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WEST AFRICA

ISSUANCE DATE: 08/06/2015

CLOSING DATE: 08/20/2015 at 5:00 p.m. Ghana Time

**SOLICITATION # 624-15-014 FOR U.S. PERSONAL SERVICE CONTRACTOR
PEPFAR COUNTRY COORDINATOR, COTE D'IVOIRE**

Ladies/Gentlemen:

The United States Government, represented by the United States Agency for International Development/West Africa (USAID/West Africa), is seeking applications from qualified U.S. citizens interested in providing Personal Services Contractor (PSC) services as PEPFAR Country Coordinator as described in the attached solicitation..

Submissions must be in accordance with the requirements of the solicitation, at the place and time specified. In order to be considered for the position, a candidate must meet the minimum qualifications listed in the solicitation and must submit all required documentation. The PEPFAR Country Coordinator position will be located in Abidjan, Cote d'Ivoire.

Complete, signed application packages must be submitted to:

Via email: accrapsc@usaid.gov. Or via courier: **Regional Executive Office
USAID/West Africa
No. 24 Fourth Circular Rd. CT
P.O. Box 1630
Accra, Ghana**

Please cite the solicitation number and position title within the subject line of your email application. Any attachments provided via email must be in a format compatible with Microsoft Word 2003 or PDF and not zipped. Note that attachments to email must not exceed 3 MB. Form a302-3 must be signed. Incomplete and unsigned applications will not be considered.

USAID/West Africa anticipates awarding one (1) Personal Service Contract as a result of this solicitation. Please note that this does not constitute any guarantee that a PSC will be awarded as result of this solicitation nor does it constitute any authorization by USAID to reimburse costs incurred in the preparation of an application. Any questions on this solicitation may be directed to Dinah McKeown at dmckeown@usaid.gov or the undersigned at sbakir@usaid.gov.

Sincerely,

Shemaine Bakir
Acting Supervisory Executive Officer

SOLICITATION NUMBER: 624-15-014

ISSUANCE DATE: August 6, 2015

CLOSING DATE/TIME: August 20, 2015 at 5:00 p.m. Ghana Time

POSITION TITLE: PEPFAR Country Coordinator

MARKET VALUE: (\$86,399 - \$112,319) the market value for this position is equivalent to GS-14 level. Final compensation will be negotiated within the listed market value based upon the candidate's past salary, work history and educational background. **Salaries over and above the top of the pay range will not be entertained or negotiated.**

AREA OF CONSIDERATION: U.S. Citizens

PERIOD OF PERFORMANCE: Two years

PLACE OF PERFORMANCE: Abidjan, Cote d'Ivoire

SECURITY/MEDICAL CLEARANCE: Selected applicant must obtain Secret level clearance and medical clearance within a reasonable period of time (USAID will provide details regarding these clearances to the selected candidate). If such clearances are not obtained within a reasonable time or negative suitability issues are involved, any offer made may be rescinded.

1.0 BACKGROUND:

The U.S. President's Emergency Plan for AIDS Relief (PEPFAR) - the U.S. Government initiative to help save the lives of those impacted by HIV/AIDS around the world - is the largest commitment by any nation in history to combat a single disease internationally. PEPFAR investments also help alleviate suffering from other diseases across the global health spectrum.

PEPFAR is driven by a shared responsibility among donor and partner nations and others to make smart investments to save lives. Thanks in large part to U.S. leadership, tremendous progress has been made in the fight against global AIDS. PEPFAR has supported life-saving antiretroviral treatment for more than 7.7 million men, women and children worldwide as of

September 30, 2014. PEPFAR supported 17 million people with care and support, including more than 5 million orphans and vulnerable children, in Fiscal Year (FY) 2014. In FY 2014, PEPFAR supported HIV testing and counseling for more than 56.7 million people, providing a critical entry point to prevention, treatment, and care. PEPFAR tested 14.2 million pregnant women and for 750,000 of these women who tested positive for HIV, PEPFAR provided antiretroviral medications to prevent mother-to-child transmission (PMTCT) of the virus. Due to PEPFAR support, 95 percent of these babies were born HIV-free (including 250,000 that would otherwise have been infected). Over the past two years, over 1.5 million HIV-positive pregnant women received these interventions to prevent mother-to-child transmission and improve maternal health. By September 30, 2014, PEPFAR had also supported more than 6.5 million voluntary medical male circumcision (VMMC) procedures in east and southern Africa.

Now in its third phase, PEPFAR is continuing to focus on the transition from an emergency response to building sustainable programs. These programs are country-owned and country-driven and address HIV/AIDS with a broader context of health and development. PEPFAR's program builds on past strengths and increases efficiencies by scaling up effective interventions and ensuring value. The goals of this phase are to implement the PEPFAR Blueprint and:

- Transition from an emergency response to promotion of sustainable country programs.
- Strengthen partner government capacity to lead the response to this epidemic and other health demands.
- Expand prevention, care, and treatment in both concentrated and generalized epidemics.
- Integrate and coordinate HIV/AIDS programs with broader global health and development programs to maximize impact on health systems.
- Invest in innovation and operations research to evaluate impact, improve service delivery and maximize outcomes.

Within the Department of State, the Office of the U.S. Global AIDS Coordinator (S/GAC) is responsible for coordinating the implementation of PEPFAR. Additional information about S/GAC and PEPFAR is available at www.pepfar.gov.

Within the American Mission in Cote d'Ivoire, the Chief of Mission heads the PEPFAR program and has final executive leadership for all program areas.

2.0 MAJOR DUTIES AND RESPONSIBILITIES

Working under the direct supervision of the Chief of Mission, the PEPFAR Coordinator will be responsible for USG Interagency strategic planning, implementation, reporting and evaluation of USG PEPFAR activities. The PEPFAR Coordinator will be responsible for the direction and management of the PEPFAR Coordinator's Office and staff.

Program Management and Implementation (30%)

Leads the USG PEPFAR interagency team in Côte d'Ivoire in the conception, formulation, and recommendation of initiatives in response to the epidemic profile, and to the program operational realm, including:

- Ensures that the PEPFAR program fits within the regulations of the Ivoirian government and aligns with PEPFAR and international policies and recommendations;
- Communicates USG policy and technical direction to implementing agency leadership;
- Coordinates and facilitates the interagency approach to PEPFAR within the USG;
- Coordinates and facilitates with PEPFAR implementing agencies the restructuring, reorienting and recasting immediate and long range goals, objectives, plans and schedules to meet substantial changes in policy, legislation, program authority and/or funding;
- Facilitates discussion with the interagency team regarding determinations of projects to be initiated, dropped or curtailed;
- Leads the development of annual country operational plans (COPs) in collaboration with the interagency country team.
- Oversees changes in organizational structure; and,
- Engages with the interagency process in-country in long range planning in connection with prospective changes in USG funding, policies, and programs. Establishes appropriate controls to ensure the integrity- financial, technical, and operational-of all HIV/AIDS prevention, treatment, and care programs implemented pursuant to the President's Emergency Plan for AIDS Relief.

The Country Coordinator decides, in coordination with the U.S. Embassy leadership and PEPFAR implementing agencies, how best to direct the funds allocated to the country for successful program impact. To properly manage the country budget, the Country Coordinator must understand the current levels of expenditure and pipeline, develop budgets, and ensure continued flow of funds necessary to implement the program.

Ensures the use of data collection and knowledge-based program management in regard to all aspects (implementation, technology, costing) of treatment, prevention, care, and HSS strategies.

Provides leadership, advice, and counsel to USG interagency leaders in Côte d'Ivoire in the implementation and monitoring of the PEPFAR program portfolio.

Facilitates interagency strategic decision-making to ensure program sustainability in a post-Emergency response with greater country ownership in the political ownership/stewardship, institutional ownership, capabilities, and mutual accountability.

Analyzes the unique operational context of the PEPFAR program in Côte d'Ivoire. Coordinates the interagency process to establish a vision and strategy for responding to this context within the guidelines of S/GAC policy and U.S. diplomatic priorities.

Collaboration among Major Non-USG Stakeholders (20%)

Ensures coordination and linkage of USG bilateral health assistance with other bilateral donors, non-governmental organizations, and international multilateral organizations engaged in the fight against the global HIV/AIDS pandemic, including UNAIDS and the Global Fund to Fight AIDS, Tuberculosis and Malaria (Global Fund). Collaborates and shares information with multilateral partners, other donors, and S/GAC relevant to the success of broad efforts to mitigate the impact of the HIV epidemic in country. Liaises with these development partners, and in particular, with the Country Coordination Mechanism (CCM) of the Global Fund, to ensure complementarities between the USG investments and other donors. Acts as one of the USG representative members on the CCM. PEPFAR currently holds the representative position for the “Financial and Technical Partners” on the Executive Bureau to CCM, a position which also serves as President of the CCM’s HIV Committee, roles which may be fulfilled by the Global Fund Liaison. The PEPFAR coordinator will collaborate closely with the Global Fund Liaison and Agency Leads to ensure alignment of technical and implementation efforts across Global Fund and PEPFAR partners.

Along with other USG PEPFAR implementing agency leadership, establishes appropriate protocol for collaboration with the partner government, including providing oversight and developing the vision of USG interaction with the partner government on all aspects of HIV/AIDS, including the various executive branch bodies from the health sector to social welfare systems to finance. Promotes alignment with and understanding of the Ivoirian government priorities and policies among USG staff implementing the PEPFAR program.

Evaluates the relative need, local conditions and capability of Côte d'Ivoire to develop or improve their infrastructure and programs necessary to provide or strengthen the quality, availability and sustainability of HIV/AIDS treatment, prevention and care services. Leads discussions, as appropriate, about the timing and planning for transition from USG resources toward other types of funding for sustainable HIV responses. Counsels and advises S/GAC decision-makers regarding the optimal mix of funding support for the designated country.

Ensures outreach to and engagement of civil society and private-sector partners, including advocacy groups, faith- and community-based organizations, and businesses in the HIV/AIDS response. Encourage the engagement of these groups by all USG agencies responding to the epidemic in-country.

Program Representation (20%)

Assists in assuring the accountability of PEPFAR and other HIV/AIDS programs supported by the USG to Administration officials, Members of Congress, and the general public through the development and communication of appropriate statements, reports, and representation. In collaboration with various PEPFAR implementing agencies, serves as the representative of the USG, and the Ambassador's office in particular, in country-level and, when appropriate, international-level fora such as working groups, country coordinating mechanisms, steering committees, etc., with a focus on responding to the HIV epidemic and to integration of HIV services into broader health efforts in Côte d'Ivoire.

Counsels and advises the S/GAC and U.S. Embassy staff on relevant HIV/AIDS policies and issues that emerge in various settings with stakeholders. As requested by S/GAC and the U.S. Embassy, speaks on behalf of the USG about Côte d'Ivoire HIV/AIDS epidemic needs based on a comprehensive knowledge of the overall country, regional, and global context, in-country HIV/AIDS prevention, treatment and care programs, and the current status of implementation of PEPFAR. Supported by a Country Support Team Lead (CSTL) at S/GAC, communicate field-based and headquarters priorities upstream and downstream. With the CSTL, facilitate interagency dialogue between the field and headquarters interagency teams.

In collaboration with PEPFAR leadership from other USG agencies, serves as the representative of the USG at international meetings, conferences, etc., whose sponsors or attendees may include donors and others with significant equities and other contributors in the fight against the global HIV/AIDS pandemic. Recommends and promotes positions and views for the USG on strategies, initiatives and current programs that aim to improve the prevention, treatment and care of HIV/AIDS.

In coordination with PEPFAR leadership from other USG agencies, plans and directs the identification, development, implementation and monitoring of outreach and/or liaison activities and initiatives with USG representatives, including Congressional staff, the partner government, international organizations, non-governmental organizations and regional donors to foster greater leadership, commitment and resources on their part in the global fight against the HIV/AIDS pandemic.

Informs and engages the Chief of Mission, the U.S. Global AIDS Coordinator, USG representatives in-country administering HIV/AIDS prevention, treatment and care programs, non-governmental organizations, and partner government officials and their medical professionals on PEPFAR program achievements, concerns and needs to reinforce initiatives to accomplish the goals of PEPFAR through bilateral and multilateral diplomatic efforts.

Supervision/Oversight over Others (20%)

The PEPFAR Country Coordinator will supervise the Assistant PEPFAR Coordinator and other staff as they are recruited to the PEPFAR Coordination Office. The PEPFAR Country Coordinator will coordinate work assignments and provide day-to-day oversight and

management of the PEPFAR Coordination Office. S/he will have responsibility for annual evaluations and performance management functions.

The PEPFAR Country Coordinator will delegate appropriate responsibility within the PEPFAR Coordination Office to his or her staff and maintain oversight for the full portfolio of the PEPFAR Coordination Office and. S/he will also have primary responsibility for coordination of short-term TA to the support the PEPFAR Coordination Office and has a role in coordinating all interagency TA requests.

Other Duties (10%)

The Country Coordinator will participate in the Embassy Country Team and will participate in the Interagency Global Health Working Group. The PEPFAR Coordinator should ensure safeguarding of USG resources to the fullest extent possible.

3.0 OTHER SIGNIFICANT FACTORS

A. Contacts

Working through appropriate channels within the Embassy and OGAC, the PEPFAR coordinator may have contacts, in addition to Members of Congress and top officials from their immediate Congressional oversight committees and sub-committee staffs, with executive and senior level officials and their representatives of the following organizations outside the Department at national and international levels in highly unstructured settings: the Executive Branch departments and agencies implementing and managing PEPFAR such as the Departments of Health and Human Services, Defense, the U.S. Agency for International Development (USAID); ministers of health representing foreign governments; domestic and international medical and scientific communities; international, multilateral organizations such as the Global Fund to Fight AIDS, Tuberculosis and Malaria; the World Health Organization (WHO); and organizational components within the United Nations such as the United Nations Program on HIV/AIDS (UNAIDS); non-governmental organizations; the media; the general public; and individuals living with HIV/AIDS.

The purpose of contacts is to influence, motivate or persuade key officials of foreign governments and senior representatives of international, multilateral organizations and non-governmental organizations, including those who may be cautious in working with the U.S. Government, to implement HIV/AIDS prevention, treatment and care programs; restructure and improve the quality and capacity of health care systems generally; and properly and thoroughly measure the progress of PEPFAR in the global fight against the HIV/AIDS pandemic given the multi-billion dollars in financial resources authorized and appropriated by the Administration and the U.S. Congress.

B. Reporting Requirements

The work consists of broad program management of the multi-faceted PEPFAR function to develop, facilitate, and monitor in-country HIV/AIDS prevention, treatment, and care plans; to

serve as the key coordinator and facilitator of the USG interagency team implementing PEPFAR activities in the areas of HIV/AIDS prevention, treatment, care, and health systems strengthening; and to address issues, concerns, etc. associated with services for orphans and vulnerable children, palliative care, training and volunteers, and health care human capacity development. The Country Coordinator assists OGAC and the PEPFAR implementing agencies with planning, developing, directing, and controlling key functions of a major program with international scope.

The Country Coordinator's portfolio involves the full range of roles and responsibilities associated with broad program management to include accountability for the success of the aforementioned functions; the monitoring and oversight of operations to deliver, measure and evaluate accomplishments and/or progress to date, and to highlight successes and to identify reasons for shortfalls; to adjust, should such action be necessary, to achieve program goals; the development and maintenance of internal control systems to ensure that human, financial, technological and material resources are safeguarded against waste, fraud, unauthorized use or misappropriation etc. These roles and responsibilities may be complicated by the need to consider and evaluate the impact of a range of factors such as: the need to recommend variance in Country Operational Plans (COPs) based on stages of Côte d'Ivoire's response to the HIV/AIDS epidemic and the anticipated trajectory of the USG investment in that response; the lack of appropriate HIV/AIDS prevention, treatment, and care protocols which can lead to ineffective, inconsistent and uneven program implementation; limited technical capacity which is a barrier to increasing and strengthening HIV/AIDS prevention, treatment, and care interventions and to ensuring compliance with established, recognized protocols; avoiding the duplication of program efforts and an uncoordinated response, especially in the; and Administration and Congressional interest and oversight in light of the unprecedented resources that the Administration and Congress have authorized and appropriated in the fight against the HIV/AIDS pandemic through PEPFAR.

C. Level of Authority

- Viewed as an expert authority on the Côte d'Ivoire HIV/AIDS epidemic and U.S. Government policies and practices, through PEPFAR, to provide HIV/AIDS services, particularly prevention, treatment and care.
- Specialized and demonstrated knowledge of the principles, practices, methods, and techniques of management of public health or other programs, especially in resource poor settings;
- Knowledge and demonstrated capability in coordination of organizations or agencies with varied organizational culture and core competencies towards the achievement of common goals; demonstrated competency in facilitation and negotiation between various stakeholders resulting in measurable, positive outcomes;
- Knowledge of the culture, socio-cultural norms, and the public health capacities in Côte d'Ivoire; Substantial knowledge of facilitation and management that can be applied to a

diverse group of USG implementing agencies working to mitigate HIV/AIDS and to deliver services pertaining to its treatment, prevention and care;

- Knowledge of the operations and capacities of other donor governments, international multilateral organizations, and non-governmental organizations involved in the fight against the global HIV/AIDS pandemic;
- An ability to establish and maintain working relationships at all levels throughout the management, medical, scientific, public, and private sectors of the broad Emergency Plan community to gather and exchange information and negotiate proposals and initiatives;
- Ability to provide timely expert advice and consultation to executive and senior level management officials regarding the appropriate investment of US resources in the prevention, treatment and care of HIV/AIDS; and skill in verbal and written communication to review and present analyses, provide guidance, solicit information, defend proposals, and negotiate agreements.

D. Management Responsibilities

Supervises a section that supports the needs of the overall PEPFAR interagency team, including internal coordination support: reporting and analytical work; managing external relations; and administrative support. May exercise supervision of staff through subordinate supervisors or officers. Provides technical guidance to subordinate posts as required. Manages human, physical, and financial resources.

E. Supervision Received

The Country Coordinator reports to the Chief of Mission or Deputy Chief of Mission who provides on-site line management and country-level policy direction. Specific tasks frequently originate out of the public health, program management, or policy activities of the work; the Country Coordinator is responsible for planning, coordinating and carrying out assignments, apprising the on-site supervisor of progress and challenges as appropriate. Final work products are reviewed only for compliance with S/GAC, Department, and Administration policy. Administrative supervision by the Chief of Mission or as delegated to the Deputy Chief of Mission includes approval for travel, leave, and time and attendance. These actions will be administered under USAID.

F. Extraordinary Situations or Conditions

The legal, regulatory and policy framework for the position is broadly stated and lacks detail and specificity; it largely consists of pertinent sections of the public laws authorizing and funding PEPFAR, the President's vision for PEPFAR, the U.S. Government's global HIV/AIDS strategy, and the strategic objectives and views of the U.S. Global AIDS Coordinator. As a result of the nonspecific nature of these few, available guidelines, the Country Coordinator must exercise considerable judgment and ingenuity within their overall intent to devise and oversee the

strategies, tactical approaches and program initiatives that will strengthen the quality, availability and sustainability of Emergency Plan HIV/AIDS prevention, treatment, and care services.

4.0 QUALIFICATION:

In order to be considered for this position a candidate must meet the Required Minimum Qualifications listed below. Consideration and selection will be based on panel evaluation of Required Minimum Qualifications, Desired Qualifications and Evaluation Factors. Additionally, interviews and writing samples may be requested.

Required Minimum Qualifications, Experience and Evaluation Criteria:

This position requires a highly qualified and experienced individual with exceptional interpersonal and communication skills, the ability to foster team work, the capacity for strategic thinking, and an understanding of the technical and policy requirements to achieve the PEPFAR goals in Côte d'Ivoire. The incumbent must be familiar with and be able to work well in an overseas environment and with a wide range of governmental and non-governmental counterparts. The PEPFAR Country Coordinator must have the following qualifications:

Education (10 Points)

An advanced degree (master's or higher) in a relevant professional discipline, such as Public Policy, Public Health, Business Administration or related subject, is required.

Prior Work Experience (35 Points)

At least 8 years of progressively senior level experience managing HIV/AIDS, health or other development programs, preferably in a developing country context, with at least 5 years of experience in managing and implementing HIV/AIDS programs. At least 5 years of proven experience working with large, complex international or domestic programs. Must have at least 1 year experience supervising and managing staff. Demonstrated experience operating in his/her non-native cultural environment. Demonstrated strong knowledge and understanding of PEPFAR policies and programming parameters. Actual experience managing PEPFAR or relevant public health programs is preferred. Extensive knowledge of the technical issues related to HIV/AIDS, including knowledge of the principles of monitoring and evaluation. Demonstrated strong ability to manage complex program with cooperation among multiple USG agencies with sometimes competing priorities and demands.

Skills and Abilities (35 Points)

- Strong interpersonal, teamwork, facilitation and negotiation skills.
- Strong oral and written communication skills.
- Ability to mediate interagency conflicts and facilitate decisions on complex technical, programmatic, strategic and financial issues.
- Strong analytical skills.

- Strong capacity to multi-task, including managing, prioritizing and fulfilling competing demands in real time.
- Ability to keep track of a large amount of data and manage complex interagency planning and reporting processes.
- Ability to empower PEPFAR team members to apply available resources and expertise to addressing the local epidemic
- Cross-cultural sensitivity and awareness
- Strong managerial skills
- Available and willing to work outside the regular 40-hour workweek when required/necessary; and
- Willing to travel to for international conferences, COP reviews, Official visits, and site visits, as/when requested.

Language (10 Points)

The incumbent must be able to work professionally in French and English. Level III minimum professional proficiency speaking and writing in French is required. Level IV English ability (fluent) is required.

Exercise of Judgment (10 Points)

The incumbent is required to exercise independent judgment and ingenuity to interpret and develop applications and guidelines to devise innovative approaches to resolve technical, administrative, managerial, and policy problems. Excellent, balanced judgment must be exercised in setting priorities. In addition, considerable judgment is required to work effectively with host- government officials; coordinate multi-sectorial efforts in support of objectives; and collect, analyze, and report the progress of activities and recommend project actions. In Côte d'Ivoire, this requirement is critical to success of the PEPFAR mission and the diplomatic priorities of the U.S. government.

5.0 INSTRUCTIONS TO APPLICANTS:

Interested individuals are required to submit the following:

- Form AID 302-3, Offeror Information for Personal Services Contracts (available at <http://www.usaid.gov/forms/>)
(Note: All applicants must submit complete dates (months/years) and hours per week for all positions listed on the form a302-3 to allow for adequate evaluation of your related and direct experiences.)
- Cover letter and a current resume/curriculum vita (CV). The CV/resume must contain sufficient relevant information to evaluate the application in accordance with the stated evaluation criteria. Broad general statements that are vague or lacking specificity will not be considered as effectively addressing particular selection criteria.

- Three and a maximum of five references within the last five years of the applicant's professional life from individuals who are not family members or relatives. Three references must be from direct supervisors who can provide information regarding the applicant's work experience. Applicants must provide e-mail addresses and/or working telephone numbers for all references.
- Applicants also must address the above Section 4.0: Selection Criteria in a summary statement to be included in the application. This summary statement, limited to two pages, must describe specifically and accurately what experience, training, education, and/or awards the applicant has received that are relevant to each selection factor above. The summary statement must include the name of the applicant and the announcement number at the top of each page. Failure to provide this summary statement may result in the applicant not receiving credit for all pertinent experience, education, training, and/or awards.

Incomplete and unsigned Application Form AID 302-3 applications will not be considered.

6.0 LIST OF REQUIRED FORMS

Forms outlined below can found at: <http://www.usaid.gov/forms/>

1. Form AID 302-3 Offeror Information for Personal Services Contracts
2. DS-6561 Physical Examination *
3. SF-86 Questionnaire Sensitive Positions (for National Security) *
4. FD 258 Finger Print Card *
5. AID 500-4 Fair Credit Reporting Act of 1970, as amended *
6. AID 500-5 Notice Required by the Privacy Act of 1974 *
7. AID 6-85 Foreign Activity Data (AID 6-85a continuation page) *
8. AID 6-1 Request for Security Action *

* Forms 2 through 8 shall be completed only upon the advice of the Contracting Officer that an applicant is the successful candidate for the job.

7.0 CONTRACT INFORMATION BULLETIN (CIBs) ACQUISITION AND ASSISTANCE POLICY DIRECTIVES (AAPDs) PERTAINING TO PSC

CIBs AND AAPDSs contain information or changes pertaining to USAID policy and General Provisions in USAID regulation and procedures concerning acquisition and assistance including Personal Service Contracts. AIDAR Appendix D applies to USPSC and can be found at: <http://www.usaid.gov/work-usaid/aapds-cibs>.

8.0 BENEFITS/ALLOWANCES:

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

BENEFITS:

- Employee's FICA Contribution
- Contribution toward Health & Life Insurance
- Pay Comparability Adjustment
- Eligibility for Worker's Compensation Annual & Sick Leave

Access to Embassy medical facilities, commissary and pouch mail service

*Note: If a US citizen, the Contractor's salary will be subject to employee's FICA and Medicare contribution.

ALLOWANCES (If Applicable):

- (1) Temporary Lodging Allowance (Section 120)*
- (2) Living Quarters Allowance (Section 130)*
- (3) Post Allowance (Section 220)*
- (4) Supplemental Post Allowance (Section 230)*
- (5) Post Differential (Chapter 500)*
- (6) Payments during Evacuation/Authorized Departure (Section 600)* and
- (7) Danger Pay (Section 650)*
- (8) Educational Allowance (Section 270)*
- (9) Separate Maintenance Allowance (Section 260)*
- (10) Educational Travel (Section 280)*

* Standardized Regulations (Government Civilians Foreign Areas).

FEDERAL TAXES: USPSCs are not exempt from payment of Federal and State Income Taxes.

END OF SOLICITATION