



SOLICITATION NUMBER: 720BHA21R00017

ISSUANCE DATE: February 26, 2021

CLOSING DATE AND TIME: October 5, 2022, 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) Offices of Africa (OA), Asia, Latin America and the Caribbean (ALAC), and Middle East, North Africa and Europe (MENA) are seeking offers from qualified U.S. citizens to provide personal service as a Humanitarian Assistance Officer (HAO) under a United States Personal Services Contract (USPSC), as described in the solicitation. BHA is committed to fostering an equitable and inclusive workplace with a diverse workforce.

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. Failure to identify an academic discipline will result in disqualification.
- (d) U.S. Citizenship
- (e) **Optional:** How did you hear about this opportunity? (beta.SAM.gov, BHA Jobs, Career Fair, etc.).

Your resume must 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. Offerors must specify clearly in their offer materials whether they would like to be considered for the GS-9, GS-11, GS-12 or GS-13 level. Offerors who would like to be considered for multiple grade levels must submit separate offers specifying which grade level in the submission. Offerors will only be considered for the grade level specified in the submission. Offerors who do not specify the grade level will not be considered. Offerors who are unsure of which grade level they meet the minimum qualifications for should submit separate offers for multiple grade levels. This information must 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 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

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 must be emailed to:

OA, ALAC and MENAE Recruitment Teams

E-Mail Address: BHA.ALACRecruitment@usaid.gov

Website: www.BHAjobs.net

Any questions on this solicitation may be directed to the OA, ALAC and MENAE Recruitment Teams via the information provided above.

Sincerely,

Sonja Stroud-Gooden
Contracting Officer

I. GENERAL INFORMATION**1. SOLICITATION NO.:** 720BHA21R00017**2. ISSUANCE DATE:** February 26, 2021**3. CLOSING DATE AND TIME FOR RECEIPT OF OFFERS:** This solicitation is open and continuous until October 5, 2022. The following are the closing dates for each review period:

March 30, 2021, 12:00 P.M. Eastern Time
 June 30, 2021, 12:00 P.M. Eastern Time
 October 20, 2021, 12:00 P.M. Eastern Time
 February 9, 2022, 12:00 P.M. Eastern Time
 June 1, 2022, 12:00 P.M. Eastern Time
 October 5, 2022, 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 **HBMO's discretion**.

4. POINT OF CONTACT: OA, ALAC and MENAE Recruitment Teams,
BHA.ALACRecruitment@usaid.gov**5. POSITION TITLE:** Humanitarian Assistance Officer (Multiple Positions)**6. MARKET VALUE:** Depending on the qualifications of the offeror, this position can be filled at either the **GS-9 (\$60,129 - \$78,167)**, **GS-11 (\$72,750 - \$94,581)**, **GS-12 (\$87,198 - \$113,362)** or **GS-13 (\$103,690 - \$134,798)** equivalent level, including Washington, D.C. locality pay.

Note: Offerors must specify in their offer materials whether they would like to be considered for the GS-9, GS-11, GS-12 or GS-13 level(s). Offerors will only be considered for the grade level specified in the submission. Offerors who do not specify the grade level will not be considered. Offerors who are unsure of which grade level they meet the minimum qualifications for should submit separate offers for multiple grade levels.

Offerors who meet the minimum qualifications for a GS-9 will be considered for the GS-9 level positions. Offerors who meet the minimum qualifications for a GS-11 will be considered for the GS-11 level only. Offerors who meet the minimum qualifications for a GS-12 will be considered for the GS-12 level only. Offerors who meet the minimum qualifications for a GS-13 will be considered for the GS-13 level only.

Candidates selected at the GS-9 may have an opportunity for advancement to the GS-11 equivalent after at least two years at the GS-9 level, if the individual receives a recommendation from the supervisor for advancement along with an Exceeds Fully Successful performance evaluation. Advancement to the GS-11 level is not guaranteed. Candidates selected at the GS-11 may have an opportunity for advancement to the GS-12 equivalent after at least two years at the GS-11 level, if the individual receives a recommendation from the supervisor for

advancement along with an Exceeds Fully Successful performance evaluation. Advancement to the GS-12 level is not guaranteed. Candidates selected at the GS-12 may have an opportunity for advancement to the GS-13 equivalent after at least two years at the GS-12 level, if the individual receives a recommendation from the supervisor for advancement along with an Exceeds Fully Successful performance evaluation. Advancement to the GS-13 level is not guaranteed.

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 United States Agency for International Development (USAID)'s Bureau for Humanitarian Assistance (BHA) is responsible for facilitating and coordinating U.S. Government (USG) humanitarian assistance overseas in response to all types of international disasters, including slow-onset disasters such as droughts or famine, natural disasters such as earthquakes or floods, or man-made disasters such as conflict or war. BHA is responsible for planning, coordinating, developing, achieving, monitoring, and evaluating international humanitarian assistance falling into two conceptual areas:

- *Humanitarian Response* activities comprise needs-based humanitarian assistance provided to save lives, alleviate suffering, and protect human dignity during and in the aftermath of emergencies. Humanitarian assistance is grounded in humanitarian principles and is directed toward the most vulnerable populations.
- *Early Recovery, Risk Reduction, and Resilience (ER4)* activities will set the initial foundations for longer-term recovery as appropriate, and will work in close conjunction with humanitarian assistance. Early recovery is an approach that supports communities impacted by crises to protect and restore basic systems and service delivery. Early recovery builds on humanitarian response efforts and establishes the initial foundations of long-term recovery. Early recovery activities are implemented for a specified, appropriate timeframe that assists populations recovering from an identifiable shock. Risk reduction is the

prevention of new and reduction of existing disaster risk and management of residual risk, which contributes to strengthening resilience and to the achievement of sustainable development. Resilience is the ability of people, households, communities, countries, and systems to mitigate, adapt to, and recover from shocks and stresses in a manner that reduces chronic vulnerability and facilitates inclusive growth.

BHA has seven offices, as follows:

The Bureau's three geographic offices are: (1) Office of Africa; (2) Office of Asia, Latin America and the Caribbean; and (3) the Office of the Middle East, North Africa and Europe. Each geographic office designs, provides, and assesses humanitarian assistance for their respective regions, including assistance related to responding to, recovering from, and reducing the risk of man-made and natural disasters, while linking with other USAID investments that build resilience.

The Office of Global Policy, Partnerships, Programs, and Communications (G3PC) shapes and influences USAID's role within the international humanitarian system; leads engagement on a range of policy, programmatic, and operational issues; and positions the Agency to influence collective response to emergency needs across the globe.

The Office of Technical and Program Quality (TPQ) leads the Bureau's efforts to provide high-quality programmatic and technical leadership, oversight, and guidance. In addition, TPQ leads the Bureau's external engagement with academia and coordinates research to advance the effectiveness, efficiency, and impact of humanitarian and multi-year programming.

The Office of Humanitarian Business and Management Operations (HBMO) is responsible for maintaining 24/7 operability by providing leadership, planning, quality assurance, technical expertise, and process management. HBMO ensures effective stewardship of the Bureau's support services, including workforce planning, staffing, financial management, internal controls, facilities operations and infrastructure.

The Office of Field and Response Operations (FARO) leads and manages operational assistance and the purchase and delivery of goods and services in response to declared foreign disasters and international humanitarian needs in key functional areas, including supply-chain management, procurement, logistics, oversight, and operational coordination with the U.S. military.

INTRODUCTION

The HAOs play a central role in the USG's disaster response, humanitarian assistance, disaster risk reduction (DRR), resilience and humanitarian transition programs. Their core function is to monitor the contexts in their designated region, support the development of response strategies, oversee BHA programs, advise partners, ensure USAID's BHA equities are coordinated with other key actors, support the regional teams through providing training support, and represent the office in a wide range of Bureau-wide policy, process, and special initiatives. The HAOs are members of geographically-focused teams consisting of a Team Lead, Senior Humanitarian Assistance Officers (SHAOs), Program Assistants, and Information Officers. These teams are within the ALAC, and MENAE Offices and work closely with their field counterparts in the respective

countries and regional offices. These BHA Offices include 11 divisions and 32 teams within those divisions.

HAOs play a central role in their regional area of specialization, demonstrating knowledge in a wide range of humanitarian and development concepts, principles, and practices with the ability to apply this knowledge in difficult and complex work environments. The HAOs assist in managing all aspects of USG grants for humanitarian organizations, and in preparing information products and briefing materials for portfolios consisting of one or several countries.

OBJECTIVE

BHA's Offices of Africa, MENAE, and ALAC require the service of HAOs to enhance their capability to manage portfolios and effectively respond to international disasters, humanitarian needs, and to provide multi-year resilience and early recovery programs. The HAOs hired under this solicitation may be assigned and/or reassigned to any geographic office or regional team as needed. HAOs may also be assigned to serve on Response Management Teams (RMTs) based in Washington or to Disaster Assistance Response Teams (DARTs) or other humanitarian teams based overseas for temporary duty. HAOs may be expected to travel to the field as needed for limited periods of time.

DUTIES AND RESPONSIBILITIES

Working under the guidance and supervision of the Team Leader or designee for the assigned region of responsibility, the HAOs will perform the following:

At the GS-9 equivalent level:

Contextual Specialty:

- Establish an understanding of incipient disasters, international disaster response plans and efforts, multi-year resilience and early recovery programs, major humanitarian issues and challenges in the area of responsibility through a wide range of USG and international sources.
- As requested, review and monitor national DRR, resilience and humanitarian transition efforts and plan in the area of responsibility and in collaboration with BHA field-based staff and other USAID interlocutors, as appropriate.

Portfolio Management:

- Facilitate the processing of proposals and award modifications. Ensure that all requests meet the Agency standards and appropriate regulations, use BHA databases to facilitate reviews, compile first drafts of issue letters, track due dates throughout the process and compile award packages.
- Manage awards as assigned. Ensure partners have turned in all reporting in accordance with the award requirements, generate no cost extensions and travel approval letters, process modifications, evaluate accruals, and complete program closeouts.
- Draft ad hoc administrative requests, including finance inquiries regarding the portfolio.

- Write program summaries in Microsoft Word format for uploading into Abacus, including protection program summaries for countries. Prepare and manipulate various Excel spreadsheets.
- Track disaster declarations or declarations of humanitarian need and outstanding paperwork needed from Missions in coordination with field staff.
- Assist with ad hoc requests for information, including inquiries regarding BHA's programs from a variety of audiences, including requests from diaspora groups and other stakeholders.
- Ensure filing systems are maintained and updated, including coordination with other geographic teams to ensure a reasonable level of consistency among all BHA teams.
- Provide monitoring support during award management and track partner progress on indicators.
- Provide BHA's Strategic Communication and Information Division staff with information on BHA's programs, including success stories from reports and salient points that should be reported on in internal products.
- Support regional team efforts to develop appropriate programmatic strategies for disaster responses, DRR, and resilience efforts in the area of responsibility.

Representation:

- Attend Bureau-wide coordination meetings as assigned by the Team Leader.
- Participate in other interagency and partner-wide meetings as assigned by the Team Leader.

General Duties:

- Attend Team, Division, Bureau, and other meetings as assigned by the Team Leader and, when necessary, prepare summaries of these meetings.
- Track the flow of programmatic and other documents through the clearance process.
- Deploy on short notice to serve on DARTs or serve on the Washington-based RMTs, as a program officer supporting experienced program staff.
- As needed, may serve on temporary details within the office. 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.
- Consistently model behaviors that demonstrate a commitment to fostering a non-hostile work environment free of discrimination, bias, unfairness, exclusion, offensive behaviors and harassment of any kind.
- Engage in at least one workforce diversity initiative/activity focused on helping to improve the organizational culture. Attend and actively participate in diversity and harassment training opportunities, brown bag sessions or focus group discussions.
- Contribute to a collaborative, respectful, and professional work environment by demonstrating partnership and teamwork to accomplish Team, Office, and Bureau objectives.

At the GS-11 equivalent level:

The USPSC will perform the following in addition to the duties and responsibilities outlined above at a GS-9 level:

Contextual Specialty:

- Assist in identifying humanitarian, DRR, resilience, and early recovery issues, priorities, lessons learned, and opportunities in the region of responsibility and applying those to program strategy development and implementation.
- Serve as a resource for BHA for program-related planning efforts to include event and scenario-based contingency planning.
- Monitor incipient disasters, international disaster response plans and efforts, and major humanitarian issues and challenges in the area of responsibility through a wide range of USG and international sources.
- Review and monitor national DRR and resilience efforts and plans in the area of responsibility in collaboration with regional teams .
- Maintain regular contact with BHA field representatives and the BHA Regional Office to maintain current triangulated understanding of existing and impending humanitarian crises in the area of responsibility.

Portfolio Management:

- Develop and maintain a detailed understanding of BHA's program strategy and the implementation of the resulting awards.
- Facilitate responses to disaster declarations or declarations of humanitarian need in support of the Team Leader.
- Support regional team efforts to develop appropriate programmatic strategies for disaster responses and DRR efforts in the area of responsibility.
- Provide written and oral responses to requests for information on BHA's activities in the area of responsibility for a wide range of USG and public audiences to include briefing papers, memorandums, talking points, formal presentations, and informal briefings.
- Become certified and serve as an Agreement Officer's Representative/Contracting Officer's Representative (AOR/COR), as assigned. The AOR/COR provides financial and programmatic oversight of all aspects of managing the agreement or contract; this includes but is not limited to reviewing invoices, requests for approvals, program/project deliverables (i.e. work plans, annual reports, month status reports), travel requests, key personnel requests, and financial/budget reports. They are responsible for drafting and submitting the annual contractor performance evaluation in Contract/Assistance Performance Assessment Review System (CPARS/APARS). They prepare and review contract/assistance modifications documentation and assist the Contracting/Agreement Officer to ensure performance is compliant with the terms and conditions of the contract/agreement, the Federal Acquisition Regulation (FAR), and USAID policy. AOR/CORs are responsible for all related requirements set forth in the [COR designation letter](#) and the [AOR designation letter](#).
- Review the conceptual soundness, technical feasibility, and budget for disaster assistance activities and emergency projects.
- Review and process all award documentation according to BHA's Grant Guidelines, USAID Automated Directives Systems (ADS), and FAR including coordinating multi-unit participation and ensuring timely award approval.
- Input appropriate award data into Bureau and Agency administrative and financial tracking systems for transmission to the Office of Acquisition and Assistance (OAA).

- Track and process all post-award management issues to ensure timely response to partner requests and provide guidance to partners, as necessary.
- Review, track, and file program reports from awardees ensuring reports are received in a timely manner and that program objectives have been achieved.
- Collate input on reports for feedback to awardee, and share reports with regional team members, as appropriate.
- Upon completion of programs, close out awards according to Agency policies, identifying funds for de-obligation and/or equipment for disposition.
- Maintain standardized office files for activities that are assigned as principal responsibilities.

Representation:

- Represent BHA in meetings with individual partners discussing programmatic priorities, objectives, progress, results, and challenges.
- Participate in other interagency and partner-wide meetings as assigned by the Team Leader.
- Attend coordination meetings as BHA's primary point of contact in the area of responsibility.

General Duties:

- Attend Team, Bureau, and other meetings as assigned by the Team Leader and, when necessary, prepare summaries of these meetings.
- Expedite the flow of programmatic and other documents through the clearance process.
- Deploy on short notice to serve on DARTs or serve on the Washington-based RMTs, as a program officer supporting an experienced program staff.
- Serve as BHA Duty Officer on a rotational basis.
- As needed, may serve on temporary details within the office. 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.
- Consistently model behaviors that demonstrate a commitment to fostering a non-hostile work environment free of discrimination, bias, unfairness, exclusion, offensive behaviors and harassment of any kind.
- Engage in at least one workforce diversity initiative/activity focused on helping to improve the organizational culture. Attend and actively participate in diversity and harassment training opportunities, brown bag sessions or focus group discussions.
- Contribute to a collaborative, respectful, and professional work environment by demonstrating partnership and teamwork to accomplish team, office, and bureau objectives.

At the GS-12 equivalent level:

The USPSC will perform the following in addition to the duties and responsibilities outlined above at a GS-11 level:

Contextual Specialty:

- Monitor incipient disasters, international disaster response plans and efforts, multi-year resilience and early recovery programs, and major humanitarian issues and challenges in the area of responsibility through a wide range of USG and international sources.

- Review and monitor national DRR efforts and plans in the area of responsibility in collaboration with regional team and technical specialists.
- Maintain regular contact with BHA field representatives and the BHA Regional Office to maintain current triangulated understanding of existing and impending humanitarian crises in the area of responsibility.
- Serve as a primary point of contact/specialist in the area of responsibility for BHA team leadership.

Portfolio Management:

- Develop and maintain a detailed understanding of BHA's program strategy and the implementation of the resulting awards in collaboration with the field team.
- Facilitate responses to disaster declaration or declarations of humanitarian need in support of the Team Leader.
- Coordinate regional team efforts to develop appropriate programmatic strategies for disaster responses and DRR efforts in the area of responsibility.
- Provide written and oral responses to requests for information on BHA's activities in the area of responsibility for a wide range of USG and public audiences. These responses may take the form of briefing papers, memorandums, talking points, fact sheets, formal presentations, and informal briefings.
- Become certified and serve as an AOR/COR, as assigned. The AOR/COR provides financial and programmatic oversight of all aspects of managing the agreement or contract; this includes but is not limited to reviewing invoices, requests for approvals, program/project deliverables (i.e. work plans, annual reports, month status reports), travel requests, key personnel requests, and financial/budget reports. They are responsible for drafting and submitting the annual contractor performance evaluation in CPARS/APARS. They prepare and review contract/assistance modifications documentation and assist the Contracting/Agreement Officer to ensure performance is compliant with the terms and conditions of the contract/agreement, the FAR, and USAID policy. AOR/CORs are responsible for all related requirements set forth in the [COR designation letter](#) and the [AOR designation letter](#).
- Review the conceptual soundness, technical feasibility, and budget for disaster assistance activities and emergency projects.
- Review and process all award documentation according to BHA's Grant Guidelines, USAID ADS, and FAR including coordinating multi-unit participation and ensuring timely proposal review and processing.
- Input appropriate award data into Bureau and Agency administrative and financial tracking systems.
- Track and process all post-award management issues to ensure timely response to partner requests and provide guidance to partners, as necessary.
- Review, track, and file program reports from awardees ensuring reports are received in a timely manner and that program objectives have been achieved.
- Collate input on reports for feedback to awardees, and share reports with regional team members, as appropriate.
- Conduct periodic site visits to the assigned region of responsibility to monitor award activity, where feasible.

- Upon completion of programs, close out awards according to Agency policies, identifying funds for de-obligation and/or equipment for disposition.
- Maintain standardized office files for activities that are assigned as principal responsibilities.
- Participate actively in the development of programmatic strategies for disaster responses and DRR activities in the area of responsibility to include providing analysis and recommendations for needs prioritization and award mechanism options to achieve BHA objectives.
- Ensure implications of policy decisions at BHA, USAID, and interagency levels on the portfolio are understood by BHA team leadership and provide effective and appropriate response to meet the needs of beneficiaries.
- Assure a timely and appropriate response to the Ambassador's disaster declaration, including reviewing Mission/Embassy recommendations for assistance, and prepare/clear appropriate guidance to the U.S. Mission/Embassy on resources and strategies to respond to the disaster situation.

Representation:

- Represent BHA in meetings with individual partners, discussing programmatic priorities, objectives, progress, results, and challenges.
- Represent BHA in coordination meetings in the area of responsibility as appropriate.
- Participate in other interagency and partner-wide meetings as assigned by the Team Leader.
- Represent BHA in public and private forums of USG interagency, partners, International Organizations (IOs), and other stakeholders—to include mid-level managers and decision makers.
- With guidance from the Team Leader, lead bureau-wide humanitarian coordination meetings.
- Independently serve as BHA's representative in bureau and agency meetings as assigned by the Team Leader.

General Duties:

- Attend Team, Bureau, and other meetings as assigned by the Team Leader and, when necessary, prepare summaries of these meetings.
- Expedite the flow of programmatic and other documents through the clearance process.
- Deploy on short notice to serve on DARTs or serve on the Washington-based RMTs as required with increasing levels of responsibility to include serving independently as a Program Officer or Field Officer on a DART or as a Planning Coordinator on an RMT.
- Sign-up for and serve, as needed, on Washington-based RMTs, which provides services and support to DARTs deployed in response to disasters. The duties on RMTs will be varied.
- Serve as the BHA after-hours duty officer on a rotational basis, for approximately one week every six months.
- As needed, serve on DARTs, which may require immediate (within 24 hours) deployment overseas for an extended period of time.
- As needed, may serve on temporary details within the office. 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.

- Consistently model behaviors that demonstrate a commitment to fostering a non-hostile work environment free of discrimination, bias, unfairness, exclusion, offensive behaviors and harassment of any kind.
- Engage in at least one workforce diversity initiative/activity focused on helping to improve the organizational culture. Attend and actively participate in diversity and harassment training opportunities, brown bag sessions or focus group discussions.
- Contribute to a collaborative, respectful, and professional work environment by demonstrating partnership and teamwork to accomplish team, office, and bureau objectives.
- Ensure communications, both oral and written, are error-free, professional and comprehensive.

At the GS-13 equivalent level: The USPSC will perform the following in addition to the duties and responsibilities outlined above at a GS-12 level:

Contextual Analysis:

- Monitor incipient disasters, international disaster response plans and efforts, multi-year resilience and early recovery programs, and major humanitarian issues and challenges in the area of responsibility through a wide range of USG and international sources.
- Review and monitor national DRR and humanitarian transition efforts and plans in the area of responsibility in collaboration with BHA field-based staff and other USAID interlocutors as appropriate.
- Display mastery of identifying humanitarian issues, priorities, lessons learned, and opportunities in the region of responsibility and applying those to program strategy development and implementation.
- Maintain an in-depth understanding of political, humanitarian, organizational, structural and stakeholder interests specific to the region of responsibility.
- Prepare regular strategic and analytical reports on current or anticipated emergencies, as well as comprehensive preparedness documentation on assigned countries.
- Serve as a resource for BHA senior officials and, at times, USAID writ large, for program-related planning efforts to include event and scenario-based contingency planning.

Portfolio Management:

- In coordination with BHA field-based staff, work with implementing organizations regarding concept papers and proposals for BHA funding to ensure they align with BHA's objectives and grant guidelines.
- Ensure the team prepares all required documentation to obtain timely grant project approval for the area of responsibility. This will involve properly submitting documentation to the OAA.
- Become certified and serve as an AOR/COR, as assigned. The AOR/COR provides financial and programmatic oversight of all aspects of managing the agreement or contract; this includes but is not limited to reviewing invoices, requests for approvals, program/project deliverables (i.e. work plans, annual reports, month status reports), travel requests, key personnel requests, and financial/budget reports. They are responsible for drafting and submitting the annual contractor performance evaluation in CPARS/APARS. They prepare and review contract/assistance modifications documentation and assist the

Contracting/Agreement Officer to ensure performance is compliant with the terms and conditions of the contract/agreement, the FAR, and USAID policy. AOR/CORs are responsible for all related requirements set forth in the [COR designation letter](#) and the [AOR designation letter](#).

- Track reports from grantees and ensure reports are received in a timely manner; review program reports to ensure that program objectives have been achieved; collate input on reports for feedback to grantee, and share reports with team members, as appropriate.
- Lead monitoring and tracking of risk mitigation plans and reports of diversion, waste, fraud or abuse, including coordination across BHA and advising team members on required processes.
- Upon completion of programs, close out awards according to Agency policies, identifying funds for de-obligation and/or equipment for disposition.
- Expedite the flow of programmatic and other documents through the clearance process in coordination with other colleagues across the office and bureau.
- Provide headquarters level support as needed to BHA field operations to include monitoring of BHA programs, assessments, strategy development and general field office coverage.
- Independently manage the strategy development process for the region covered, monitoring program funding and implementation against established strategies, analyzing trends and actively participating in strategy-related activities for the region, and advising the Team Leaders of recommendations.
- Advise fellow program staff on USG and BHA program policy and procedures and serve as the team's expert on BHA programming requirements and guidelines across the area of responsibility.
- Influence programmatic policy in the area of responsibility, drawing upon expertise in humanitarian programming and understanding of portfolio strategies.
- Analyze partner performance on an ongoing basis.
- Identify overarching trends across the area of responsibility and propose new methodologies, responses or processes as a result.
- Identify programming issues and concerns across the area of responsibility and work to resolve them with team and office leadership in coordination with other BHA offices.
- May coordinate, guide or lead team members on projects at the Team Leader's direction.
- Demonstrate leadership on programming and in the area of responsibility.
- Coordinate the regional team's program efforts with field-based BHA staff, other BHA colleagues, USAID bureaus, and other humanitarian stakeholders, in support of an inclusive USG response to the declared disasters or other humanitarian initiatives.

Representation:

- Participate in other interagency and partner-wide meetings as assigned by the Team Leader.
- Represent the respective regional team and BHA in public and private contexts, including USG interagency forums, as assigned by the Team Leader.
- Independently represent humanitarian interests in a wide range of senior-level fora across bureaus at USAID, as well as at the desk officer level within the USG interagency, especially to influence policy and reconcile conflicts.

General Duties:

- Deploy on short notice to serve on DARTs or serve on the Washington-based RMTs, including service in leadership positions that require staff management for operational and planning functions, as required.
- Sign-up for and serve, as needed, on Washington-based RMTs, which provides services and support to DARTs deployed in response to disasters. The duties on RMTs will be varied.
- Serve as BHA Duty Officer on a rotational basis.
- As needed, may serve on temporary details within the office. 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.
- Consistently model behaviors that demonstrate a commitment to fostering a non-hostile work environment free of discrimination, bias, unfairness, exclusion, offensive behaviors and harassment of any kind.
- Engage in at least one workforce diversity initiative/activity focused on helping to improve the organizational culture. Attend and actively participate in diversity and harassment training opportunities, brown bag sessions or focus group discussions.
- Contribute to a collaborative, respectful, and professional work environment by demonstrating partnership and teamwork to accomplish team, office, and bureau objectives.
- Develop communications, both oral and written, that are error-free, professional and comprehensive. Advise and review team colleagues' work as needed to ensure a consistent high level of error-free communication across the team.

SUPERVISORY RELATIONSHIP:

The USPSC will take direction from and report to the Team Leader for the assigned region of responsibility or his/her designee.

SUPERVISORY CONTROLS:

For GS-9 and GS-11 equivalent levels: 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.

For GS-12 and GS-13 equivalent levels: Supervisor sets overall objectives and resources available. The USPSC consults with the 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 approaches 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).

13. WORK ENVIRONMENT

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.

14. START DATE: Immediately, once necessary clearances are obtained.

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.)

For the GS-9 equivalent level:

Bachelor's degree with significant study in or pertinent to the specialized field (including, but not limited to, international relations, humanitarian assistance, food security, public administration, political science, international development and/or disaster management) and a minimum of two (2) years of cumulative experience in a work setting with experience that includes written communication (e.g. note taking, memos, etc.), information management in spreadsheets or databases, and supporting a team in an administrative role. Work history must include at least one (1) year of cumulative experience working in government, with non-governmental (NGO)/private voluntary organization (PVO)/Non-profit, research or policy institutions, or domestic charities.

OR

Master's degree with significant study in or pertinent to the specialized field (including, but not limited to, international relations, humanitarian assistance, food security, public administration, political science, international development and/or disaster management) and a minimum of one (1) year of cumulative experience with in a work setting with experience that includes written communication (e.g. note taking, memos, etc.), information management in spreadsheets or databases, and supporting a team in an administrative role. Work history must include experience working in government, with NGO/PVOs, research or policy institutions, or domestic charities.

For the GS-11 equivalent level:

Bachelor's degree with significant study in or pertinent to the specialized field (including, but not limited to, international relations, humanitarian assistance, food security, political science, and disaster management) and a minimum of three (3) years of relevant work experience with the USG, PVO, NGO, international organization(IO) or UN Agency. Such experience must have a humanitarian or development focus and include responsibility in determining budget levels, selecting programs for funding, or managing and evaluating funded programs in a results type framework. Experience must include international work experience (paid or unpaid).

OR

Master's Degree with significant study in or pertinent to the specialized field (including, but not limited to, international relations, humanitarian assistance, food security, political science, and disaster management) and a minimum of two (2) years of relevant work experience with the USG, PVO, NGO, IO or UN Agency. Such experience must have a humanitarian relief or development focus and include responsibility in determining budget levels, selecting programs for funding, or managing and evaluating funded programs in a results type framework. Experience must include international work experience (paid or unpaid).

For the GS-12 equivalent level:

Bachelor's degree with significant study in international relations, humanitarian assistance, political science, food security, disaster management or other related fields and a minimum of five (5) years of relevant work experience with the USG, PVO, NGO, IO or UN Agency. Such experience must have a humanitarian relief or development focus and include progressive responsibility in determining budget levels, selecting programs for funding, and managing, monitoring, and evaluating funded programs in a results type framework. Experience must include at least one (1) year directly managing assistance awards or grants. Experience must include field work in humanitarian assistance supporting program implementation, program operations, needs assessment, or monitoring.

OR

Master's Degree with significant study international relations, humanitarian assistance, political science, food security and disaster management and/or related fields and a minimum of three (3) years of relevant work experience with the USG, PVO, NGO, IO or UN Agency. Such experience must have a humanitarian relief or development focus and include progressive responsibility in determining budget levels, selecting programs for funding, or managing, monitoring, and evaluating funded programs in a results type framework. Experience must also include at least one (1) year directly managing assistance awards or grants. Experience must include field work in humanitarian assistance supporting program implementation, program operations, needs assessment, or monitoring.

For the GS-13 equivalent level:

Bachelor's degree with significant study in international relations, humanitarian assistance, political science, food security, disaster management or other related fields and a minimum of seven (7) years of relevant work experience with the USG, PVO, NGO, IO or UN Agency. Such experience must have a humanitarian relief or development focus and include progressive responsibility in determining budget levels, selecting programs for funding, or managing, monitoring, and evaluating funded programs in a results type framework. Experience must include at least one (1) year directly managing assistance awards or grants. Experience must include at least one (1) year of cumulative field work in humanitarian assistance supporting program implementation, program operations, needs assessment, or monitoring.

OR

Master's Degree with significant study international relations, humanitarian assistance, political science, food security and disaster management and/or related fields and a minimum of five (5) years of relevant work experience with the USG, PVO, NGO, IO or UN Agency. Such experience must have a humanitarian relief or development focus and include progressive responsibility in determining budget levels, selecting programs for funding, or managing, monitoring, and evaluating funded programs in a results type framework. Experience must also include at least one (1) year directly managing assistance awards or grants. Experience must include at least one (1) year of cumulative field work in humanitarian assistance supporting program implementation, program operations, needs assessment, or monitoring.

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. The evaluation of writing tests 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. The rating factors are as follows:

GS-9 equivalent level

Experience (40 points)

- Demonstrated experience and familiarity with project funded programs; preferably within an academic environment, internship, business setting or non-profit organization for at least eight months.
- Demonstrated experience working as a part of a team.
- Demonstrated experience in supporting project implementation, internal or external reporting, monitoring, and compliance.
- Demonstrated experience with ensuring filing systems are maintained and updated, drafting memos or requests, and compiling and collating information.
- Demonstrated verbal and written communication skills in communicating programmatic, policy, or administrative topics to team members and supervisors.

GS-11 equivalent level

Experience (40 points)

- At least six months of demonstrated experience working in a grant making organization or with humanitarian or development organization and supporting processes for making funding decisions.
- Demonstrated experience working within diverse teams.
- At least six months of international work experience (paid or unpaid)
- Demonstrated humanitarian or development experience reviewing, administering, and implementing projects, reviewing or drafting project proposals, needs analysis and data collection.
- Demonstrated verbal and written communication skills in communicating error-free complex humanitarian or development-related topics to groups across a range of meeting types and range of participants.

GS-12 equivalent level

Experience (40 points)

- At least six months of demonstrated experience working in a grant making organization or with humanitarian or development donor organization and supporting processes for making funding decisions.
- Demonstrated experience working as part of a diverse team with members located in different countries.
- One or more years of humanitarian or development work experience internationally
- Demonstrated experience managing USG awards from the USG, NGO/PVO, or PIO side to include (1) strategy or program design, (2) proposal development or review, (3) implementation compliance and monitoring.
- Demonstrated experience with: 1) internal representation to senior leadership on program or policy issues, and 2) with external representation on humanitarian policy or programming matters.

GS-13 equivalent level

Experience (40 points)

- At least one year of demonstrated experience working in a humanitarian or development donor organization and supporting processes for making funding decisions.

- Demonstrated experience working as a part of a diverse team with members located in different countries.
- Two or more years of development or humanitarian work experience internationally
- Demonstrated experience with: (1) internal representation to senior leadership on program or policy issues, and (2) with external representation on humanitarian policy or programming matters.
- Demonstrated experience with analyzing a humanitarian situation in order to inform program approaches or strategies, internal or external reporting, or to make recommendations to management or other relevant stakeholders.
- Within humanitarian, resilience, and/or early recovery programs: demonstrated experience managing programs or portfolios to include: (1) strategy or program design, (2) proposal development or review, and (3) implementation and monitoring.

Timed Writing Test (10 points)

Interview Performance (40 points)

Satisfactory Professional Reference Checks (10 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. BHA 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. BHA 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. 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. Failure to identify an academic discipline will result in disqualification.
- (d) U.S. Citizenship
- (e) **Optional:** How did you hear about this opportunity? (beta.SAM.gov, BHA Jobs, Career Fair, etc.).

Your resume must 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. Offerors who do not specify the grade level will not be considered. This information must 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: BHA.ALACRecruitment@usaid.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.

NOTE: Registration for a DUNS number is **FREE**.

For general information about DUNS Numbers, please refer to Federal Acquisition Regulation (FAR) Clause 52.204-6, Unique Entity Identifier at https://www.acquisition.gov/far/part-52#FAR_52_204 and FAR 52.204-7, System for Award Management at https://www.acquisition.gov/far/part-52#FAR_52_204 or 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 \(Government Civilians Foreign Areas\)](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

- (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 .

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> .

Two Base Year Table – Humanitarian Assistance Officer

ITEM NO (A)	SUPPLIES/SERVICES (DESCRIPTION) (B)	QUANTIT Y (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	Base Year 1 - Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: Cost - Product Service Code: 497 - Accounting Info: <i>[Insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
0002	Base Year 2 - Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: Cost - Product Service Code: 497 - Accounting Info: <i>[Insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____

Three Option Years Table – Humanitarian Assistance Officer

ITEM NO (A)	SUPPLIES/SERVICES (DESCRIPTION) (B)	QUANTIT Y (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1001	Option Period 1 – Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: Cost - Product Service Code: 497 - Accounting Info: <i>[Insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
2001	Option Period 2 – Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: Cost - Product Service Code: 497 - Accounting Info: <i>[Insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____
3001	Option Period 3 – Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: Cost - Product Service Code: 497 - Accounting Info: <i>[Insert from Phoenix]</i>	1	LOT	\$ ____	\$ ____

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 REVISED - Medical Evacuation (MEDEVAC) Services

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

FAR 52.222-50 – COMBATING TRAFFICKING IN PERSONS

FAR Clause 52.222-50 is hereby incorporated as Attachment 4 to the solicitation.

FAR 52.204-24 – Representation Regarding Certain Telecommunications and Video Surveillance Services or Equipment (Aug 2019)

FAR Clause 52.204-24 is hereby incorporated as Attachment 5 to the solicitation.

FAR 52.204-25 – Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment (Aug 2019)

FAR Clause 52.204-25 is hereby incorporated as Attachment 6 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 of 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 (DEC 2019)
(Pursuant to class deviation #M/OAA-DEV-AIDAR-20-3c)**

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

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

[END CLAUSE]

ATTACHMENT 4**52.222-50 Combating Trafficking in Persons (JAN 2019)**

(a) Definitions. As used in this clause -

Agent means any individual, including a director, an officer, an employee, or an independent contractor, authorized to act on behalf of the organization.

Coercion means -

- (1) Threats of serious harm to or physical restraint against any person;
- (2) Any scheme, plan, or pattern intended to cause a person to believe that failure to perform an act would result in serious harm to or physical restraint against any person; or
- (3) The abuse or threatened abuse of the legal process.

Commercial sex act means any sex act on account of which anything of value is given to or received by any person.

Commercially available off-the-shelf (COTS) item means -

Any item of supply (including construction material) that is -

- (i) A commercial item (as defined in paragraph (1) of the definition at FAR 2.101);
- (ii) Sold in substantial quantities in the commercial marketplace; and
- (iii) Offered to the Government, under a contract or subcontract at any tier, without modification, in the same form in which it is sold in the commercial marketplace; and

Does not include bulk cargo, as defined in 46 U.S.C. 40102(4), such as agricultural products and petroleum products.

Debt bondage means the status or condition of a debtor arising from a pledge by the debtor of his or her personal services or of those of a person under his or her control as a security for debt, if the value of those services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined.

Employee means an employee of the Contractor directly engaged in the performance of work under the contract who has other than a minimal impact or involvement in contract performance.

Forced Labor means knowingly providing or obtaining the labor or services of a person -

By threats of serious harm to, or physical restraint against, that person or another person;

By means of any scheme, plan, or pattern intended to cause the person to believe that, if the person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint; or

By means of the abuse or threatened abuse of law or the legal process.

Involuntary servitude includes a condition of servitude induced by means of -

Any scheme, plan, or pattern intended to cause a person to believe that, if the person did not enter into or continue in such conditions, that person or another person would suffer serious harm or physical restraint; or

The abuse or threatened abuse of the legal process.

Recruitment fees means fees of any type, including charges, costs, assessments, or other financial obligations, that are associated with the recruiting process, regardless of the time, manner, or location of imposition or collection of the fee.

Recruitment fees include, but are not limited to, the following fees (when they are associated with the recruiting process) for -

Soliciting, identifying, considering, interviewing, referring, retaining, transferring, selecting, training, providing orientation to, skills testing, recommending, or placing employees or potential employees;

Advertising;

Obtaining permanent or temporary labor certification, including any associated fees;

(iv) Processing applications and petitions;

(v) Acquiring visas, including any associated fees;

(vi) Acquiring photographs and identity or immigration documents, such as passports, including any associated fees;

(vii) Accessing the job opportunity, including required medical examinations and immunizations; background, reference, and security clearance checks and examinations; and additional certifications;

(viii) An employer's recruiters, agents or attorneys, or other notary or legal fees;

(ix) Language interpretation or translation, arranging for or accompanying on travel, or providing other advice to employees or potential employees;

(x) Government-mandated fees, such as border crossing fees, levies, or worker welfare funds;

(xi) Transportation and subsistence costs -

(A) While in transit, including, but not limited to, airfare or costs of other modes of transportation, terminal fees, and travel taxes associated with travel from the country of origin to the country of performance and the return journey upon the end of employment; and

(B) From the airport or disembarkation point to the worksite;

(xii) Security deposits, bonds, and insurance; and

(xiii) Equipment charges.

A recruitment fee, as described in the introductory text of this definition, is a recruitment fee, regardless of whether the payment is -

(i) Paid in property or money;

(ii) Deducted from wages;

(iii) Paid back in wage or benefit concessions;

(iv) Paid back as a kickback, bribe, in-kind payment, free labor, tip, or tribute; or

(v) Collected by an employer or a third party, whether licensed or unlicensed, including, but not limited to -

(A) Agents;

(B) Labor brokers;

(C) Recruiters;

(D) Staffing firms (including private employment and placement firms);

(E) Subsidiaries/affiliates of the employer;

(F) Any agent or employee of such entities; and

(G) Subcontractors at all tiers.

Severe forms of trafficking in persons means -

Sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or

The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

Sex trafficking means the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act.

Subcontract means any contract entered into by a subcontractor to furnish supplies or services for performance of a prime contract or a subcontract.

Subcontractor means any supplier, distributor, vendor, or firm that furnishes supplies or services to or for a prime contractor or another subcontractor.

United States means the 50 States, the District of Columbia, and outlying areas.

(b)Policy. The United States Government has adopted a policy prohibiting trafficking in persons including the trafficking-related activities of this clause. Contractors, contractor employees, and their agents shall not -

(1) Engage in severe forms of trafficking in persons during the period of performance of the contract;

(2) Procure commercial sex acts during the period of performance of the contract;

(3) Use forced labor in the performance of the contract;

(4) Destroy, conceal, confiscate, or otherwise deny access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;

(5)

(i) Use misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language understood by the employee or potential employee, basic information or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant costs to be charged to the employee or potential employee, and, if applicable, the hazardous nature of the work;

(ii) Use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;

(6) Charge employees or potential employees recruitment fees;

(7)

(i) Fail to provide return transportation or pay for the cost of return transportation upon the end of employment -

(A) For an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a U.S. Government contract or subcontract (for portions of contracts performed outside the United States); or

(B) For an employee who is not a United States national and who was brought into the United States for the purpose of working on a U.S. Government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee (for portions of contracts performed inside the United States); except that -

(ii) The requirements of paragraphs (b)(7)(i) of this clause shall not apply to an employee who is -

(A) Legally permitted to remain in the country of employment and who chooses to do so; or

(B) Exempted by an authorized official of the contracting agency from the requirement to provide return transportation or pay for the cost of return transportation;

(iii) The requirements of paragraph (b)(7)(i) of this clause are modified for a victim of trafficking in persons who is seeking victim services or legal redress in the country of employment, or for a witness in an enforcement action related to trafficking in persons. The contractor shall provide the return transportation or pay the cost of return transportation in a way that does not obstruct the victim services, legal redress, or witness activity. For example, the contractor shall not only offer return transportation to a witness at a time when the witness is still needed to testify. This paragraph does not apply when the exemptions at paragraph (b)(7)(ii) of this clause apply.

(8) Provide or arrange housing that fails to meet the host country housing and safety standards; or

(9) If required by law or contract, fail to provide an employment contract, recruitment agreement, or other required work document in writing. Such written work document shall be in a language the employee understands. If the employee must relocate to perform the work, the work document shall be provided to the employee at least five days prior to the employee relocating. The employee's work document shall include, but is not limited to, details about work description, wages, prohibition on charging recruitment fees, work location(s), living accommodations and associated costs, time off, roundtrip transportation arrangements, grievance process, and the content of applicable laws and regulations that prohibit trafficking in persons.

(c) Contractor requirements. The Contractor shall -

(1) Notify its employees and agents of -

(i) The United States Government's policy prohibiting trafficking in persons, described in paragraph (b) of this clause; and

(ii) The actions that will be taken against employees or agents for violations of this policy. Such actions for employees may include, but are not limited to, removal from the contract, reduction in benefits, or termination of employment; and

(2) Take appropriate action, up to and including termination, against employees, agents, or subcontractors that violate the policy in paragraph (b) of this clause.

(d) Notification.

(1) The Contractor shall inform the Contracting Officer and the agency Inspector General immediately of -

(i) Any credible information it receives from any source (including host country law enforcement) that alleges a Contractor employee, subcontractor, subcontractor employee, or their agent has engaged in conduct that violates the policy in paragraph (b) of this clause (see also 18 U.S.C. 1351, Fraud in Foreign Labor Contracting, and 52.203-13(b)(3)(i)(A), if that clause is included in the

solicitation or contract, which requires disclosure to the agency Office of the Inspector General when the Contractor has credible evidence of fraud); and

(ii) Any actions taken against a Contractor employee, subcontractor, subcontractor employee, or their agent pursuant to this clause.

(2) If the allegation may be associated with more than one contract, the Contractor shall inform the contracting officer for the contract with the highest dollar value.

(e) Remedies. In addition to other remedies available to the Government, the Contractor's failure to comply with the requirements of paragraphs (c), (d), (g), (h), or (i) of this clause may result in -

(1) Requiring the Contractor to remove a Contractor employee or employees from the performance of the contract;

(2) Requiring the Contractor to terminate a subcontract;

(3) Suspension of contract payments until the Contractor has taken appropriate remedial action;

(4) Loss of award fee, consistent with the award fee plan, for the performance period in which the Government determined Contractor non-compliance;

(5) Declining to exercise available options under the contract;

(6) Termination of the contract for default or cause, in accordance with the termination clause of this contract; or

(7) Suspension or debarment.

(f) Mitigating and aggravating factors. When determining remedies, the Contracting Officer may consider the following:

(1) Mitigating factors. The Contractor had a Trafficking in Persons compliance plan or an awareness program at the time of the violation, was in compliance with the plan, and has taken appropriate remedial actions for the violation, that may include reparation to victims for such violations.

(2) Aggravating factors. The Contractor failed to abate an alleged violation or enforce the requirements of a compliance plan, when directed by the Contracting Officer to do so.

(g) Full cooperation.

(1) The Contractor shall, at a minimum -

(i) Disclose to the agency Inspector General information sufficient to identify the nature and extent of an offense and the individuals responsible for the conduct;

(ii) Provide timely and complete responses to Government auditors' and investigators' requests for documents;

(iii) Cooperate fully in providing reasonable access to its facilities and staff (both inside and outside the U.S.) to allow contracting agencies and other responsible Federal agencies to conduct audits, investigations, or other actions to ascertain compliance with the Trafficking Victims Protection Act of 2000 (22 U.S.C. chapter 78), E.O. 13627, or any other applicable law or regulation establishing restrictions on trafficking in persons, the procurement of commercial sex acts, or the use of forced labor; and

(iv) Protect all employees suspected of being victims of or witnesses to prohibited activities, prior to returning to the country from which the employee was recruited, and shall not prevent or hinder the ability of these employees from cooperating fully with Government authorities.

(2) The requirement for full cooperation does not foreclose any Contractor rights arising in law, the FAR, or the terms of the contract. It does not -

(i) Require the Contractor to waive its attorney-client privilege or the protections afforded by the attorney work product doctrine;

(ii) Require any officer, director, owner, employee, or agent of the Contractor, including a sole proprietor, to waive his or her attorney client privilege or Fifth Amendment rights; or

(iii) Restrict the Contractor from -

(A) Conducting an internal investigation; or

(B) Defending a proceeding or dispute arising under the contract or related to a potential or disclosed violation.

(h) Compliance plan.

(1) This paragraph (h) applies to any portion of the contract that -

(i) Is for supplies, other than commercially available off-the-shelf items, acquired outside the United States, or services to be performed outside the United States; and

(ii) Has an estimated value that exceeds \$500,000.

(2) The Contractor shall maintain a compliance plan during the performance of the contract that is appropriate -

(i) To the size and complexity of the contract; and

(ii) To the nature and scope of the activities to be performed for the Government, including the number of non-United States citizens expected to be employed and the risk that the contract or subcontract will involve services or supplies susceptible to trafficking in persons.

(3) Minimum requirements. The compliance plan must include, at a minimum, the following:

(i) An awareness program to inform contractor employees about the Government's policy prohibiting trafficking-related activities described in paragraph (b) of this clause, the activities prohibited, and

the actions that will be taken against the employee for violations. Additional information about Trafficking in Persons and examples of awareness programs can be found at the Web site for the Department of State's Office to Monitor and Combat Trafficking in Persons at <http://www.state.gov/j/tip/>.

(ii) A process for employees to report, without fear of retaliation, activity inconsistent with the policy prohibiting trafficking in persons, including a means to make available to all employees the hotline phone number of the Global Human Trafficking Hotline at 1-844-888-FREE and its email address at help@befree.org.

(iii) A recruitment and wage plan that only permits the use of recruitment companies with trained employees, prohibits charging recruitment fees to the employee or potential employee, and ensures that wages meet applicable host-country legal requirements or explains any variance.

(iv) A housing plan, if the Contractor or subcontractor intends to provide or arrange housing, that ensures that the housing meets host-country housing and safety standards.

(v) Procedures to prevent agents and subcontractors at any tier and at any dollar value from engaging in trafficking in persons (including activities in paragraph (b) of this clause) and to monitor, detect, and terminate any agents, subcontracts, or subcontractor employees that have engaged in such activities.

(4) Posting.

(i) The Contractor shall post the relevant contents of the compliance plan, no later than the initiation of contract performance, at the workplace (unless the work is to be performed in the field or not in a fixed location) and on the Contractor's Web site (if one is maintained). If posting at the workplace or on the Web site is impracticable, the Contractor shall provide the relevant contents of the compliance plan to each worker in writing.

(ii) The Contractor shall provide the compliance plan to the Contracting Officer upon request.

(5) Certification. Annually after receiving an award, the Contractor shall submit a certification to the Contracting Officer that -

(i) It has implemented a compliance plan to prevent any prohibited activities identified at paragraph (b) of this clause and to monitor, detect, and terminate any agent, subcontract or subcontractor employee engaging in prohibited activities; and

(ii) After having conducted due diligence, either -

(A) To the best of the Contractor's knowledge and belief, neither it nor any of its agents, subcontractors, or their agents is engaged in any such activities; or

(B) If abuses relating to any of the prohibited activities identified in paragraph (b) of this clause have been found, the Contractor or subcontractor has taken the appropriate remedial and referral actions.

Subcontracts.

(1) The Contractor shall include the substance of this clause, including this paragraph (i), in all subcontracts and in all contracts with agents. The requirements in paragraph (h) of this clause apply only to any portion of the subcontract that -

(A) Is for supplies, other than commercially available off-the-shelf items, acquired outside the United States, or services to be performed outside the United States; and

(B) Has an estimated value that exceeds \$500,000.

If any subcontractor is required by this clause to submit a certification, the Contractor shall require submission prior to the award of the subcontract and annually thereafter. The certification shall cover the items in paragraph (h)(5) of this clause.

[End of Clause]

ATTACHMENT 5**52.204-24 REPRESENTATION REGARDING CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT (AUG 2019)**

(a) *Definitions.* As used in this provision—

“Covered telecommunications equipment or services”, “Critical technology”, and “Substantial or essential component” have the meanings provided in clause 52.204-25, Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

(b) *Prohibition.* Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. Contractors are not prohibited from providing—

(1) A service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(2) Telecommunications equipment that cannot route or redirect user data traffic or permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(c) *Representation.* The Offeror represents that—

It will, will not provide covered telecommunications equipment or services to the Government in the performance of any contract, subcontract or other contractual instrument resulting from this solicitation.

(d) *Disclosures.* If the Offeror has responded affirmatively to the representation in paragraph (c) of this provision, the Offeror shall provide the following information as part of the offer

(1) All covered telecommunications equipment and services offered (include brand; model number, such as original equipment manufacturer (OEM) number, manufacturer part number, or wholesaler number; and item description, as applicable);

(2) Explanation of the proposed use of covered telecommunications equipment and services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b) of this provision;

(3) For services, the entity providing the covered telecommunications services (include entity name, unique entity identifier, and Commercial and Government Entity (CAGE) code, if known); and

(4) For equipment, the entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known).

[End of Clause]

ATTACHMENT 6**52.204-25 PROHIBITION ON CONTRACTING FOR CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT (AUG 2019)**

(a) Definitions. As used in this clause—

“Covered foreign country” means The People’s Republic of China.

“Covered telecommunications equipment or services” means—

(1) Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities);

(2) For the purpose of public safety, security of Government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities);

(3) Telecommunications or video surveillance services provided by such entities or using such equipment; or

(4) Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

“Critical technology” means—

(1) Defense articles or defense services included on the United States Munitions List set forth in the International Traffic in Arms Regulations under subchapter M of chapter I of title 22, Code of Federal Regulations;

(2) Items included on the Commerce Control List set forth in Supplement No. 1 to part 774 of the Export Administration Regulations under subchapter C of chapter VII of title 15, Code of Federal Regulations, and controlled-

(i) Pursuant to multilateral regimes, including for reasons relating to national security, chemical and biological weapons proliferation, nuclear nonproliferation, or missile technology; or

(ii) For reasons relating to regional stability or surreptitious listening;

(3) Specially designed and prepared nuclear equipment, parts and components, materials, software, and technology covered by part 810 of title 10, Code of Federal Regulations (relating to assistance to foreign atomic energy activities);

(4) Nuclear facilities, equipment, and material covered by part 110 of title 10, Code of Federal Regulations (relating to export and import of nuclear equipment and material);

(5) Select agents and toxins covered by part 331 of title 7, Code of Federal Regulations, part 121 of title 9 of such Code, or part 73 of title 42 of such Code; or

(6) Emerging and foundational technologies controlled pursuant to section 1758 of the Export Control Reform Act of 2018 (50 U.S.C. 4817).

“Substantial or essential component” means any component necessary for the proper function or performance of a piece of equipment, system, or service.

(b) Prohibition. Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. The Contractor is prohibited from providing to the Government any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless an exception at paragraph (c) of this clause applies or the covered telecommunication equipment or services are covered by a waiver described in Federal Acquisition Regulation 4.2104.

(c) Exceptions. This clause does not prohibit contractors from providing—

(1) A service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(2) Telecommunications equipment that cannot route or redirect user data traffic or permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(d) Reporting requirement. (1) In the event the Contractor identifies covered telecommunications equipment or services used as a substantial or essential component of any system, or as critical technology as part of any system, during contract performance, or the Contractor is notified of such by a subcontractor at any tier or by any other source, the Contractor shall report the information in paragraph (d)(2) of this clause to the Contracting Officer, unless elsewhere in this contract are established procedures for reporting the information; in the case of the Department of Defense, the Contractor shall report to the website at <https://dibnet.dod.mil>. For indefinite delivery contracts, the Contractor shall report to the Contracting Officer for the indefinite delivery contract and the Contracting Officer(s) for any affected order or, in the case of the Department of Defense, identify both the indefinite delivery contract and any affected orders in the report provided at <https://dibnet.dod.mil>.

(2) The Contractor shall report the following information pursuant to paragraph (d)(1) of this clause

(i) Within one business day from the date of such identification or notification: the contract number; the order number(s), if applicable; supplier name; supplier unique entity identifier (if known); supplier Commercial and Government Entity (CAGE) code (if known);

brand; model number (original equipment manufacturer number, manufacturer part number, or wholesaler number); item description; and any readily available information about mitigation actions undertaken or recommended.

(ii) Within 10 business days of submitting the information in paragraph (d)(2)(i) of this clause: any further available information about mitigation actions undertaken or recommended. In addition, the Contractor shall describe the efforts it undertook to prevent use or submission of covered telecommunications equipment or services, and any additional efforts that will be incorporated to prevent future use or submission of covered telecommunications equipment or services.

(e) Subcontracts. The Contractor shall insert the substance of this clause, including this paragraph (e), in all subcontracts and other contractual instruments, including subcontracts for the acquisition of commercial items.

[End of Clause]