



Extension of Foreign Service Tours

A Mandatory Reference for ADS Chapter 436

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USAID is being asked to play a significant role in support of President Obama's strategic development plan for Afghanistan and Pakistan. As has been stated in earlier Agency Notices, the staffing requirements for USAID are tremendous, and to meet these levels, USAID will consider all recruitment approaches and at the same time will be looking at the incentives that make serving in these two countries attractive.

To achieve the stated staffing requirements, USAID has offered a package of incentives to attract our best talent. One of the most prized elements of the incentive package is priority bidding for onward assignments after serving the required duration in Afghanistan and Pakistan, as well as Iraq and Sudan.

USAID has strived to ensure this incentive remains valuable, and the only way this can be maintained is to make sure the vacancies listed on the open assignment system represent all of the positions coming up for rotation in that specific cycle.

USAID encourages Foreign Service Officers assigned to any post to complete the duration of their tour or tours in the case of 2-tour posts. Having said that, what USAID strives to avoid is positions that normally would come up for rotation not being available because the incumbent requests an extension. In the past, such requests that have Mission and Bureau support have been honored.

This is no longer the situation. From this point forward, extensions will be the exception and not the norm. Accordingly, the language regarding tour extensions in ADS 436.3.11.5 is being modified. For the foreseeable future, in only very special circumstances will extensions be considered by Washington. Staff and Mission and Bureau management should plan ahead and be prepared for FSOs to rotate after completion of their normal tour. We understand this takes forward planning and the purpose of this notice is to provide all parties sufficient time to properly plan as Missions and Bureaus consider the validation of positions for the next open assignment cycle.

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