



Transformation at USAID

USAID's Proposed Organizational Structure
September 14th, 2018



PROPOSED ORGANIZATIONAL STRUCTURE

Key Objectives:

- Better support the field
- Focus on bilateral programming
- Coordinate humanitarian, conflict, and resilience
- Align USAID's budget, policies and performance

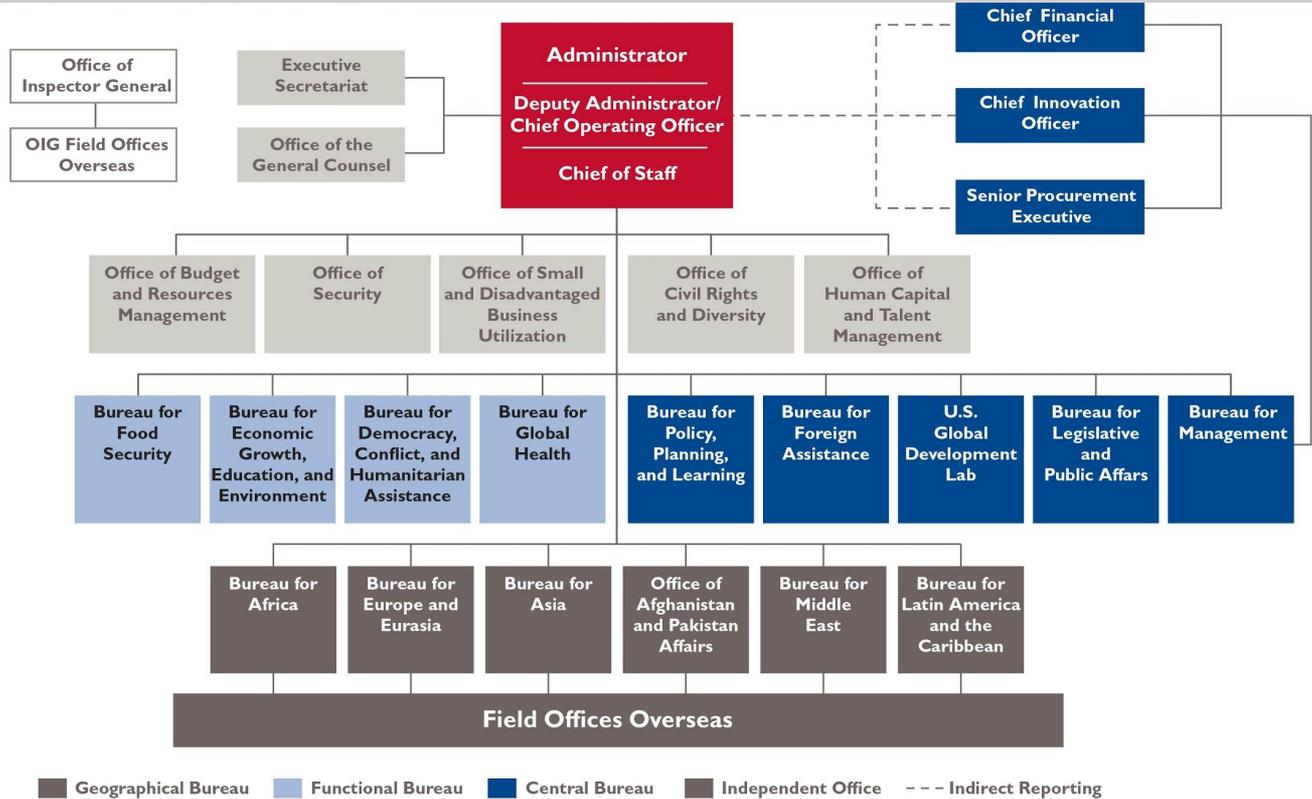
Key Deliverables:

- OMB Approval [Spring 2018]
- Congressional Notification Submission [Summer 2018]
- Vision Papers for New Bureaus [Fall 2018]
- Define Field Support Success, Processes and Systems [Winter 2019]
- Bureaus Officially Created [TBD Congressional Approval]





CURRENT USAID STRUCTURE

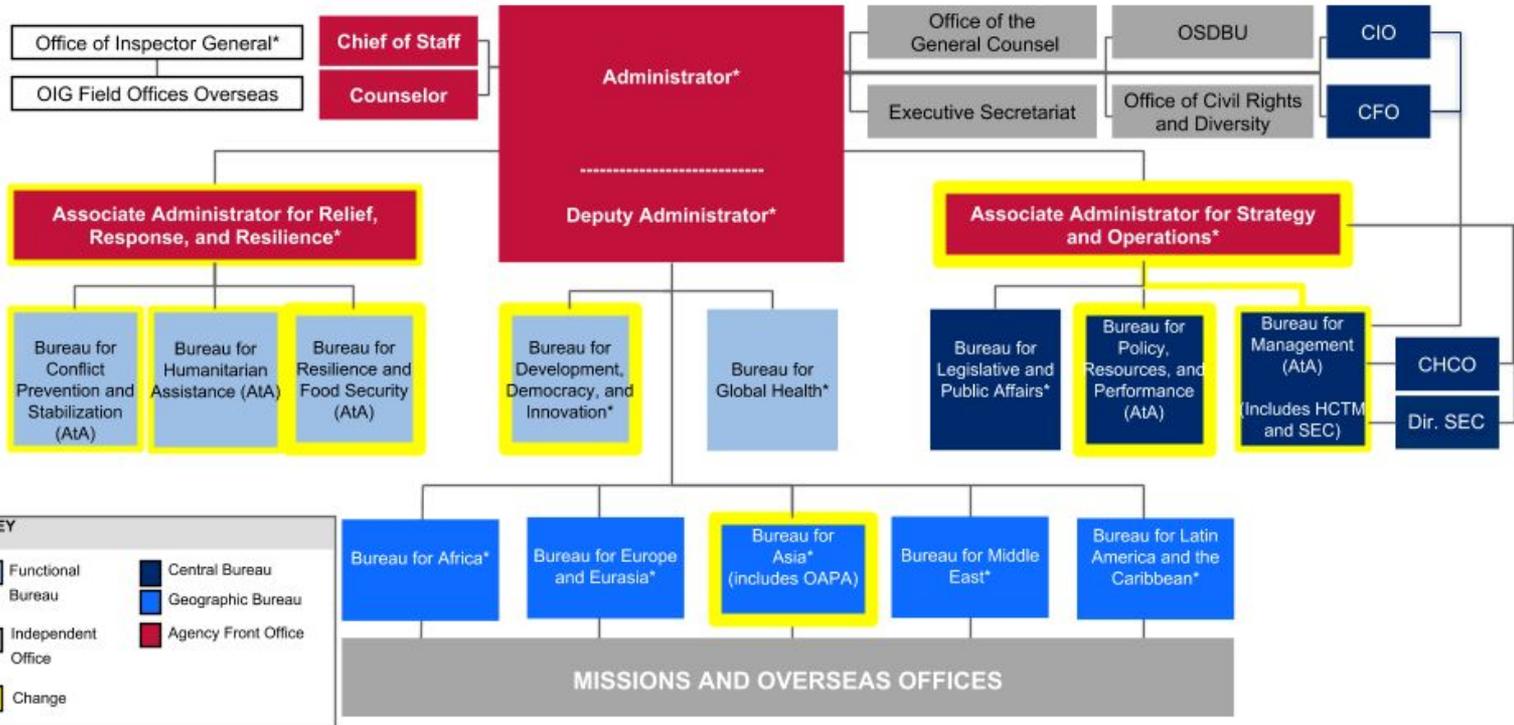




PROPOSED USAID STRUCTURE



Future USAID Structure





SUPPORTING “STRUCTURE”

Centers: would be the lead provider of **technical assistance** to the field on **sectoral priorities:**

- Coordinate integrated, Agency-wide services for the design of activities and projects and other sector-specific advice to the field
- Centers would be the base of Agency technical leadership and expertise, to provide sector-related portfolio management support across Missions

Hubs: would provide **Agency-wide support and services** on cross-cutting, **non-sectoral priorities:**

- Leadership and coordination of expertise found throughout the Agency
- Assistance to the field and other Operating Units at all phases of the Program Cycle

Leadership Councils: enable high-level, cross-bureau coordination to technical focus areas that have a home in more than one operating unit

- Coordinate budget, strategy, technical policy and geographic targeting



Next Steps

Consultations: Engagement has been and will continue to be foundational to our efforts.

- Mission Director Conference
- In-person or VTC focus groups
- Targeted surveys
- Ideas welcome!

Key Questions for Implementation:

- How would you characterize strong support to the field from USAID/Washington?
- What is the most effective way Washington can identify support when you need it?
- Can you think of an example of when at least one cross-cutting priority -- youth, gender, innovation, etc -- was meaningfully integrated into your work? What made it a success?
- How can USAID best strike a balance between empowering the field to drive its own designs, while ensuring that it is kept informed of the latest evidence?

QUESTIONS or COMMENTS?

Ask our team a question today!

