



**SOLICITATION NUMBER:** 720FDA19B00108  
**ISSUANCE DATE:** September 5, 2019  
**CLOSING DATE AND TIME:** October 17, 2019  
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 offers from qualified U.S. citizens to provide personal services as a Team Leader for the Middle East Crisis Humanitarian Response Management Team (MECHR RMT) 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. **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. 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. USPSC Offeror 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. AID 309-2 is available at <http://www.usaid.gov/forms>.

**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 offer materials have been received. Offerors should retain for their records copies of all enclosures which accompany their offers. 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.: 720FDA19B00108
2. ISSUANCE DATE: September 5, 2019
3. CLOSING DATE AND TIME FOR RECEIPT OF OFFERS: October 17, 2019,  
12:00 P.M. Eastern Time
4. POINT OF CONTACT: OFDA Recruitment Team, [recruiter@ofda.gov](mailto:recruiter@ofda.gov)
5. POSITION TITLE: Team Leader
6. MARKET VALUE: \$117,191 - \$152,352 equivalent to **GS-14** (includes locality pay)

Final compensation will be negotiated within the listed market value and based upon the candidate's established salary history. **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: One (1) year, with four (4) 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 Team, Public-Private Engagement Team, and the United States Mission to the UN (USUN) in New York, Geneva, and Rome.

## INTRODUCTION

To address the humanitarian crisis in Syria and Iraq, OFDA created the Middle East Crisis Humanitarian Response Management Team (MECHR RMT). The RMT supports the USG's humanitarian assistance efforts in response to the complex emergencies in Syria, offering operational support to the field-based Syria DART, and serves as the focal point for coordination among USG interagency partners and other key stakeholders in Washington. The OFDA team members in Turkey, Jordan, and Kuwait, are responsible for coordinating the USG's humanitarian response to Syria, establishing programs to meet clearly defined humanitarian needs, and for overseeing OFDA's current and future humanitarian assistance programming.

The RMT coordinates the USG response to a disaster and serves as the primary liaison between the field DARTs and Washington, DC. The chief purpose of the RMT is to represent USAID, oversee Washington-based support, provide interagency coordination of relief activities, coordinate within USAID and with partners, serve as representatives for relevant USAID stakeholders to other federal officials, the media, Congress, and support DART field operations. The RMT gathers and analyzes information from these various sources and evaluates the impact of strategic, political, resource availability, budgetary, and other issues on the response. The RMT helps to integrate these issues with the field-level approach recommended by the DARTs to provide overall strategy recommendations to the OFDA Director. When the Director determines the strategic direction, the RMT coordinates with other staff in OFDA to determine the best method to activate and coordinate resources, including funding, staff, commodities, and supplies.

The Team Leader for the MECHR RMT is responsible for setting the strategy and leading the RMT for DCHA relief programs in Syria. This position also encompasses OFDA/Washington liaison responsibilities with other agencies, principally the Department of State (DOS), Department of Defense (DOD) and the National Security Council (NSC), regarding USG assistance programs for both countries. As the delegated leader for the RMT, the Team Leader oversees OFDA/Washington RMT operations, which supports the DART for Syria based in Turkey, Jordan, and Kuwait, and is accountable for planning and programming response activities. The Team Leader ensures the development and implementation of strategic decisions, and provides the primary channel of communication between the DART and OFDA/Washington. This position is based in Washington and reports directly to the Response Director for the MECHR crisis. Should the MECHR RMT be re-formed or deactivated, the Team Leader will report to the ALE Division Chief.

## OBJECTIVE

OFDA requires the services of a Team Leader to lead USG's humanitarian response to the Middle East, with particular focus on Syria, to coordinate this critical response with other parts of USG, UN agencies and NGOs, as well as uphold OFDA's lead role for the USG in international disaster response and humanitarian assistance.

## DUTIES AND RESPONSIBILITIES

### **Program and Policy Guidance and Coordination:**

- Provide overall strategic guidance to the DCHA humanitarian programs in Syria. Coordinate and consult with counterpart staff in the DOS, DOD, and NSC.
- Review policy and assess assistance strategies, as well as provide program management recommendations.
- Coordinate the RMT response to the disaster, drawing on expert knowledge and understanding of USG policy-making processes and roles and authorities of relevant USG interagency stakeholders. This would ensure that interagency partners understand OFDA's strategy and its lead role in the USG response.
- Maintain close communication with the OFDA Director. Schedule regular briefings to keep him/her informed of the current situation, work progress, problems, planned actions, and effectiveness of response strategy.
- Consult with the Regional Team and DART to formulate long-term strategy and benchmarks.
- Discuss appropriate media activities with the RMT Press Officer.

### **RMT Management and Supervision:**

As leader of the RMT, the Team Leader will create and maintain an effective team environment while setting the tone and example for: open communication and regular coordination; a work environment conducive to mutual respect; clear expectations for performance; and clear delegations of roles, responsibilities, and authority. Specific responsibilities in relation to RMT management and supervision are as follows:

- Formulate a team operational plan based on immediate evaluations from all functions and a briefing from the OFDA Director. Ensure that roles, responsibilities, authorities, communication procedures, and chain of command are clearly understood. Define specific

division of duties with the Deputy Managers for Response and Coordination, and make these roles known to RMT members.

- Provide direction to the RMT Planning Coordinators for the development of situation reporting, operational planning, resource tracking, documentation, and commodity consignment systems. Review and approve fact sheets, situation reports and RMT cables.
- With the Planning Coordinators, conduct regular planning, briefing, and debriefing sessions. Ensure regular attendance and contributions from all RMT members into the team's operational planning process.
- Review and approve staff work and rotation schedules. Determine additional requirements (personnel, equipment, facilities, logistical support).
- Conduct, as needed, an assessment of all functions to determine effectiveness and validity of priorities, soundness of objectives, appropriate staffing levels, and ability of RMT members to carry out assignments. Monitor RMT operations for overlap and/or gaps in performing needed functions. Institute changes as necessary.
- As needed, may serve on temporary details within the office, not to exceed six months. Duties performed while on detail will be aligned with the Team's existing duties and responsibilities as well as directly related to the scope of work provided.
- As needed, serve on DARTs which may require immediate (within 24 hours) deployment overseas.

#### **Communications with DART:**

- Provide compelling oral briefings to USG leadership and lead the RMT in responding quickly, accurately, and strategically to high-level information requests, identifying the information needs of the target audience and designing communications accordingly.
- Foster open communications with DARTs to ensure continued support, keeping them informed of Team activities and progress.  
Ensure decisions, actions, and issues are clearly and completely documented so as to allow for clear understanding of roles of all those involved
- Ensure that requests from DARTs are clearly documented and communicated to the appropriate individual. Ensure that a Point of Contact for each task is assigned and communicated back to the DART Leaders and that timeframes and progress are communicated back to the DART Leaders in a timely manner.

#### **RMT Demobilization and Close-out:**

- Manage and monitor RMT demobilization to ensure a smooth transition, and no breaks in support to on-site disaster response. Prepare and conduct a debriefing with the OFDA Director.
- Submit a final disaster documentation package to the OFDA Director and Regional Team Leader.
- Provide guidance for the After-Action Report preparation and participate in the DART After-Action Review.
- Provide performance feedback and formal evaluations to RMT Deputies and ensure all team members receive a performance evaluation.

#### **SUPERVISORY RELATIONSHIP:**

The USPSC works under the supervision of and reports directly to the Response Director for MECHR and the ALE Division Chief, if applicable, thereafter.

**SUPERVISORY CONTROLS:**

Supervisory controls will be minimal. The Response Director for MECHR or the ALE Division Chief will provide administrative direction in terms of broadly defined missions or functions. The USPSC will be expected to act independently with little direction and will have wide latitude for the exercise of independent judgement.

**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.)

Bachelor's degree with significant study in, or pertinent to, the specialized field (including, but not limited to, international relations, economics, food policy or a related field) or country, and (10) ten years of progressively responsible experience in emergency relief and humanitarian assistance.

OR

Master's degree with significant study in, or pertinent to, the specialized field (including, but not limited to, international relations, economics, food policy or a related field) or country, and eight (8) years of experience in emergency relief and humanitarian assistance.

**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 Offeror 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.
- 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.

**OFFEROR RATING SYSTEM**

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

**Program and Policy Guidance and Coordination (10 points)**

- Experience developing and implementing an organization's strategic response priorities on a rapidly evolving humanitarian crisis in an international disaster context from a regional or headquarters based office.
- Experience preparing and representing humanitarian policy positions in U.S. Government interagency discussions or meetings.
- Experience communicating an organization's policy positions to international donor communities and NGO partners.
- Experience briefing and drafting memorandums for Senior Level Management on response strategy, progress or problems.
- Demonstrated experience in reviewing or approving information products, press releases or memos.

**Management and Supervision (10 points)**

- Experience coordinating multi-disciplinary teams, defining specific division duties, and establishing operational plans.
- Experience creating cohesive team environments with open communication and effective coordination that fosters a high standard of performance.
- Experience evaluating a team's functional areas to: create work plans, establish delegation of roles or determine staffing levels.
- Demonstrated skills in maintaining effective communication between headquarters and multiple field teams.
- Experience mentoring staff and providing performance appraisals.

**Skills and Abilities (10 points)**

- Demonstrated experience developing, designing, or evaluating proposed humanitarian interventions for a humanitarian response.

- Demonstrated skills and abilities in coordinating relief, transition or disaster risk reduction activities with host country governments, donors or diplomatic missions in the midst of international humanitarian crisis situation.
- Demonstrated knowledge of U.S. Government acquisition and assistance awards to include post-award administration and regulation compliance.
- Demonstrated experience communicating complex humanitarian issues to a range of audiences through written products.

### **Interview Performance (30 points)**

### **Writing Test (20 points)**

### **Satisfactory Professional Reference Checks (20 points)**

### **Total Possible Points: 100**

**BASIS OF RATING:** Offerors who 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.

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. 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 Offeror Rating System factors may result in not receiving credit for all pertinent experience, education, training and/or awards.

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.

## **IV. SUBMITTING AN OFFER**

Offers 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 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. **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. 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. USPSC Offeror 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. AID 309-2 is available at <http://www.usaid.gov/forms>.

Additional documents submitted will not be accepted.

By submitting your offer materials, you certify that all of the information on and attached to the offer is true, correct, complete, and made in good faith. You agree to allow all information on and attached to the offer to be investigated. False or fraudulent information on or attached to your offer 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 offers for the intended position, please reference the solicitation number on your offer, 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 offer.

## **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 Offeror 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), 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 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 USPSCs 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 USPSC 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]