leave Act of 1993, as amended, and as administered by the Department of Labor under [29 CFR 825](#). USAID is also extending FML to eligible USPSCs working outside the U.S., or any Territories or possession of the U.S., in accordance with this paragraph (i) as a matter of



policy discretion.

- (2) FML only applies to USPSCs, not any other type of PSC.
- (3) To be eligible for FML, a USPSC must have been employed (i) for at least 12 months by USAID; and (ii) for at least 1,250 hours of service with USAID during the previous 12-month period. The specific eligibility criteria and requirements are provided in USAID policy.
- (4) In accordance with [29 CFR 825.200\(a\)](#) and USAID policy, an eligible USPSC may take up to 12 workweeks of leave under FMLA, Title I, in any 12-month period for the following reasons:
  - (a) The care of the USPSC's newborn child.
  - (b) The care of the USPSC's newly placed adopted or foster care child.
  - (c) The care of the USPSC's spouse, child or parent with a serious health condition.
  - (d) The USPSC's own serious health condition.
  - (e) A qualifying exigency arising from the USPSC's spouse, child or parent in active duty military status.
  - (f) Other qualifying exigencies as determined by the Department of Labor.
- (5) In accordance with 29 CFR Part 825.207, the USPSC may take LWOP for FML purposes. However, the USPSC may choose to substitute LWOP with accrued paid leave, including accrued annual or sick leave, or compensatory time earned under this contract. If the USPSC does not choose to substitute accrued paid leave, the CO, in consultation with the USPSC's supervisor, may require the USPSC to substitute accrued paid leave for LWOP. The CO must verify the accuracy of the USPSC's accrued paid leave request and obtain the required certifications for approval of FML in accordance with the stated USAID policy.
- (6) FML is not authorized for any period beyond the completion date of this contract.
- (7) When requesting FML, the USPSC must demonstrate eligibility to the USPSC's supervisor by completing USAID's FML request forms, including certifications and other supporting documents required by USAID policy.
- (8) The U.S. Department of Labor's (DOL's) [Wage and Hour Division \(WHD\) Publication 1420](#) explains the FMLA's provisions and provides information concerning procedures for filing complaints for violations of the Act.

**(j) Leave Records.** The contractor shall maintain current leave records for himself/herself and make them available, as requested by the Mission Director or the Contracting Officer.

[END PROVISION]

### ATTACHMENT 3

#### **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 (MAY 2018) (Pursuant to class deviation #M/OAA-DEV-AIDAR-18-3c)**

USAID will provide Medevac services to the contractor and authorized dependents, through the Department of State's Bureau for Medical Services (MED), similar to those provided to U.S.

Government employees in accordance with [16 FAM 300](#) Medical Travel. Medevac costs include travel and per diem, but do not include medical care costs. To be covered by the Medevac program, the contractor and authorized dependents must obtain and maintain international health insurance coverage that includes overseas hospitalization, and must provide proof of such insurance to the contracting officer prior to relocation abroad.

[END PROVISION]