SOLICITATION NUMBER: 72065620R00014
ISSUANCE DATE: 04/16/2020
CLOSING DATE/TIME: 04/30/2020 – 5:30PM Maputo Time

SUBJECT: Solicitation for U.S. Personal Service Contractor (USPSC) – Senior Health Policy and Systems Strengthening Advisor

Dear Prospective Offerors:

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

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

This solicitation in no way obligates USAID to award a PSC contract, nor does it commit USAID to pay any cost incurred in the preparation and submission of the offer.

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

Sincerely,

Avani Baluci
Contracting Officer
ATTACHMENT 1

1. GENERAL INFORMATION

1. SOLICITATION NO.: 72065620R00014

2. ISSUANCE DATE: 04/16/2020

3. CLOSING DATE/TIME FOR RECEIPT OF OFFERS: 04/30/2020 - 5:30PM Maputo Time

4. POINT OF CONTACT: USAID HR, email at Mission-Maputo-HR@usaid.gov

5. POSITION TITLE: Senior Health Policy and Systems Strengthening Advisor

6. MARKET VALUE: $109,366.00 - $142,180.00 equivalent to GS-15
   Final compensation will be negotiated within the listed market value.

7. PERIOD OF PERFORMANCE: The base period will be 2 years, estimated to start o/a August 2020. Based on Agency need, the Contracting Officer may exercise additional option periods for the dates estimated as follows:

<table>
<thead>
<tr>
<th>Period Type</th>
<th>Start Date</th>
<th>End Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Period</td>
<td>8/16/2020</td>
<td>8/15/2022</td>
</tr>
<tr>
<td>Option Period 1</td>
<td>8/16/2022</td>
<td>8/15/2023</td>
</tr>
<tr>
<td>Option Period 2</td>
<td>8/16/2023</td>
<td>8/15/2024</td>
</tr>
<tr>
<td>Option Period 3</td>
<td>8/16/2024</td>
<td>8/15/2025</td>
</tr>
</tbody>
</table>

8. PLACE OF PERFORMANCE: Maputo, Mozambique with possible travel as stated in the Statement of Duties.

9. ELIGIBLE OFFERORS: U.S. Citizens or lawful permanent U.S. residents.

10. SECURITY LEVEL REQUIRED: USG Facility Access Clearance

11. STATEMENT OF DUTIES:

A. BACKGROUND

USAID/Mozambique manages one of the largest USAID country programs in sub-Saharan Africa, with a total FY2020 operating budget of over US$260M. Its 190 employees are organized into three Development Objective (DO) Teams and four support Offices implementing programs in health, education, democracy and governance and economic growth. Mozambique is considered important to US foreign-policy interests on the continent, receiving significant Presidential Initiative (PI) funding, such as the US President’s Emergency Plan for AIDS Relief (PEPFAR), the President’s Malaria Initiative (PMI), Feed the Future, and Global Climate Change, and attracts numerous VIP visitors. USAID/Mozambique programs are therefore subject to intense scrutiny by various elements of the US Government (USG), by
Government of the Republic of Mozambique (GoRM) ministries, and by diverse civil society constituencies.

USAID’s Global Health (GH) programs focus on building sustainable and resilient health systems which promote access to quality health care, particularly among the most vulnerable and underserved. The “Journey to Self-Reliance” in health is a function of each country’s capacity and commitment to deliver and finance health care in partnership with public and private sectors, civil society, community and faith-based organizations. Empowering consumers and facilitating active community participation in policy decisions and service delivery are essential components of efforts to build resiliency. USAID recognizes that engagement of non-health sectors including finance, trade, agriculture, governance, and rural/urban development, among others are essential to health sector resilience.

PEPFAR is the largest commitment ever by a single nation toward an international health initiative – a comprehensive approach to combating HIV/AIDS around the world. PEPFAR employs the most diverse HIV prevention, treatment, and care strategy in the world, with an emphasis on transparency and accountability for results. PEPFAR support is focused on providing technical assistance, training, mentoring, and supportive supervision together with essential commodities and supply chain support to ensure the National HIV/AIDS Program can test, treat, and suppress viral load for Mozambicans living with HIV and prevent new infections to effectively achieve an AIDS-Free generation by 2030. The USG is supporting a national scale-up of this initiative through intensive technical assistance at the central level, and support at the facility and community level through USG implementing partners (IPs).

In addition to providing an unprecedented commitment of resources, PEPFAR has demanded a new, results-oriented way of doing business, with high levels of accountability, establishment of measurable goals against which progress will be tracked and evaluated, and funding decisions based on performance toward these goals. PEPFAR is a unified effort that operates under the guidance of the State Department Office of the Global AIDS Coordinator (OGAC) based in Washington DC.

In Mozambique, PEPFAR is led by the US Ambassador, and programmed by an Interagency Management team chaired by the Inter-agency PEPFAR coordinator. PEPFAR funding for Mozambique is projected at more than US$316M in FY 2020, with more than half managed directly by USAID. In addition to the PEPFAR program, USAID/Mozambique also has activities in other health areas, with a focus on integrating these sectors within the larger HIV platform, including: maternal and child health, reproductive health and family planning, and tuberculosis. USAID/Mozambique is also a recipient of funds from the PMI. USAID/Mozambique health-related programs are closely coordinated with the Centers for Disease Control and Prevention (CDC), and other USG agencies and international donors. The Mission health portfolio integrates all activities, including those funded through PEPFAR, through the Integrated Health Office (IHO), whose members collaborate on various systemic issues, such as health system strengthening, and monitoring and evaluation.

B. DUTIES AND RESPONSIBILITIES:
1. BASIC FUNCTION OF THE POSITION

The Senior Advisor, Health Policy and Systems Strengthening will provide technical leadership and direct the Systems Strengthening team within the Systems and Commodities Security (HSS) division in the USAID/Mozambique Integrated Health Office (IHO). The Systems and Commodities Security division is comprised of a total of 11 individuals: 3 US-TCN/PSCs, and 8 FSNs; the Systems Strengthening Team is comprised by a total of 4FSNs and is led by a USPSC. This position helps to manage a comprehensive portfolio of over US$105M per year, including commodities, supply chain strengthening, infrastructure, Domestic Resource Mobilization, and public financial management (PFM). The incumbent will also support coordination and technical leadership of the HSS division as needed. In addition, the incumbent will help refine the HSS skills and abilities up, across, and down to members of the whole IHO, through mentoring and knowledge transfer. The incumbent will also be expected to participate in the Health Partners Group technical working groups for PFM and provide technical leadership to the Mission as a whole on HSS and PFM issues, including a long-term path to sustainable development finance through Domestic Resource Mobilization.

Key elements of USAID’s systems strengthening portfolio include:
- interventions to strengthen management and leadership at national, regional, and local levels;
- approaches to prioritize cost-effective health interventions;
- provision of health financing technical assistance and capacity building to help the GoRM process for Domestic Resource Mobilization and other sustainable financing that is not so donor dependent, and payment methods to stimulate greater efficiency in the health system (e.g., performance-based financing);
- efforts to address the dramatic shortfall of health workers (with over 65% of health care positions vacant, especially in remote areas), which is a serious threat to effective health programs; and,
- strengthened accountability for programs with local government authorities (LGAs), since they are the lynchpin of successful USAID/Mozambique-supported health and community services.

2. MAJOR DUTIES AND RESPONSIBILITIES

The Senior Advisor, Health Policy and Systems Strengthening, will serve as the lead technical health systems strengthening expert for USAID/Mozambique. The incumbent will provide strategic direction, technical guidance, and leadership on issues related to strengthening of systems, including leadership and governance, health workforce capacity development, retention and allocation, health system reform, health financing, as well as and enhance private sector engagement in health. In carrying out assigned responsibilities, the Senior Advisor, Health Policy and Systems Strengthening will oversee and coordinate all USAID systems strengthening activities and work closely with other USG agencies in Mozambique on broader policy and systems strengthening issues. As the predominant technical expert in systems strengthening, the incumbent will help mentor and foster the development of other unit team members in this complex and evolving field. Given the role of the
Solicitation No.: 72065620R00014
USPSC Senior Health Policy and Systems Strengthening Advisor, USAID/Mozambique

Systems and Commodity Security Division in providing technical support across IHO, the incumbent will also be responsible to lead engagement on these areas with other Divisions within the IHO team.

The incumbent will work at a senior level in Mozambique’s high-priority USG foreign assistance program, possessing significant, very sophisticated technical knowledge, demonstrate an in-depth proven track record of positively influencing health systems and demonstrated results, and an ability to function independently in a highly demanding, frequently changing environment that requires an understanding of systems’ hydraulics, and an ability to develop creative solutions to complex problems with significant consequences if not done properly. While interventions may remedy one situation, they can set off a chain of events that undermine many others, resulting in a negative impact on national systems and reflecting poorly on the USG. The Senior Advisor, Health Policy and Systems Strengthening will manage a multicultural team, bridging all areas of the larger Integrated Health Office at USAID/Mozambique. The incumbent will report to the Systems and Commodities Security Division Chief. The incumbent will be expected to work independently, make program recommendations, and take initiative. The incumbent will advise USAID/Mozambique on all aspects of strengthening health systems to support sustainable programs in family planning/reproductive health, maternal child health, malaria, tuberculosis, and HIV/AIDS. The incumbent will represent USAID at the highest government and development partner levels and with Washington expert leadership.

The Senior Advisor, Health Policy and Systems Strengthening will provide managerial oversight to the Health Systems Team within IHO’s Systems and Commodities Division, ensuring a holistic approach and rational calibration of interventions to support health and HIV/AIDS programs. S/He will functionally oversee the inputs of other PSC and FSN staff who manage a combination of bilateral agreements and buy-ins to USAID/Global Health cooperating agencies. These activities range from ensuring effective strengthening of national and local government in the area of human resource for health management, strengthening of local organizations, strengthening for programmatic and fiscal accountability at national and district level, building grass roots engagement in public accountability, enhancing the policy environment for priority health programs, strengthening health financing approaches, support the development of a long-term path to sustainable development finance for the country, and participating in infrastructure development to support USG programs. The focus of systems strengthening programs will be both on national level technical assistance and local (district) strengthening to support the implementation of sustainable programs. The Senior Advisor, Health Policy and Systems Strengthening will personally manage some of these mechanisms but will also have overall responsibility for the systems strengthening portfolio, ensuring effective interventions to achieve ambitious results. Systems strengthening inputs will be planned in consultation with technical staff for health and HIV/AIDS programs, Education Democracy and Governance Office, analyzing process bottlenecks and barriers in the health system with them, and identifying solutions, opportunities for synergy, and complementarity. All significant program corrective actions will be taken in consultation with the Systems and Commodities Security Division Chief and IHO Director.
The systems strengthening area is extremely complex because of the interrelationships between and among various components of the system. It is necessary that the person understand health care economics and finance, health, governance and decentralization, etc. Since each part has an effect on the other when there are recommended changes made to the system, there can be unintended consequences. The Senior Advisor, Health Policy and Systems Strengthening has to completely understand the systems hydraulics to understand and calibrate options.

Because of the interagency nature of the HIV/AIDS programs, s/he will also work closely with the PEPFAR staff from CDC, DOD, and Peace Corps. Because of the interrelated nature and the influence of other health partner inputs on the functioning of the health system, s/he will lead health partner relationships with other donors and the government, with the IHO Director.

1. Provide Expertise and Strategic Oversight to the Systems Strengthening Activities of the Health Portfolio (30%)

The Senior Advisor, Health Policy and Systems Strengthening will:

(a) Demonstrate mastery of the systems strengthening “field” to apply experimental theories and new developments to problems not necessarily addressed by proven interventions. The incumbent will make recommendations that significantly change important public policies. The incumbent should have a graduate degree or higher with significant study and considerable professional experience in health financing and related fields. The incumbent will serve as a high-level advisor to USAID/Mozambique’s Mission management, and the other divisions within IHO. The incumbent will work with other staff covering components of health systems strengthening, keeping abreast of current and new policy and systems challenges and their root causes, as well as the state-of-the-art interventions in health financing/reform and systems strengthening for resource-poor environments; ensure timely execution of systems strengthening activities and required mid-course corrections based on adjustments to the system; and interpret and advise the mission on opportunities, their implications, and implementation options.

(b) Represent USAID/Mozambique at meetings with the host-government, development partners, USG agencies, and implementing partners (both international and local) on policy and systems strengthening issues related to improved service delivery (human resources, accountability, costing, infrastructure, and quality), as well as in health financing and reform. Provide highly specialized technical advice to the GoRM in critical areas, such as health financing reform, requiring adjustment to insurance schemes, payment mechanisms, financing structures, etc. In addition, the work is clearly of national significance on issues that are rapidly evolving (improvements to accountability under decentralization, prioritization of cost-effective health interventions at the district level, issues related to host-country contracting, addressing the health care workforce crisis, working with the GoRM on budgeting/financing issues, identifying alternate sources of funding for the health system, overseeing TA for improvements to the significant commodities and logistics systems, etc. In addition to Mission staff and high level government officials, the
incumbent will likely have contact with corporate executives and high-level officials of international organizations, e.g., Global Fund, and private sector corporations who may be involved in systems issues in Mozambique.

(c) Assist Government of the Republic of Mozambique with policy development, ensuring that programs funded through the private and public sectors are structured to address key health and HIV/AIDS needs. Facilitate the use of information and costing to impact and shape policy, systems reforms, and to influence resource allocation decisions.

(d) Carry out a full range of consultative, advisory, strategic, and planning responsibilities, including linking with other USAID Missions in the region to share promising practices, experiences, lessons learned.

2. Provide Supervision, Oversight and Technical Leadership of Systems Strengthening Activities (30%)

The incumbent will serve as the Technical Lead for the Health Systems Team within the USAID’s Systems and Commodities Security Division, functionally overseeing all systems strengthening programming under the general direction of the Systems and Commodities Security Division Chief. The incumbent will lead the unit and oversee four CCN HSS Specialists/Assistant. A critical aspect of the responsibilities will be to work with other members of the Systems and Commodities Security Division to ensure a cohesive program that capitalizes on USAID’s comparative advantages, and to stay current with changes that will require technical course corrections in health systems strengthening approaches. There are administrative, staff development, and coordination responsibilities, as well as strategy development and strategic oversight and activity design. Most importantly, the Senior Advisor, Health Policy and Systems Strengthening will need to stay on top of the results of interventions to ensure there are no unintended consequences that would poorly serve the interests of the USG and host countries. The incumbent will be a technical advisor to the Office Chief, and, when necessary, to the whole USG Mission to Mozambique.

The incumbent will have overall responsibilities for catalyzing linkages with other development partners on systems strengthening issues, and between HIV-AIDS and health activities (reproductive health, maternal health and child survival, malaria, and tuberculosis) in Mozambique, including but not limited to:

(a) Overall program oversight, strategic planning, and program design: Work with other technical staff involved in components of systems strengthening to ensure that strategies, interventions, and implementation approaches form a coherent and holistic response to the needs of the health system in Mozambique, particularly to support priority health and HIV/AIDS programs as identified in USAID/Mozambique’s Operational Plans, and based on commitments made to the GoRM. Participate in preparation of procurement documents and technical evaluation committees for the HSS Division.

(b) Technical: Maintain a working knowledge of (1) epidemiology of USAID priority health issues (including HIV/AIDS) and modeling/forecasting/costing of health trends and needs; and (2) national and local systems strengthening (including human
capacity development, health financing, health and civil service reform, local
government reform) and the critical hydraulics that make these elements interrelated
and highly vulnerable to unintended consequences. Link with other activities that are
critical building blocks to a well-functioning health system. Also, identify technical
assistance expertise required for field activities, preparing scopes of work, identifying
appropriate consultants, and reviewing findings to target follow up interventions.

(c) Implementation, monitoring, and evaluation: Assure systems strengthening
activities are initiated and implemented in a timely, appropriately sequenced, and
quality manner; including the preparation of obligation documents and financial
reporting. Identify areas of potential synergy between implementation of HIV-AIDS
and health programs, and recommend potential streamlining when appropriate. Also,
ensure the development of evaluation plans and application of evaluation findings,
particularly if course corrections are necessary.

(e) Reporting: Contribute to the Health and HIV/AIDS components of the Mission's
annual reports. Coordinate periodic updates on the policy, human resources, health
financing, district strengthening, commodities/logistics, quality improvement, and
related systems strengthening needs in Mozambique, and prepare other briefing
documents as required.

3. Specific Activity Management (25%)

The incumbent will:
(a) Serve as technical representative for the agreements officer/contracting officer
(AOR/COR), or as an activity manager for specific systems strengthening activities,
providing day-to-day oversight, as well as strategic and technical input and direction
on annual work plans and performance monitoring plans.

(b) Review financial and performance reports to ensure that partner(s) are in
compliance with bilateral government agreements and with the performance
expectations outlined in their work plan and contract/agreement(s) with USAID.
Ensure compliance with PEPFAR, GHI, USAID regulations and host government
agreements as they relate to the specific mechanisms managed. Maintain specific
and in-depth knowledge of applicable USG law and legislative directives, as well as
regulations regarding allowable use of funds (e.g., family planning, HIV/AIDS).

(c) Assure that assigned activities are designed, implemented, evaluated, and
documented in an appropriate manner. Initially, this includes:

(1) Strengthened leadership and management at all levels of government and civil
society so that they can absorb increased responsibility for strategic responses
to health needs, particularly in terms of planning and fiscal accountability.

(2) Interventions to respond to the dramatic need for increased numbers of
appropriately qualified health care workers, social workers, and community
workers, including helping the Ministry of Health (MISAU) and Ministry of
Women and Social Affairs (MMAS) to orchestrate the implementation of the
national HRH strategic plan and the HR components of the Health Sector
Strategic Plan PESS. Particular focus will be placed on measures (including
civil service reform) to ensure and monitor adequate human resource training, placement, retention, productivity, and performance.

(3) Strengthening of districts to enhance their ownership, supervision, and management of sustainable health and HIV/AIDS programs, particularly in terms of quality, fiscal accountability, and a results orientation.

(4) Technical assistance to the development of a health financing strategy that identifies the existing and projected financial needs, potential methods to develop risk-pooling financing mechanisms and enhance coverage to the under-served, and possible payment methods that will increase quality and productivity.

(5) Identify opportunities to engage with the private sector and greater use of private sector services as envisioned in USAID’s new Private Sector Engagement (PSE) strategy and to address development problems and support Mozambique’s Journey to Self-Reliance (J2SR).

4. Catalyze program integration of FP, MCH and HIV/AIDS programs (15%)

The incumbent will apply analytic skills to integrate, wherever possible, evidence-based policy and systems strengthening interventions to enhance cost-effectiveness, economies of scale, and synergy. Also, identify opportunities for integration of family planning, maternal/child health, malaria, and HIV/AIDS programs to achieve management and programmatic efficiencies that result in leveraged improvements in health and HIV/AIDS outcomes.

C. POSITION ELEMENTS:

1. Supervisory Controls: Work will be performed under the general supervision of the Systems and Commodities Security Division Chief, IHO of USAID/Mozambique. Performance is evaluated annually based on accomplishments. While this position reports to the Systems and Commodities Security Division Chief, it is a position that works with considerable administrative discretion and beyond the borders of this office. Systems strengthening issues transcend health, stretching into governance and linkages with Journey to Self-Reliance, Private Sector Engagement, etc. The Senior Advisor, Health Policy and Systems Strengthening will have exceedingly broad latitude to plan, design, and carry out work, which is technically authoritative.

2. Supervision Exercised: Will exercise direct supervision over four staff; 3 CCNPSC HSS professionals and one CCNPSC HSS Assistant, to achieve the goals of the policy and systems strengthening programs.

3. Exercise of Judgment: An exceedingly high degree of judgment based on technical expertise will be required to provide guidance and assistance to a wide variety of high-level professionals in the Mozambique Mission. As a recognized expert and highly qualified professional, substantial reliance will be placed on the incumbent to independently plan, prioritize, and carry out the specific activities entailed in fulfilling major duties and responsibilities to achieve sustainable programming. The incumbent will be expected to resolve problems that arise by determining the approaches to be taken and methodologies to be used; making independent judgments that can be defended as necessary. Because of the potential consequences of policy and systems strengthening interventions, it is critical that the
incumbent know when to consult with higher level experts or decision makers. The person will have to demonstrate considerable leadership as well as individual initiative and creativity and serve as a high level decision maker to pull critical systems components in the right direction to support mission needs. The technical area is one of somewhat unchartered territory, that requires wide latitude for judgment, and the work – of outstanding difficulty – requires an ability to educate, inform, and influence the team leaders and higher mission, as well as Government personnel.

4. **Authority to Make Commitments:** Because the position will be procured through a Personal Services Contract, the incumbent cannot make financial commitments on behalf of the USG. However, because of the incumbent’s expertise and standing as a highly qualified professional in his/her field, significant weights will be given to his/her conclusions and recommendations when commitments are made by those with the authority to do so.

5. **Nature, Level, and Purpose of Contacts:** Contacts in Systems issues are a particularly difficult and controversial area of investment, involving significant amounts of money. The position requires considerable influencing skills to negotiate and persuade, but also justify, defend, negotiate, and settle matters among decision makers. The incumbent will maintain contacts and work with USAID staff in USAID/Mozambique, with considerable interaction with USAID/Washington Global Health, the Washington Office of HIV/AIDS, AFR Bureau staff, and PEPFAR/Mozambique staff at the State Department, CDC, DOD, Peace Corps to provide policy and procedural guidance and to obtain information relative to programs and activities. The incumbent will be involved in establishing a common understanding among high level decision makers the various interested ministries to find satisfactory solutions that address their various objectives and concerns. In addition, the Senior Advisor will work closely with senior technical officers from other donors, such as the World Bank, Switzerland, Germany, Japan, etc., who are involved in the highly specialized systems areas. Official contacts will be the USAID Mission Director, US Embassy/Mozambique, USAID/Washington staff, and other high-ranking USG representatives.

12. **PHYSICAL DEMANDS:** The work is generally sedentary and does not pose undue physical demands. During occasional filed visits or program sites, there may be some additional physical exertion including long periods of standing, walking or driving over rough terrain.

13. **SUPPORT ITEMS:** The incumbent will be provided with office space, equipment and supplies.

II. **MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION**

A. **EDUCATION:** An advanced degree (Masters or Doctorate) related to health systems management, economics/business, public health, reproductive health, maternal/child health, or other field related to international development and/or public health.
B. PRIOR WORK EXPERIENCE: At least ten years of progressive professional experience managing and implementing public health programs in developing countries, with an emphasis on health systems strengthening, public financial management, domestic resources mobilization and human resources for health is required. Demonstrated experience working with international donors and other programs in developing countries that support reproductive health, HIV/AIDS, and related programs, and particularly systems strengthening.

C. JOB KNOWLEDGE: Comprehensive knowledge of the concepts, principles, techniques and practices of health systems strengthening. Comprehensive knowledge and understanding of health sector reforms and policies, health financing, domestic resource mobilization, universal health care, quality of care, and human resources for health in developing countries, resource challenged settings, and/or complex environments. In-depth knowledge of state-of-the-art approaches to strengthen health systems in developing countries, both in the public and private sectors. Potential to quickly acquire USAID, Mozambican, USG, and other major donor legislation, policies, regulations, and practices.

D. SKILLS AND ABILITIES: Experience with successfully leading large international health programs and systems strengthening actions, as well as with working closely with high-level host government officials, the private sector and multilaterals. Strong interpersonal skills and ability to work in a multi-cultural setting required. Demonstrated positive and productive teaming abilities are absolutely critical.

E. LANGUAGE PROFICIENCY: Level IV English (fluent) is required. A professional efficiency in a Romance Language is required.

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 following evaluation factors are established:

1. EDUCATION: Must possess an advanced degree (Masters or Doctorate) related to health systems management, economics/business, public health, reproductive health, maternal/child health, or other field related to international development and/or public health. (10%)

2. PRIOR WORK EXPERIENCE:
Solicitation No.: 72065620R00014
USPSC Senior Health Policy and Systems Strengthening Advisor, USAID/Mozambique

Technical Experience:
(a) At least ten years of progressive professional experience managing and implementing public health programs in developing countries, with an emphasis on health systems strengthening, public financial management, domestic resources mobilization and human resources for health is required. Technical knowledge of family planning, maternal/child health, HIV/AIDS, malaria, tuberculosis, and public health service delivery programs and systems in developing countries is also desirable (Africa-specific preferred, but not required). (25%)

(b) Demonstrated experience working with developing country program managers, policymakers and a broad array of health systems strengthening and health service providers and community leaders. (5%)

(c) Demonstrated experience working with international donors and other programs in developing countries that support health systems strengthening to support the delivery of reproductive health, HIV/AIDS, and related programs. Extensive familiarity with USG policies would be preferred, but not required. (10%)

3. JOB KNOWLEDGE: In-depth professional-level knowledge of concepts, and practices, especially as they relate to governance, health planning and budgeting at all levels of government, government to government design and implementation, human resources for health planning and management, domestic resource mobilization for sustained programming in developing countries, resource challenged settings, and/or complex environments. Knowledge and understanding of development problems, including resources and constraints. Knowledge and understanding of the economic, political, social, and cultural characteristics of Mozambique and the region is desirable. Knowledge of, or the potential to quickly acquire USAID, Mozambican, USG, and other major donor legislation, policies, regulations, and practices. (20%)

4. LANGUAGE PROFICIENCY: Must be fluent in English. Professional efficiency in a Romance Language is desired (Portuguese is preferred) or the willingness and ability to learn Portuguese within 12 months. (5%)

5. SKILLS AND ABILITIES:
(a) Strong interpersonal skills and ability to work in a multi-cultural setting required. Demonstrated positive and productive teaming abilities are absolutely critical; must be able to get along with others and help elevate and empower those around. Experience supervising or leading teams of professionals required. Able to motivate team members and work toward positive overall performance, work as a member of an technical or office management team, mentor junior staff, and work on his/her own. (20%)

(b) Strong computer, verbal and writing skills required. Have proven ability to communicate quickly, succinctly, and tactfully in both speech and writing; ability to facilitate meetings and make oral presentations logically and persuasively to senior officials and partners in a multi-cultural context; ability to produce concise, clear reports, and use word processing, spreadsheet, and database programs. (5%)
Maximum Points: 100 Points

Per this scoring, Prior Work Experience is the most important factor, followed by Skills and Abilities, Job Knowledge, Education and Language Proficiency.

Applications will initially be screened for conformity with minimum requirements and a short list of applicants will be developed for further consideration.

USAID reserves the right to interview only the highest ranked applicants in person or by phone OR not to interview any candidate.

After the closing date for receipt of applications, a selection committee will be convened to review applications and evaluate them in accordance with the evaluation criteria. Applications from candidates which do not meet the required selection criteria will not be scored. Only shortlisted applicants will be contacted. No response will be sent to unsuccessful applicants.

Professional references will be conducted for the top ranked candidate and will be utilized to supplement the TEC’s recommendation to the Contracting Officer to offer the position to the top ranked candidate.

Offerors are encouraged to provide a narrative for each selection criteria listed in this section. This information will be used for evaluating and scoring each criterion. The TEC will conduct interviews with all offerors in the competitive range and provide the final rating and ranking of the offerors based on professional references, academic credentials and interview performance.

IV. SUBMITTING AN OFFER


2. Offers must be received by the closing date and time specified in Section I, item 3, and submitted to mzrecruiter1@usaid.gov. Please note that attachments to e-mail applications in zip format cannot be received to this mailbox. Please make sure that you do not send any attachments in zip format.

3. Offeror submissions must clearly reference the Solicitation number on all offeror submitted documents.

4. Offerors are required to submit a signed and dated Cover letter with current résumé/curriculum vitae (CV), specifically addressing the selection criteria stated above.

5. Offerors must provide a minimum of three (3) references who are not family members or relatives. References should be from direct supervisors who can provide information regarding the offeror’s job knowledge and professional work experience. Offerors must provide e-mail addresses and/or working telephone numbers for all references.
USAID will not pay for any expenses associated with the interviews.

V. LIST OF REQUIRED FORMS PRIOR TO AWARD

The CO will provide instructions about how to complete and submit the following and any other required forms:

1. Medical History and Examination Form (Department of State Forms)
2. Questionnaire for Non-Sensitive Positions (SF-85)
3. Fingerprint Card (FD-258)

VI. BENEFITS AND ALLOWANCES

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

1. BENEFITS:
   (a) Employer's FICA Contribution
   (b) Contribution toward Health & Life Insurance
   (c) Pay Comparability Adjustment
   (d) Annual Increase (pending a satisfactory performance evaluation)
   (e) Eligibility for Worker's Compensation
   (f) Annual and Sick Leave

2. ALLOWANCES:

   Section numbers refer to rules from the Department of State Standardized Regulations (Government Civilians Foreign Areas), available at https://aoprals.state.gov/content.asp?content_id=282&menu_id=101

   (If Applicable): As a matter of policy, and as appropriate, an offshore USPSC is normally authorized the following allowances:

   a. Post Differential (Section 500)
   b. Post Allowance (COLA) (Section 220)
   c. Payments During Evacuation (Section 600)
   d. Education Allowance (Section 270)
   e. Separate Maintenance Allowance (Section 260)
   f. Educational Travel (Section 280)

   3. Other Benefits: Additional benefits are available for individuals hired from outside Maputo in accordance with the AIDAR, Federal Travel Regulations and Standardized Regulations, e.g., international airfare from place of residence, international shipment of personal effects, unaccompanied baggage allowance, POV Shipment, Repatriation Travel, furnished housing and educational allowances for dependent children.

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:


Pricing by line item is to be determined upon contract award as described below:

LINE ITEMS

<table>
<thead>
<tr>
<th>ITEM NO</th>
<th>SUPPLIES/SERVICES (DESCRIPTION)</th>
<th>QUANTIT Y</th>
<th>UNIT</th>
<th>UNIT PRICE</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(C)</td>
<td>(D)</td>
<td>(E)</td>
<td>(F)</td>
</tr>
<tr>
<td>0001</td>
<td>Base Period - Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: PSC - Product Service Code: R497 - Accounting Info: -</td>
<td>1</td>
<td>LOT</td>
<td>$ _TBD</td>
<td>$<em>TBD at Award after negotiations with Contractor</em></td>
</tr>
<tr>
<td>0001</td>
<td></td>
<td>1</td>
<td>LOT</td>
<td>$ _TBD</td>
<td>$<em>TBD at Award after negotiations with Contractor</em></td>
</tr>
<tr>
<td>1001</td>
<td>Option Period 1 – Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: PSC - Product Service Code: R497 - Accounting Info: -</td>
<td>1</td>
<td>LOT</td>
<td>$ _TBD</td>
<td>$<em>TBD at Award after negotiations with Contractor</em></td>
</tr>
<tr>
<td>2001</td>
<td>Option Period 2 – Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: Cost - Product Service Code: [e.g. R497] - Accounting Info: -</td>
<td>1</td>
<td>LOT</td>
<td>$ _TBD</td>
<td>$<em>TBD at Award after negotiations with Contractor</em></td>
</tr>
<tr>
<td>3001</td>
<td>Option Period 3 – Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: PSC - Product Service Code: R497 - Accounting Info: -</td>
<td>1</td>
<td>LOT</td>
<td>$ _TBD</td>
<td>$<em>TBD at Award after negotiations with Contractor</em></td>
</tr>
</tbody>
</table>

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](https://www.oge.gov/web/oge.nsf/OGE%20Regulations).

[END OF SOLICITATION]