



**SOLICITATION NUMBER: 72038624R10007**

**ISSUANCE DATE: March 19, 2024**

**CLOSING DATE/TIME: April 9, 2024 / 23.59 hours Indian Standard Time (IST)**

**SUBJECT: Solicitation for Cooperating Country National Personal Services Contractor (CCN PSC - Local Compensation Plan) –Project Management Specialist (Tuberculosis).**

Dear Prospective Offerors:

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

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

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

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 offers.

Any questions must be directed in writing to the Point of Contact specified in the Attachment 1.

Sincerely,

R. Christopher  
Gomes

Digitally signed by R. Christopher  
Gomes  
Date: 2024.03.18 09:02:17 +05'30'

R. Christopher Gomes  
Contracting Officer

**I. GENERAL INFORMATION**

- 1. SOLICITATION NO.: 72038624R10007**
- 2. ISSUANCE DATE: March 19, 2024**
- 3. CLOSING DATE AND TIME FOR RECEIPT OF OFFERS: April 9, 2024 / 23.59 hours Indian Standard Time (IST)**
- 4. POINT OF CONTACT:** Ms. Vandana Sharma, Supervisory Human Resources Specialist, e-mail at [indiaper@usaid.gov](mailto:indiaper@usaid.gov).
- 5. POSITION TITLE:** Project Management Specialist (Tuberculosis).
- 6. MARKET VALUE:** INR 3,062,854 to INR 4,760,212 equivalent to FSN-12. In accordance with **AIDAR Appendix J** and the Local Compensation Plan of USAID/India. This market value includes Basic Salary, Housing Allowance and Miscellaneous Benefits Allowance. This market value does not include benefits and allowance mentioned under Section VI. Final compensation will be negotiated within the listed market value.
- 7. PERIOD OF PERFORMANCE:** Initially, five years Cooperating Country National Personal Services Contract will be issued, with the possibility of extension depending on the Mission need, satisfactory performance, and funds availability. Employment under any contract issued under this solicitation is of a continuing nature. Its duration is expected to be part of series of sequential contract; all contract clauses, provisions, and regulatory requirements concerning availability of funds and the specific duration of the contract shall apply.
- 8. PLACE OF PERFORMANCE:** USAID/India, U.S. Embassy, New Delhi, India (with possible travel, if applicable, as per the Statement of Duties). The work schedule is 40 hours per week, Monday to Friday, 8:30 A.M. to 5:00 P.M.
- 9. ELIGIBLE OFFERORS:** Cooperating Country Nationals - The position is open to Cooperating Country Nationals, which means an individual who is an Indian citizen, or a non-cooperating country citizen lawfully admitted for permanent residence in India.
- 10. SECURITY LEVEL REQUIRED:** Security clearance from the Embassy's Regional Security Office.
- 11. STATEMENT OF DUTIES**
  - a) **General Statement of Purpose of Contract**

The Senior Tuberculosis (TB) Advisor for Strategy and Innovation has strategic, technical and project management responsibilities. The incumbent will provide strategic insights for USAID investments to support the Government of India (GOI) in building resilient, responsive and agile health systems to fast-track TB elimination in alignment with the Prime Minister's action plan, agenda, and accountability framework. The incumbent will provide technical guidance for effective integration of TB activities with other USAID investments on Human Immunodeficiency Viruses (HIV), Global Health Security Agenda. (GHS), Maternal and Child Health (MCH), Family Planning (FP) and health systems strengthening, as well as reporting into the GOI system. This includes identifying opportunities for incorporating newer approaches such as health financing, digital technology, advanced data analytics, and engaging the private sector to support the GOI's National TB Elimination Program (NTEP): the largest TB program in the world and accelerate the efforts to reach TB-free India by 2025, with particular emphasis on using digital technology solutions. The incumbent will lead USAID efforts to design and implement demonstration models across the cascade of TB prevention, diagnosis, treatment, care, and support for the most vulnerable and marginalized groups such as tribal poor in hard-to-reach areas across India. The incumbent will manage and provide oversight to significant USAID/India investments within the complex TB and other infectious diseases portfolio, ensuring alignment with GOI and Agency priorities, supporting extensive USAID/Washington, D.C. and GOI reporting requirements, and disseminating learning/best-practices across various states in India, consulates, and with other global USAID Missions. This senior position ensures that the Mission has the necessary strategic, technical, and management expertise to handle and successfully implement TB related activities in the Health Office portfolio. The incumbent will be responsible for independently engaging and identifying collaboration opportunities with diverse stakeholders such as faith-based organizations, grassroots civil society organizations/networks, academic institutes, and philanthropic foundations to partner with USAID for its TB and broader health system investments. The incumbent will provide technical assistance to, building the capacity of and mentoring support to key counterparts of GOI. The job holder is required to perform work-related travel.

**b) Statement of Duties to be Performed:**

**A. Strategic and Technical Leadership (40%)**

The incumbent provides technical leadership in the implementation of programs / projects / activities designed to increase the prevention, diagnosis, treatment, care and support for TB and infectious diseases in line with the overall USG TB strategy (USAID's Global TB accelerator) and host country TB National Strategic Plan. The incumbent is an internationally recognized TB expert and broader health systems and will provide advisory support to GOI/USAID implementing partners (IPs) to build a strong surveillance, epidemiology, and monitoring and evaluation workforce. The incumbent plays a critical role developing programmatic strategies and approaches across the health portfolio with a focus on providing direct leadership and technical expertise on integrated health systems, policy, governance, financing, private sector engagement, human resources for health, leveraging digital technologies, and behavior change and communications for infectious diseases particularly TB.

The incumbent will lead the design and development of newer solutions, products, and process innovations to improve efficiency, optimize resources and support the Government of India's objective of ending TB by 2025. The incumbent will handle many factors of complexity and a high degree of difficulty in the area of TB. This includes interpreting and analyzing reports from projects as well as government data, from open sources, and making actionable recommendations for strategic interventions at the project level as well as the USAID mission level, and with the Government of India to leverage their resources. The incumbent will support the conduct of research activities in priority areas for TB elimination and provide assistance to guide GOI to translate evidence into scale-up and action.

The incumbent will incorporate TB and infectious diseases into the design, review, monitoring and reporting in USAID key strategic documents such as Project Appraisal Document (PAD), Project Performance Report (PPR) and Monitoring Evaluation and Learning (MEL) exercises. The incumbent will also leverage digital platforms to strengthen reporting into government systems. The incumbent will provide recommendations for TB portfolio budget allocations; and lead the development of strategic documents such as the TB country roadmap on a regular basis. The incumbent will instill and promote gender and social inclusion within TB programs and ensure that they comply with all USG requirements and imbibe USAID's core principles.

With sound knowledge of integrated disease surveillance, during disease outbreaks, the incumbent will work in coordination and support of USAID/Washington, D.C., USAID Country missions, U.S. Government agencies and other donors to ensure an effective response. The senior TB advisor will keep abreast of new developments and emerging issues that affect USAID's priorities related to TB in the arena of Emerging Pandemic threats. The incumbent will document, and track lessons learned to help guide implementation of TB programs and share relevant information and recommendations with USAID and other USG colleagues including current information on outbreaks, globally and in the region.

## **B. Program Management (30%)**

The incumbent leads planning and design of appropriate strategies and implementation models for USAID's TB investments in alignment with GOI and Agency priorities, resource availability, cost-effectiveness, and USAID's comparative advantage in India. The incumbent ensures USAID/India programs for TB and other infectious diseases are sustainable and provide equitable access to high quality treatment, care, and support services, responsive to community needs without financial loss, thereby protecting the poor and vulnerable from TB and other infectious diseases, related morbidity, mortality, and poverty. The incumbent will identify appropriate strategies for USAID programs to focus beyond clinical disease-centered service delivery models to be more comprehensive in nature, aligned with the needs of the communities and therefore leveraging multisectoral platforms. Through USAID's catalytic investments, the incumbent will support health systems resiliency to address TB and other infectious disease outbreaks with an emphasis on integrated programming that looks beyond TB to address underlying vulnerabilities and thereby reaches the most marginalized communities.

As senior advisor, the incumbent will manage and provide oversight to a multi-million-dollar portfolio of USAID/India implementing partners (IPs) on strategy, project implementation, leveraging of public and private sector resources, fostering partnerships and alliances. The incumbent will also support the IPs to conduct robust knowledge management, communications, and outreach, monitoring and evaluation, and reporting as per extensive USAID/W and GOI requirements; and to disseminate learning/best-practices across various states in India, consulates, and with other USAID Missions. As part of strategic program management, the incumbent will be responsible for management of select USAID/India programs that address the challenges of HIV/AIDS and TB co-infection. The incumbent will promote and ensure responsible use of cutting-edge digital solutions and information systems for control of TB and other infectious diseases. The incumbent will independently leverage the private sector and utilize various health financing strategies to mobilize additional resources and improve efficiency of TB programs. The incumbent will focus on integrating TB activities with larger urban health care and primary healthcare initiatives. The incumbent will maintain a strategic balance of support to public, private, and civil society partners – empowering each sector to focus on their comparative advantages while working together to support the GOI’s efforts of eliminating TB in India by 2025. Wherever needed, the incumbent will work closely with USAID/Washington, India, and other country AORs/CORs, as well as the USG interagency team, to coordinate, monitor, and evaluate regional and country-specific TB activities. The Senior TB Advisor for Strategy and Innovation will attract additional resources through new partnerships for India’s TB elimination initiatives and enhance their effective delivery. The incumbent will also be expected to contribute to international meetings, scientific publications, and webinars to highlight USAID funded programmatic achievements and lessons learned with a global audience.

### **C. Government Capacity Building and Representational Role (30%)**

The incumbent has a significant presence and plays an influential role in establishing and sustaining close professional relationships with Ministry of Health (MOH) leadership, both at the federal and state levels, other related GOI Ministries/bodies such as NITI Aayog and National Health Authority, Ministry of Tribal Affairs, senior officials of other USG agencies (CDC/HHS), The Global Fund, Bill and Melinda Gates Foundation (BMGF), other development partners/funding agencies, private sector and civil society leaders. The incumbent conducts negotiations with high level GOI counterparts and other host country counterparts regarding the design, development and implementation of health programs and the types and amounts of support to be provided by each stakeholder. The incumbent leads USAID’s partner national and sub-national level quarterly review meetings, identifies challenges and establishes change management practices with state officials to resolve bottlenecks in sustaining/scaling USAID investments across various TB high-burden states in India, using GOI resources. The incumbent leads ongoing information sharing efforts across all relevant internal and external stakeholders to identify, prioritize and develop opportunities for integration and collaboration.

Consistent with the overall Mission strategy, the incumbent provides advice, recommendations and builds skills of GOI officials to improve implementation of infectious disease programs, as well as allocation of their own resources. In addition, the incumbent

extends these skills to private sector/non-government organization (NGO) chief executives at the local, regional and national levels. The incumbent provides strategic and technical guidance to all counterparts in the formulation, implementation and evaluation of specific infectious disease components within the Assistance Agreement. Together with counterparts, the incumbent monitors the implementation of specific project/program activities to determine progress vis-à-vis objectives/benchmarks, identifies problem areas and recommends appropriate actions. With his/her stature, the incumbent influences not only USAID resources but also significantly contributes to the GOI's Program Implementation Plans (PIP) decisions and shapes other donors' platforms (GFATM, BMGF) TB and related health investment plans. USAID's contribution to TB in India represents 5% of total funds for TB nationwide, whereas the GOI and private sector contributes 95% indicative of the extent of influence of this position. The incumbent also leads or participates in technical working groups and advisory groups and provides vital knowledge transfer to advance health systems efficiency of GOI infectious disease programs.

The incumbent will have a significant representational role, with GOI and state government officials at the highest levels, senior officials of other USG agencies, key communication, research, medical, and business leaders in India, major donors, international organizations, professional associations, and civil society leaders to advance the TB-elimination agenda and foster partnerships for USAID investments.

The contractor is eligible for temporary duty (TDY) travel to the United States, or to other Missions abroad, to participate in the "Foreign Service National" Fellowship Program, in accordance with USAID policy.

- c) **Supervisory Relationship:** The incumbent will be reporting to Supervisory Development Assistance Specialist (TB & Infectious Disease).
- d) **Supervisory Controls:** The incumbent works with a high degree of independence, initiating necessary coordination with other TB and Infectious Diseases Division or Health Office team members, USAID or USG staff, partners, donors and other stakeholders. The incumbent keeps the Division Chief (Team Leader) / Health Office leadership updated through periodic status reports and verbal briefings. Completed work is reviewed from the overall standpoint of results achieved, milestones reached and other measurable outcomes.

## 12. PHYSICAL DEMANDS

The work requested does not involve undue physical demands.

## II. MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION

- a) **Education:** Advanced medical degree (MD, BSN, MD-Masters, MD-PhD or equivalent) with specialization or related training in infectious diseases, particularly respiratory diseases, epidemiology, or Public Health. A medical degree is required to engage with senior government officials in the Ministry of Health and government agencies, infectious disease providers, and other medical professionals with commensurate credentials.

- b) **Prior Work Experience:** Must have a minimum of seven years of progressively responsible professional work experience in public health, particularly in TB, health systems, governance and policy with demonstrated ability to manage, coordinate and guide significant analytical and project management efforts. At least five years of this experience -must be at a senior professional or management level in Government, international donor agencies, NGOs, host government organizations, or private sector institutions.
- c) **Language Proficiency:** Fluency in English and Hindi at Level IV in speaking, reading, writing is required.
- d) **Job Knowledge:** The incumbent must have in-depth expert knowledge, understanding, and experience of health-related issues in general and TB and infectious disease issues and response in India in particular. The incumbent must be conversant with national TB priorities per NTEP guidelines, response, best practices, and activities. The incumbent must have an understanding about the private sectors' role in health care and in particular TB. Knowledge of team management techniques is required. The incumbent must have experience providing technical assistance to, building the capacity of and mentoring and guiding senior leaders in the health sector.
- e) **Skills and Abilities:** The incumbent is expected to have:
- Demonstrated ability in performing at high levels, with high degree of independence and managing the complex environment.
  - Excellent communication skills, tact, and diplomacy to explain, interpret, negotiate, report on and otherwise establish sustainable working relations and trust with relevant level GoI officials and other partners and stakeholders.
  - Ability to independently plan, develop, manage and evaluate important and programs that will address health system bottlenecks.
  - Must be able to independently establish/maintain contacts with senior level officials of the host government, other donor representatives, and with influential persons in both the private and public sectors.

### **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. The FAR provisions referenced above are available at <https://www.acquisition.gov/browse/index/far>.

The technical evaluation committee may conduct reference checks, including references from individuals who have not been specifically identified by the offeror, and may do so before or after a candidate is interviewed.

**A. SELECTION PROCESS:**

**Phase-I:** Offerors who meet the Education / Experience minimum qualifications will further advance to evaluation phase-II. Offerors who do not meet the Education / Experience minimum qualifications will be eliminated from further evaluation process.

**Phase-II:** The Applications of those Offerors who meet the Education / Experience minimum requirements will be further evaluated based on the evaluation factors below. The most highly rated Applications will further move to phase-III.

Candidates will be evaluated and ranked in Phase II on the following criteria to a maximum score of 100 points:

- Education (20 points)
- Job Knowledge (30 points)
- Relevant work experience (50 points)

**Phase-III:** The Offerors determined to be most highly rated will be interviewed and asked to complete a written exercise. The interview and written exercise performance will be evaluated based on the evaluation factors given below to determine the most highly rated Offerors.

In Phase III Candidates will be evaluated and ranked on the following criteria to a maximum score of 100 points:

| Sr. No   | I                        | II                                      | III           | IV                 |
|----------|--------------------------|---|---------------|--------------------|
| Criteria | Relevant Work Experience | Language Proficiency (written and oral) | Job Knowledge | Skills and Ability |
| Points   | 20 points                | 20 points                               | 30 points     | 30 points          |

**IV. SUBMITTING AN OFFER**

1. Eligible Offerors are required to complete and submit form DS-174 (Application for Employment as a Locally Employed Staff or Family member(attached). **Please note: Must answer all the questions in DS-174 application form.** You may also click the link below to access the above form: [https://www.usaid.gov/sites/default/files/2022-05/Application%20for%20Employment%20-%20Form%20DS-174\\_0.doc](https://www.usaid.gov/sites/default/files/2022-05/Application%20for%20Employment%20-%20Form%20DS-174_0.doc)
2. Offerors may attach a covering letter and resume/curriculum vitae to support their application.
3. Submit **electronic copies** of applications to: [indiaper@usaid.gov](mailto:indiaper@usaid.gov).



4. Applicants must specify the position title in Box No. 1 and solicitation number in Box No. 3 of the Application Form (DS-174). Applications without reference to a specific solicitation number will not be accepted.
5. Offers must be received by the closing date and time specified in **Section I, item 3**, and submitted to the Point of Contact in **Section I**.
6. Offeror submissions must clearly reference the Solicitation number on all offeror submitted documents.

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

- (i) The CO will provide instructions about how to complete and submit the following forms after an offeror is selected for the contract award:
  1. Instructions and forms related to mandatory security clearance.
  2. Instructions and forms related to mandatory pre-employment medical examination and clearance.

Note: The selected candidate must obtain a U.S. Government security and medical clearances (as indicated above). If such clearances are not obtained within a reasonable time or negative suitability issues are involved, any offer made may be rescinded. Details on how to obtain Medical clearance and Security Clearance will be provided once a job offer is made and accepted. You must be available to start work within 30 days as soon as valid medical and security clearance are obtained.

## **VI. BENEFITS AND ALLOWANCES**

1. Bonus: 20% of Basic Salary.
2. Provident Fund: 12% of Basic Salary - Under the Provident Fund (PF) scheme, a deduction of 12 percent of basic salary is made from the employee's salary for each pay period. The U.S. Government contributes an equal rate of 12 percent of basic salary.
3. Superannuation Fund: 15% of Basic Salary - The Mission of the United States operates a noncontributory Superannuation Fund (SF). A contribution is made to the employee's credit by the USG for each pay period of creditable service. The vesting period for superannuation is five years.
4. Severance Pay (Gratuity): This is a special lump sum payment made to an employee for loyal service to the Mission. Eligible employees are entitled to 5.75 percent of annual basic salary for each completed year of service with a minimum of five years of service and a maximum payment of 20 months of basic salary. Gratuity payment is calculated on the basis of the employee's basic salary at the time of separation. Severance Pay (Gratuity) would be applicable in accordance with U.S. Mission/India policy.
5. In addition, employees are covered under the Global Medical Coverage (GMC) for Locally Employed Staff, Group Accidental Death Insurance Plan, and optional Group Life Insurance Plan.

**VII. TAXES**

The Mission does not assume any obligation or responsibility to withhold local income taxes from LE Staff salaries. LE Staff are fully responsible for accurately reporting taxable income to tax authorities and paying income taxes.

**VIII. USAID REGULATIONS, POLICIES AND CONTRACT CLAUSES PERTAINING TO PSCs**

USAID regulations and policies governing CCN awards are available at these sources:

1. **USAID Acquisition Regulation (AIDAR), Appendix J**, “Direct USAID Contracts With a Cooperating Country National and with a Third Country National for Personal Services Abroad,” including **contract clause “General Provisions,”** available at <https://www.usaid.gov/ads/policy/300/aidar>
2. **Contract Cover Page form AID 309-1** available at <https://www.usaid.gov/forms>. Pricing by line item is to be determined upon contract award.

| ITEM NO (A) | SUPPLIES/SERVICES (DESCRIPTION) (B)   | QUANTITY (C) | UNIT (D) | UNIT PRICE (E) | AMOUNT (F)   |
|-------------|---|--------------|----------|----------------|--|
| 0001        | <b>Compensation, Fringe Benefits and Other Direct Costs (ODCs)</b><br>- Award Type: Cost<br>- Product Service Code: [e.g. R497]<br>- Accounting Info: TBD | 1            | LOT      | \$<br>_TBD_    | \$ _TBD at Award after negotiations with Contractor_ |

3. **Acquisition & Assistance Policy Directives/Contract Information Bulletins (AAPDs/CIBs)** for Personal Services Contracts with Individuals available at <http://www.usaid.gov/work-usaid/aapds-cibs>
4. **Ethical Conduct:** By the acceptance of a USAID personal services contract as an individual, the contractor will be acknowledging receipt of the “**Standards of Ethical Conduct for Employees of the Executive Branch**,” available from the U.S. Office of Government Ethics, in accordance with **General Provision 2** and **5 CFR 2635**. See [https://www.oge.gov/web/oge.nsf/resources\\_standards-of-conduct](https://www.oge.gov/web/oge.nsf/resources_standards-of-conduct).
5. **PSC Ombudsman:** The PSC Ombudsman serves as a resource for any Personal Services Contractor who has entered into a contract with the United States Agency for International Development and is available to provide clarity on their specific contract with the agency. Please visit our page for additional information: <https://www.usaid.gov/work-usaid/personal-service-contracts-ombudsman>.

The PSC Ombudsman may be contacted via: [PSCOmbudsman@usaid.gov](mailto:PSCOmbudsman@usaid.gov).

## 6. FAR Provisions Incorporated by Reference

|           |  |           |
|-----------|--|-----------|
| 52.203-7  | ANTI-KICKBACK PROCEDURES   | June 2020 |
| 52.203-12 | LIMITATION ON PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS | June 2020 |
| 52.215-2  | AUDIT AND RECORDS—NEGOTIATIONS                                   | June 2020 |
| 52.224-1  | PRIVACY ACT NOTIFICATION   | Apr 1984  |
| 52.224-2  | PRIVACY ACT  | Apr 1984  |
| 52.229-8  | TAXES—FOREIGN COST-REIMBURSEMENT CONTRACTS                       | Mar 1990  |
| 52.232-17 | INTEREST   | May 2014  |
| 52.232-20 | LIMITATION OF COST   | Apr 1984  |
| 52.232-22 | LIMITATION OF FUNDS  | Apr 1984  |
| 52.232-23 | ASSIGNMENT OF CLAIMS   | May 2014  |
| 52.237-2  | PROTECTION OF GOVERNMENT BUILDINGS, EQUIPMENT AND VEGETATION     | Apr 1984  |
| 52.242-1  | NOTICE OF INTENT TO DISALLOW COSTS                               | Apr 1984  |
| 52.246-5  | INSPECTION OF SERVICES – COST REIMBURSEMENT                      | Apr 1984  |
| 52.246-25 | LIMITATION OF LIABILITY – SERVICES                               | Feb 1997  |
| 52.252-2  | CLAUSES INCORPORATED BY REFERENCE                                | Feb 1998  |

### **NOTES:**

**Probationary Period:** This is the initial period of employment with the U.S. Mission during which Locally Employed Staff (including Cooperating Country National) demonstrate their qualifications for continued employment. The probationary period for Mission India is six months. Staff may be separated without notice or with appropriate notice, during or at the end of the probationary period, with or without specific cause.

The internal employees currently serving their probationary period are not eligible to apply. The internal employees who have moved to a new position (any time after completing their initial

probationary period) are required to be in their present position for not less than six months before applying for another USG position.

**Security Certification:** In accordance with ADS 309.3.1.14 b.1), which stated “Prior to award of a PSC, the selected individual must be able to obtain the security clearance or HSPD-12 access required in the solicitation. The Contracting Officer must not contract for personal services with any individual until a temporary or final favorable security clearance or access eligibility determination has been made by the appropriate security office.” Therefore, the offer made to the selected candidate is subject to the security certification granted by the Regional Security Officer (RSO). The Contracting Officer (CO) expects the selected candidate to join the Mission once a favorable temporary security clearance has been made by the RSO.

**Relocation and Housing:** Applicants living outside New Delhi / NCR must note that if selected for the position, no resettlement travel or housing benefit/allowance is associated with the position. It would be the candidate’s responsibility to make his/her own arrangements to travel to New Delhi in a timely manner for the mandatory pre-employment clearances and subsequently for joining.

**Age Requirement:** As per the Mission policy, the mandatory retirement age for Cooperating Country National employees is 65 years.

**Equal Employment Opportunity:** It is the policy of the United States Government to ensure equal employment to all persons without regard to sex (including pregnancy and gender identity), age, race, national origin, color, sexual orientation, disability, genetic information, or religion.

**DEIA Statement:** USAID/India is committed to a diverse, equitable, inclusive, and accessible workplace where everyone has an opportunity to thrive. For example: disadvantaged, underrepresented, and/or underserved groups, ethnic minorities, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex Asexual, and more (LGBTQIA+), etc.

Due to a high volume of anticipated applications, only short-listed candidates will be notified.