



# USAID | INDIA

FROM THE AMERICAN PEOPLE

**SOLICITATION NUMBER: 17-223**

**ISSUANCE DATE:** September 14, 2017

**CLOSING DATE/TIME:** October 5, 2017 Indian Standard Time (IST)

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

Dear Prospective Offerors:

The United States Government, represented by the U.S. Agency for International Development (USAID), is seeking offers from qualified persons to provide personal services under contract as described in this solicitation.

Offers must be in accordance with the attached solicitation (Management Notice). Incomplete or unsigned offers will not be considered. Offerors should retain copies of all offer materials for their records.

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.

Any questions must be directed in writing to the Point of Contact specified in the attached information.

Sincerely,

Edward Michalski  
Contracting Officer

# Management Notice



American Embassy, New Delhi

**NO.:** 17-223

**DATE:** September 14, 2017

**FROM:** Michael B. Phillips – Minister Counselor for Management Affairs

**TO:** All New Delhi Americans

**SUBJECT:** Vacancy Announcement - Advocacy and Strategic Partnerships Adviser, USAID/India

**OPEN TO:** All Agency U.S. Eligible Family Members (USEFMs), Members of Household (MOH) and U.S. Citizens

**POSITION:** Advocacy and Strategic Partnerships Advisor, USAID/India (Resident-Hire\* U.S. Personal Services Contract), GS - 13

**OPENING DATE:** September 14, 2017

**CLOSING DATE:** October 5, 2017 Indian Standard Time (IST)

**WORK HOURS:** Full-time; 40 hours/week (Monday to Friday, 8:30 a.m. to 5:00 p.m.)

**SALARY:** GS-13 equivalent (Market value \$74,584 to \$96,958)  
Salary to be paid within this grade depending on the experience, qualifications, and salary history.

**PERIOD OF PERFORMANCE:** One year with the possibility of extension, subject to Mission's needs and funds availability.

**PLACE OF PERFORMANCE:** New Delhi (with possible travel applicable as per the Statement of Duties).

**SECURITY LEVEL REQUIRED:** Facility Access

**ALL APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS AT THE TIME OF APPLICATION SUBMISSION TO BE ELIGIBLE FOR CONSIDERATION.**

\* Resident-Hire means a U.S. citizen who, at the time of hire as a Personal Services Contractor, resides in the cooperating country as a spouse or dependent of a U.S. citizen employed by a U.S. government agency or under any U.S. government-financed contract or agreement, or for reasons other than for

employment with a U.S. government agency or under any U.S. government-financed contract or agreement. A U.S. citizen for purposes of this definition also includes persons who at the time of contracting are lawfully admitted permanent residents of the United States.

The U.S. Embassy in New Delhi is seeking an individual for the position of Advocacy and Strategic Partnerships Advisor (Resident-Hire U.S. Personal Services Contract) for USAID/India.

## **STATEMENT OF DUTIES**

### **Basic Function of Position**

The Advocacy and Partnerships Adviser guides the Health Office on a range of advocacy and strategic partnership issues. The Adviser will facilitate partnership and agreements with various stakeholders (public and private) based on Health Office priorities and will ensure cross-cutting and collaboration within and across the various teams in order to connect resources, share best practices and enable most efficient and effective utilization of resources. S/he will engage the private sector, senior policy makers at the state and national level, implementing partners and other institutions to achieve the desired impact.

The Adviser provides technical guidance and leadership in the conceptualization, development, design, administration, monitoring and evaluation of assigned major segments of the USAID/India health development portfolio and coordinates ongoing efforts for future USAID/India initiatives.

The incumbent reports to the Health Office Deputy Director or his/her designee.

### **Major Duties to be performed**

#### **a. Coordination**

- Develop and sustain close collaborative, professional relationships with the Government of India (GOI), state, and local government officials at the highest levels, senior officials of other U.S. Government (USG) agencies, key health, communication, research and business leaders in India, major donors and international organizations, and senior officials of professional associations and civil society leaders.
- Ensure effective coordination of USAID-funded activities with those of other donors working with GOI health providers, and medical associations.
- Promotes the expansion of effective strategies, approaches and policies that serve to expand the coverage and quality of health programs.
- Represent the Health Office, Mission, and USG priorities to stakeholders and external development partners in a wide variety of fora sponsored by USAID development partners, at conferences and workshops, donor subgroup meetings, and other relevant forums on economic and health development; and, in negotiations with GOI and state governments and the private sector on project design and implementation.
- Ensure internal coordination, within the Health Office and across other USAID offices and program boundaries that may offer opportunities to leverage investments and further targeted objectives.

#### **b. Technical Leadership and Policy Analysis**

- Provide technical leadership and high-level advice to the Mission to form partnerships, especially with the private sector.
- Undertake policy analysis in the areas of emphasis in close collaboration with the GOI at the national and sub-national levels, professional networks, the private sector, civil society organizations, and other partners, in order to develop a better understanding of key challenges and policy impediments in targeted health sectors.
- Provide leadership in the area of health systems strengthening, health systems policy reform, private sector engagement in the health sector, and partnership and alliance interventions.
- Keep the Health Office abreast of current health-related research and significant events in India; advises senior Mission management and others of health activities and programs impacting on USAID activities in the sector; conducts consultations with stakeholders, including the private sector; tracks legislative developments related to key health sectors; and, collects, analyzes, and synthesizes information to inform and strategically guide USAID and USG program planning.

A copy of the complete position description listing all duties and responsibilities is available on USAID/India website <http://www.usaid.gov/india/careers>. It can also be obtained from the USAID India Human Resources Division (Contact: Vandana Sharma, Human Resources Specialist at Ext. 8117 or e-mail: [vsharma@usaid.gov](mailto:vsharma@usaid.gov))

#### **MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION**

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

- 1. Education:** Completion of a University degree in a field relevant to business, law, public health or development assistance is required.
- 2. Prior Work Experience:** Minimum three years of progressively responsible experience is required.
- 3. Language Proficiency:** Fluency (Level IV) in written and oral English is required.
- 4. Knowledge:** The incumbent must: have excellent knowledge of English; possess an understanding of and experience with international development issues; and have mastery of, or ability to use, diverse computer software, including MS Word, MS PowerPoint and MS Excel.
- 5. Skills and Abilities:** The incumbent must: be conversant with the important terminology, concepts and organizations associated with international development work; be a solid writer, editor, and possess research skills; possess strong ability to function in a sensitive environment, requiring tact and sound judgment, with a minimum of supervision and a solid ability to handle interactions with colleagues, high-level visitors, and senior officials with maturity and confidence; be able to manage multiple tasks; be highly organized, meet deadlines; have strong interpersonal skills; be capable of working with multidisciplinary teams in a fast-paced environment; and be a self-starter, detail-oriented, and a creative problem solver.

#### **PHYSICAL DEMANDS**

The work requested does not involve undue physical demands.

## **SELECTION PROCESS**

After the closing date for receipt of applications, a committee will be convened to review applications and evaluate them in accordance with the evaluation criteria. Applications from candidates which do not meet the required selection criteria will not be scored. As part of the selection process, finalist candidates may be interviewed either in person or by telephone at USAID's discretion. Reference checks will be made only for applicants considered as finalists. If an applicant does not wish USAID to contact a current employer for a reference check, this should be stated in the applicant's job application, and USAID will delay such reference check pending communication with the applicant. Only finalists will be contacted by USAID with respect to their applications. The selected candidates for this position must obtain a "Facility Access" level clearance within a reasonable period of time (USAID will provide details regarding this clearance to the selected candidate) from USAID/Washington's Office of Security. A substantial delay in obtaining the required clearance will make the applicant ineligible for selection.

USAID/India expects to award a personal services contract for a one-year period commencing as early as practically possible subject to security and medical clearances and funds availability.

To be considered for this position, applicants must meet the minimum qualifications noted above. For those who do, further consideration and selection will be based on panel assessment of the selection criteria listed below.

## **EVALUATION AND SELECTION FACTORS**

Candidates will be evaluated and ranked based on the following selection criteria to a maximum score of 100 points:

- a. Demonstrated high level writing and verbal communication skills, as well as computer skills. (25 points)
- b. Demonstrated high level analytical, organizational, and creative thinking skills. (25 points)
- c. Depth and relevance of prior project related experience such as designing, planning, reporting on and executing projects. (25 points)
- d. Interpersonal skills and ability to work with staff and manage work flows, work as a team member with diverse colleagues, and provide leadership in areas of competency. (25 points)

Total = 100 points

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. The candidate must be able to obtain and hold a "Facility Access" level security clearance.

3. The first 90 calendar days of the employment will be treated as probationary period. While on probationary period, the employee will not be eligible to apply for another position.

#### **HOW TO APPLY**

1. Eligible offerors are required to complete and submit the USPSC Application Form (including AID 302-3, Offeror Information for Personal Services Contracts), which can be accessed through the link below:  
<https://www.usaid.gov/sites/default/files/documents/1861/USPSC%20Application%20Form%20-%20Cover%20Form%20and%20Form%20AID%20302-3.docx>
2. Eligible offerors must attach a most up-to-date resume.
3. Offers must be received by the closing date and time specified on Page 1 of this Management Notice.
4. To ensure consideration of offers for the intended position, Offerors must prominently reference the Solicitation number in the offer submission.

Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-0214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.

#### **SUBMIT APPLICATION TO:**

Submit print copies of applications to:

Human Resources  
United States Agency for International Development  
U.S. Embassy  
Shantipath, Chanakyapuri  
New Delhi – 110 021

Or

Electronic Submission to: [indiaper@usaid.gov](mailto:indiaper@usaid.gov)

#### **POINT OF CONTACT:**

**Ms. Vandana Sharma, Human Resources Specialist**  
Telephone: 91-11-2419-8117; Email: [vsharma@usaid.gov](mailto:vsharma@usaid.gov)

#### **LIST OF REQUIRED FORMS FOR PSC HIRES:**

Once the CO informs the successful Offeror about being selected for a contract award, the CO will provide the successful Offeror instructions about how to complete and submit the following forms (as applicable).

1. Medical History and Examination Form (Department of State Forms)
2. Questionnaire for Sensitive Positions for National Security (SF-86), or
3. Questionnaire for Non-Sensitive Positions (SF-85)
4. Finger Print Card (FD-258)

## **BENEFITS/ALLOWANCES**

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

- (a) Employer's FICA Contribution
- (b) Contribution toward Health & Life Insurance (if not already covered)
- (c) Pay Comparability Adjustment
- (d) Annual Increase (pending a satisfactory performance evaluation)
- (e) Eligibility for Worker's Compensation
- (f) Annual and Sick Leave

Resident-Hire USPSCs are not eligible for any fringe benefits, differentials or allowances.

## **TAXES**

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

## **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)
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>
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/OGES%20Regulations>.

The U.S. Mission in New Delhi provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.





## POSITION DESCRIPTION

**POSITION TITLE:** Advocacy and Strategic Partnerships Advisor

**PROPOSED GRADE:** GS-13

**ORGANIZATION UNIT WITHIN THE AGENCY:** Health Office, USAID/India

**PLACE OF PERFORMANCE:** USAID/India, U.S. Embassy, New Delhi, India

**POSITION TITLE AND POSITION GRADE OF THE DIRECT SUPERVISOR:** Health Office Deputy Director, FS 01

### **I. INTRODUCTION**

The Advocacy and Partnerships Adviser guides the Health Office on a range of advocacy and strategic partnership issues. The Adviser will facilitate partnership and agreements with various stakeholders (public and private) based on Health Office priorities and will ensure cross-cutting and collaboration within and across the various teams in order to connect resources, share best practices and enable most efficient and effective utilization of resources. S/he will engage the private sector, senior policy makers at the state and national level, implementing partners and other institutions to achieve the desired impact.

The Adviser provides technical guidance and leadership in the conceptualization, development, design, administration, monitoring and evaluation of assigned major segments of the USAID/India health development portfolio and coordinates ongoing efforts for future USAID/India initiatives.

### **II. DUTIES AND RESPONSIBILITIES**

#### **a. Coordination: 50%**

- Develop and sustain close collaborative, professional relationships with the Government of India (GOI), state, and local government officials at the highest levels, senior officials of other U.S. Government (USG) agencies, key health, communication, research and business leaders in India, major donors and international organizations, and senior officials of professional associations and civil society leaders.
- Ensure effective coordination of USAID-funded activities with those of other donors working with GOI health providers, and medical associations.
- Promotes the expansion of effective strategies, approaches and policies that serve to expand the coverage and quality of health programs.

- Represent the Health Office, Mission, and USG priorities to stakeholders and external development partners in a wide variety of fora sponsored by USAID development partners, at conferences and workshops, donor subgroup meetings, and other relevant forums on economic and health development; and, in negotiations with GOI and state governments and the private sector on project design and implementation.
- Ensure internal coordination, within the Health Office and across other USAID offices and program boundaries that may offer opportunities to leverage investments and further targeted objectives.

**b. Technical Leadership and Policy Analysis: 50%**

- Provide technical leadership and high-level advice to the Mission to form partnerships, especially with the private sector.
- Undertake policy analysis in the areas of emphasis in close collaboration with the GOI at the national and sub-national levels, professional networks, the private sector, civil society organizations, and other partners, in order to develop a better understanding of key challenges and policy impediments in targeted health sectors.
- Provide leadership in the area of health systems strengthening, health systems policy reform, private sector engagement in the health sector, and partnership and alliance interventions.
- Keep the Health Office abreast of current health-related research and significant events in India; advises senior Mission management and others of health activities and programs impacting on USAID activities in the sector; conducts consultations with stakeholders, including the private sector; tracks legislative developments related to key health sectors; and, collects, analyzes, and synthesizes information to inform and strategically guide USAID and USG program planning.

**III. MINIMUM QUALIFICATIONS AND BASIC ELIGIBILITY CRITERIA**

**Education:** Completion of a university degree in a field relevant to business, law, public health or development assistance is required.

**Work Experience:** Three to five years of progressively responsible experience is required.

**Job Knowledge required:** The incumbent must have excellent knowledge of English. The incumbent must possess an understanding of and experience with international development issues. S/he must have mastery of, or ability to use, diverse computer software, including MS Word, MS PowerPoint and MS Excel.

**Skills and abilities required:** The incumbent must be conversant with the important terminology, concepts and organizations associated with international development work. S/he must be a solid writer, editor, and possess research skills. S/he must possess strong ability to function in a sensitive environment, requiring tact and sound judgment, with a minimum of supervision and a solid ability to handle interactions with colleagues, high-level visitors, and

senior officials with maturity and confidence. The incumbent must be able to manage multiple tasks, be highly organized, meet deadlines, have strong interpersonal skills, capable of working with multidisciplinary teams in a fast-paced environment, be a self-starter, detail-oriented, and a creative problem solver.

**Language proficiency:** Fluency (Level IV) in written and oral English are required.

#### **IV. KEY POSITION ELEMENTS**

**Supervision Received:** The incumbent reports to the Health Office Deputy Director or his/her designee.

**Exercise of judgment:** Exercises sound judgment in sensitive situations and in dealing with USAID colleagues, Embassy counterparts, the news media (in coordination with Public Affairs Section), partners, and vendors.

**Nature, level and purpose of contacts:** The incumbent has frequent interaction with USAID/India office directors, the USAID/India Mission Director and Deputy Mission Director, senior officials in other Embassy sections, technical staff, partners, government officials, and donor agencies. S/he develops and maintains close working relationships with USAID/Washington. The purpose of these contacts is to achieve Health Office goals and objectives, obtain the information necessary to fulfill USG reporting requirements, and foster learning and adaptation in the health sector.

**Level of complexity:** Duties are varied and require application of methods to a broad range of problems or situations with substantial depth of analysis. The incumbent will need to respond to the needs of multiple constituencies at USAID, as well as frequent revisions to USG and USAID regulations and guidelines. S/he will need to have thorough training and progressively responsible experience in the assigned field(s) of activity, and the ability to analyze and to adapt prior knowledge and experience to meet requirements imposed by country and Mission conditions. The incumbent must demonstrate initiative, resourcefulness, and the ability to independently perform work of considerable difficulty, complexity and responsibility.

**Available guidelines:** The incumbent will utilize guidance found in ADS Series 200 and 300, relevant Mission Orders, and USAID contracting guidance. S/he must be able to interpret existing guidelines and apply these to specific program or project situations.

**Scope and Effect of the work performed:** The incumbent's primary interaction will be with Health Specialists to provide technical advisory services for design and oversight of existing and new initiatives. S/he will also engage in outreach and discussions with ongoing and potential implementing partners to support the aforementioned activities. Finally s/he will cooperate with USAID's partners on the USG interagency to strengthen USAID's contributions to these collective exercises.

**Post-entry training:** The incumbent will receive on-the-job training on established USAID procedures, regulations, and policies governing Mission interaction with the media, implementing partners, other USG agencies, etc.

**Authority to make commitments:** None.

**Supervision exercised:** None.

**Time required to perform full range of duties after entry into the position:** Six months.

V. **PERIOD OF PERFORMANCE:** The period of performance for this contract will be two years (time-limited contract).

VI. **SECURITY CLEARANCE LEVEL REQUIRED:** The incumbent must possess “Facility Access” security clearance.

VII. **SUPPORT ITEMS:** The HO agrees that the PSC will be provided with the support services, equipment, and supplies necessary to perform the work.

VIII. **EVALUATION FACTORS:** To be considered for this position, applicants must meet the minimum qualifications noted above. For those who do, further consideration and selection will be based on panel assessment of the Selection Criteria listed below. Candidates will be evaluated and ranked based on the following selection criteria to a maximum score of 100 points:

- a) Demonstrated high level writing and verbal communication skills, as well as computer skills. (25 points)
- b) Demonstrated high level analytical, organizational, and creative thinking skills. (25 points)
- c) Depth and relevance of prior project related experience such as designing, planning, reporting on and executing projects. (25 points)
- d) Interpersonal skills and ability to work with staff and manage work flows, work as a team member with diverse colleagues, and provide leadership in areas of competency. (25 points)

Total = 100 points

**NOTE: MEDICAL AND SECURITY CLEARANCES**

The selected applicant must be able to obtain the security level and medical clearances required for the position.

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