



**ISSUANCE DATE:** July 03, 2014

**CLOSING DATE:** July 17, 2014 AT 17:00 Hours Ghana Local Time

**SUBJECT: SOLICITATION # 641-14-003 FOR THIRD COUNTRY NATIONAL PERSONAL SERVICE CONTRACTOR SENIOR ENERGY ADVISOR**

Ladies/Gentlemen:

The United States Government, represented by the United States Agency for International Development/Ghana (USAID/Ghana), is seeking applications from qualified Third Country Nationals interested in providing Personal Services Contractor (PSC) services as described in the attached solicitation.

Submission shall be in accordance with this solicitation and 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. The Senior Energy Advisor position will be located in Accra, Ghana.

All applications packages are to be submitted to:

Via email: [accrapsc@usaid.gov](mailto:accrapsc@usaid.gov). Please cite the solicitation number and position title within the subject line of your email application. Any attachments provided via email shall be in a format compatible with Microsoft Word 2003 or PDF and not zipped. Note that attachments to email must not exceed 3 MB.

**OR**

Via courier **Regional Executive Office  
USAID/West Africa  
No. 24 Fourth Circular Rd. CT  
P.O. Box 1630  
Accra, Ghana**

Applicants are required to sign the OF-612 form. Incomplete and unsigned applications will not be considered for the position. Downloadable forms are available on the USAID website, <http://www.usaid.gov/forms>.

Late applications will not be accepted and will be handled in accordance with Federal Acquisition Regulations (FAR) 52.215.1.

USAID/Ghana 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 should be sent to Dinah McKeown at [dmckeown@usaid.gov](mailto:dmckeown@usaid.gov) or the undersigned at [jpeevey@usaid.gov](mailto:jpeevey@usaid.gov).

Sincerely,

John Peevey  
Acting Supervisory Executive Officer

- SOLICITATION NUMBER** : 641-14-003
- ISSUANCE DATE** : July 03, 2014
- CLOSING DATE/TIME** : July 18, 2014 at 17:000pm Ghana Local Time
- POSITION TITLE** : Senior Energy Advisor
- MARKET VALUE** : (\$85,544.00 – 111,203.00) 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.**
- PERIOD OF PERFORMANCE** : Two (2) years.
- PLACE OF PERFORMANCE** : Accra, Ghana
- SECURITY ACCESS** : Must obtain Employment Authorization 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.
- AREA OF CONSIDERATION** : Open to Third Country Nationals (TCNs).

## 1.0 BACKGROUND

The availability of reliable supplies of energy and electrical power is critical to sustaining medium to long-term economic development. Reliable supplies of electricity also support expanded USAID programs goals in agriculture, education, improved health, gender equity, the development of small to medium business enterprises, clean and reliable water, etc. Access to electricity is also important to integrating rural areas and poor urban areas into a country's economic mainstream.

Ghana’s total installed, ‘nameplate’ power generation capacity is approximately 2,412MegaWatts (MW) with a current ‘dependable’ capacity of around 2,135MW. As of May 2013, the split between hydro and thermal generation was about 50:50. Ghana is a relatively strong performer in electricity access – 66-70 percent of the total population, though much lower in the north, and the Government of Ghana (GOG) has set a goal of 10 percent of the country’s total generation capacity from renewable energy (RE).

Problem--inadequate and unreliable power, a binding constraint to economic growth: Ghana's power supplies are unreliable and inadequate with high total electricity losses, particularly in transmission and distribution. Frequent and prolonged power outages disrupt economic activity, damage equipment, and force firms and households to rely on diesel generators for standby power. Independent power producers (IPPs) and the private sector in general are concerned that the principal off-takers of power - mainly the Volta River Authority (VRA) and the Electric Company of Ghana (ECG) - are unable to pay for generated power due to operational inefficiencies and financial insolvency. In addition, Ghana lacks the coherent energy and power master planning framework and the independence of operations among major institutions – the Ministry of Energy and Petroleum (MoEP), Energy Commission (EC), VRA, the utilities and the regulator – to enable the country to attract the levels of private capital that must underpin energy security.

Rising fuel prices, highly variable water sources for hydropower and an array of challenges surrounding fuel supply, particularly natural gas, compound the uncertainty with which the private sector views participation in Ghana's energy and power sectors. For example, delays in completing gas supply agreements which would enable the flow of natural gas 'associated' with Ghana's only developed indigenous oil field – Jubilee, and interruptions of the flow of gas through the West Africa Gas Pipeline for much of FY 2013 have kept power plants from reaching their full generation capacity.

USG response: The U.S. Government (USG) is assisting Ghana's energy and power sectors with five projects – the power component of the Partnership for Growth (PFG), the Millennium Challenge Corporation (MCC) Compact 2 in power (under development), the new U.S. presidential Energy and Trade Initiative ('Power Africa'), Sustainable Energy for All (SE4ALL), and USAID/Ghana's energy project. The PFG is the framework for these efforts, and its Joint Country Action Plan (JCAP) is a five-year (2013-18) road map – a Work Plan – that aims to achieve the goal of the PFG/Power component - strengthening the power sector. The USG has realized that assisting Africa with energy security is beyond the means of any single USG agency. Thus, the work plan identifies, time-activates, and assigns responsibilities for GOG and USG Inter-Agency partners (e.g. USAID, US State Department, Export-Import Bank, Overseas Private Investment Corporation, Millennium Challenge Corporation, etc.) to advance reforms and improve operations in the energy and power sectors. In Ghana, the PFG and Power Africa, operating within the framework of the JCAP, aim to build a more sustainable power system that supports the development and growth of the Ghanaian economy. The PFG/JCAP focuses mainly on reforms and improved operations. Power Africa aims to accelerate and bring to closure priority transactions in the energy and power sectors which are considered critical to Ghana's providing enhanced energy services, mainly electricity, to the population and which are likely to stimulate future investment in the energy and power sectors.

USAID/Ghana's energy project supports reforms and operational-centered actions under the PFG coupled with technical assistance and financial resource interventions of the Inter-Agency for transactions under Power Africa. Since a sustainable power system is the foundation of energy security, the project purpose is "to build a more sustainable power system that supports the development and growth of the Ghanaian economy." Results proposed for the project are:

i) reformed legal, fiscal and regulatory frameworks; ii) improved governance and operations in key institutions; iii) increased supplies of cleaner energy; and iv) expanded private sector participation in the energy and power sectors. A sample of actions that USAID has committed to support include: a transparent framework for the development and management of natural gas resources; the

allocation and pricing of legacy hydropower; reconciliation of bottlenecks and impediments to operations among generation, transmission, and distribution; transition to a wholesale electricity market; promotion of energy efficiency and demand-side management; and support for the expansion of renewables. Other pressing, near-term actions will be undertaken to stabilize gas supplies through transparent allocation agreements, establishing cost-reflective tariffs, and increasing the creditworthiness of off-takers and distributors of electric power. As for transactions, the Mission has been assisting the later stages of deal-structuring and financial closure of the CenPower IPP thermal plant, a 340MW combined-cycle plant located near Tema, Ghana. In addition, USAID and GOG are advancing the concept of a ‘Power Park’ – a multi-service site at which several power generation plants would be operated and serviced.

USAID/Ghana’s Economic Growth Office (EGO) manages USAID’s participation in the Inter-Agency at Post and brings USAID’s resources to Post’s interventions in energy and power. In addition to the ‘purpose’ of USG energy and power programs noted above, the USG Inter-agency desires improve the performance of Ghana’s energy sector institutions, leverage the donor community (e.g. financial institutions and private investors funding domestic energy and electricity projects), and improve Ghana’s local capacity to develop, finance, construct, and operate viable energy and power sectors.

The Scope of Work follows in Sections B and C. However, given the dynamic nature of this assignment responsibilities and duties, the scope may be modified to meet immediate requirements.

## **2.0 BASIC FUNCTION OF POSITION**

Based in Accra, Ghana, the incumbent serves as the Senior Energy Advisor and reports directly to the Team Leader of the NRM/Energy program, USAID/Ghana. The incumbent serves as the principal advisor responsible for providing key advice on strategic energy and power issues and direction for the USG Inter-agency at Post, as well as the Government of Ghana (GOG). Advice includes the analysis, prioritization, selection, design, development, negotiation, and implementation of USG programs and project support within the energy portfolio in USAID/Ghana's EGO. The incumbent is expected to build alliances and trust among senior Ghanaian leadership influencing and enabling energy and power sector reform.

The USG Inter-agency will rely on the incumbent’s expertise and advice on facilitating premier projects involving upstream energy supply (mainly natural gas, but also renewable energy), mid-stream processing and transportation and downstream power generation, transmission and distribution that the GOG has asked the USG to support. There are several avenues for the incumbent's initiative. Working in partnership with GOG counterparts and in close coordination with representatives of multi-lateral development banks (World Bank, African Development Bank), other donors, and the private sector, including gas producers and independent power producers (IPPs), the incumbent will be a key interlocutor in USG’s support for development, management and selection of projects in the energy/power sectors. In this regard, the incumbent will coordinate closely with the USAID/Power Africa Transaction Advisor (TA) – a member of the USG’s energy program assistance team whose principal role is to track and facilitate the development and closure of energy/power transactions.

Directly and through assigned staff and contractors, the incumbent will provide a full range of technical analyses, evaluation of USG's strategic priorities and alternatives, policy guidance and technical support required to facilitate USAID's contributions to Ghana's energy and power sectors. The rapid growth of USAID/Ghana's engagement in the energy and power sectors requires close coordination between the NRM/Energy program and other USG initiatives such as the Partnership for Growth, Power Africa, the MCC Compact II focus on Power, and the UN/World Bank partnership in Sustainable Energy for All (SE4ALL). The incumbent will assure effective support to USAID/Ghana work in the economic growth, engineering and infrastructure spheres related to energy and power and their interface with agriculture and other areas of rural development (health, education) requiring electrical power. The incumbent will perform all aspects of USAID's program/project development, design, management, monitoring and evaluation. The Senior Energy Advisor will be USAID's key lieutenant in guaranteeing the continuity, direction, and leadership and a strong understanding of commonly accepted international practices in activities of significant size, scope, and complexity within the energy and power sectors. This includes harmonizing plans and priorities with the views and plans of counterpart GOG ministries and other senior GOG officials, representatives of the World Bank and other donors, and officials at the highest levels in of the USG. In the provision of this analysis, advice, and support; the incumbent exercises a high degree of autonomy in making technical judgments, recommendations, and decisions to support the achievement of US foreign and energy security policies and objectives. The incumbent cultivates and maintains a collaborative team spirit, a solid relationship between USAID's Economic Growth Office and other USAID offices and with the USG 'Interagency' team in Ghana, the Power Africa Coordinator's office in Nairobi and with the Interagency Power Working Group in Washington, DC.

### **3.0 MAJOR DUTIES AND RESPONSIBILITIES**

Under the direct supervision and programmatic guidance of the Sr. NRM/Energy Team Leader, specific duties and responsibilities of the Senior Energy Advisor shall include, but are not be limited to, the following:

- a. Provide expert advice to the Office Director, Mission Director, Ambassador, the USG Interagency at Post, and other USG officers in Ghana, Nairobi and Washington, and to ministries and senior officials of the GOG.
- b. Support the analysis and approval process for energy and power infrastructure activities from primarily technical and engineering aspects. Provide guidance and support to all USG and counterpart staff assigned within the energy and power sectors. This includes identifying requirements of the energy/power portfolios and identifying steps required to justify and obtain authorization of project activities.
- c. Share technical leadership responsibility for the efficient and successful performance of USG energy teams in Accra in particular and USAID/Ghana and other USG operations in general.
- d. Provide USAID/Ghana with technical guidance regarding best international practices relating to effective electricity sector policies and institutions, and through USAID staff and contractors as

appropriate, assure the full range of oversight of economic, engineering, and other analysis and support services required to manage the energy portfolio. Here, the incumbent will coordinate closely with the TA in areas of economic analyses and attracting private and international investment to Ghana's energy and power sectors.

e. Support and provide advice to the USG Inter-agency on policy, administrative, and technical guidance on contract management.

f. Develop and recommend alternative approaches to resolve problems related to project implementation as required achieving USAID, USG Inter-agency, and overall GOG-USG objectives.

g. Keep abreast of on-going energy and related sector developments including technological developments, Ghanaian needs and capabilities, and national concerns, issues trends and changes in relevant GOG priorities, policies and regulations and how these elements of the sector impact the USAID/Ghana energy sector portfolio.

h. Develop and maintain continuing communication with other donor and GOP officials, suppliers and contractors in order to coordinate the development and implementation of power sector activities by USG Inter-agency. The incumbent serves as USG's principal representative to Donor Energy Sector Working Group.

i. Participate in negotiations with GOG agencies on program agreements, and other formal memoranda of understanding and contracts and their modifications to facilitate the energy sector activities.

j. Advise, assist, and help monitor implementing agencies, contractors and others in the implementation of USAID-funded or partially funded activities, including compliance with the terms of grant agreements, contract administration and enforcement, procurement of goods and services, project coordination and scheduling, financial matters and compliance with USG and USAID regulations.

k. Advise and assist GOG implementing agencies in the preparation of procurement, documentation and the review of technical proposals, invitations for bid, award recommendations, and contracts regarding engineering accuracy and technical adequacy to ensure that the energy sector activities are successfully implemented.

l. Provides advice and assistance in evaluating the impact of USG-funded energy activities in achieving USAID/USG objectives.

m. Performs other similar duties as assigned or required.

#### **4.0 OTHER SIGNIFICANT FACTORS:**

##### **a. Supervision and Administrative Direction**

The incumbent will report directly to the Sr. NRM/Energy Team Leader in USAID/Ghana's Economic Growth Office. The position has no supervisory responsibilities. However, s/he will mentor and coach members of the Economic Growth Office, other USAID staff and members of the USG Interagency Energy team on Ghana's energy policies, regulations and reform initiatives plus international best practices and industrial standards of the energy and power sectors.

##### **b. Guidelines**

The incumbent must become familiar with USAID assistance and acquisition management regulations. S/he will need to apply these regulations and understand when guidance or approval should be requested from other USAID offices or other USG agencies. While some of the knowledge, methods, and techniques from the energy technical field are established and commonly accepted, other guidance may be vague, controversial, conflicting, or absent. Where there is no guidance available, the incumbent is required to interpret and make decisions based on sound judgment and strong decision making, as well as effective interpretation of any guidance that is available. While the Office Director may provide some input, the incumbent is expected to apply guidelines and act independently. Some situations will require interpretation and deviation from existing guides. Training in USAID policy, rules and regulations, and in special program areas related to assigned duties to be provided when available. The Senior Energy Advisor uses judgment and ingenuity in determining the intent of, and interpreting and revising existing policy and regulatory guidance for use by others within or outside USAID (e.g. technical experts, Mission staffs, US Embassy officials, and government officials). At this level, the Senior Energy Advisor is recognized as a technical authority in energy with responsibility for the development of policies and guidance for use by technical specialist, other energy professionals and others.

##### **c. Complexity**

The incumbent must be able to assume a wide range of various strategic programmatic and project management tasks and be able to independently identify the appropriate action needed. The incumbent may be required to take a leadership role in various situations. Clear guidance is not always available; the person in this role is expected to demonstrate sound judgment and seek guidance where appropriate. S/he serves as the designated authority over policy planning and related studies and activities that involve a full range of situations, requiring the development of new or refined methods.

##### **d. Scope and Effect**

The scope of the incumbent's work will be very wide. S/he provides the leadership and direction for planning major programs and interventions that may have significant impact on the economic well-being of Ghanaians. Analysis provided will provide planning advice and counsel on important decisions that impact the planning and execution of USAID and USG energy strategy. The work affects major aspects of USAID and USG energy programs/projects including the Partnership for

Growth and the US Presidential Power Africa Initiative. The scope of work will influence USG interagency committees, GOG officials and recommendations could result in official USAID and USG positions, or affect substantial program resources.

**e. Personal Contacts**

Working in partnership with GOG counterparts and in close coordination with representatives of multi-lateral development banks (World Bank, African Development Bank), other donors, and the private sector, including gas producers and independent power producers (IPPs), the incumbent will be a key interlocutor in USG's support for development, management and selection of projects in the energy/power sectors. In this regard, the incumbent will coordinate closely with the USAID/Power Africa Transaction Advisor (TA) – a member of the USG's energy program assistance team whose principal role is to track and facilitate the development and closure of energy/power transactions.

**f. Level and Purpose of Contacts**

This includes harmonizing plans and priorities with the views and plans of counterpart GOG ministries and other senior GOG officials, representatives of the World Bank and other donors, and officials at the highest levels in of the USG. In the provision of this analysis, advice, and support; the incumbent exercises a high degree of autonomy in making technical judgments, recommendations, and decisions to support the achievement of US foreign and energy security policies and objectives.

The incumbent will directly interact with the USAID/Ghana Mission Director and Deputy Director, Office Directors, Team Leaders and other USAID staff, and other senior management staff of USAID bilateral missions and at times regional authorities in West Africa. S/he will liaise with Ghanaian national, and international organizations, NGOs/PVOs and USG agencies (US Embassies, Department of State, OPIC, EXIM Bank, and other USG Agencies associated with the Power Africa Initiative), as well as the private sector. The primary purpose of the contact is to formally represent the organizational unit and to give or obtain technical opinions, explain and interpret policies and objectives, and to seek acceptance of recommendations on professional and/or administrative matters which may be controversial or novel. In addition, the incumbent will have high level contact with the U.S. Ambassador, Deputy Chief of Mission, senior USAID principle officers, senior level host country and Ministerial counterparts and other policy and technical advisors. These contacts will require the incumbent to represent the Economic Growth Office in high level forums and require participation in technical meetings. The contact does not involve policy making except within the scope delegated by the supervisor.

**g. Physical Demands and Work Conditions**

The incumbent will be expected to travel throughout Ghana 10-25% of his/her time. While in Accra, s/he will be assigned an office at the US Embassy building.

## **5.0 QUALIFICATION AND SELECTION CRITERIA**

### **MINIMUM QUALIFICATIONS AND EVALUATION CRITERIA**

This is a senior-level position in a high-profile foreign assistance program that requires extensive knowledge, experience, maturity, and an ability to function in a complex, highly demanding, and often uncertain environment.

#### **Minimum qualification for consideration:**

A Master's degree in engineering or relevant areas such as energy/power sector, international development, business, economics, management or physics is required. Note: No points are given for education. Applicants who do not meet the minimum qualification of an advanced degree will not be considered.

#### **Selection/Evaluation criteria:**

Applicants are required to address each of the Selection Criteria below on a separate sheet, describing specifically and accurately what experience, training, education, and/or awards or recognition they have received relevant to each criteria described below, and any related considerations. Be sure to include your name and the solicitation number at the top of each additional page. Candidates will be evaluated and ranked based on the following selection criteria (maximum of 100 points):

- **Experience (40 Points):**

The successful candidate will be a well-rounded, hands-on expert with direct, documented experience in at least two (2) of the following major sub-sectors of energy and/or power: (1) planning, development, financing, and implementation of privately-owned power and infrastructure projects; (2) planning, development, and implementation of associated sector-specific enabling regulations and/or policies supporting these projects; (3) efficiently managed distribution and transmission companies; (4) development and operation of upstream /mid-stream energy supply and processing - preferably natural gas; (5) tariff-setting in energy and power according to global benchmarks and international 'best-practice'; or (6) formulation and implementation of effective stakeholder capacity development activities supporting the energy and power sectors. The position requires at least 15 years of extensive and successful senior level energy/power sector, project finance, and project management experience across the full range of policy, management, technical responsibilities. The successful candidate's experience should demonstrate successively higher levels of responsibility and achievement. A substantial portion of the experience must be international with significant experience in a development setting in Africa, Latin America or South Asia preferred.

- **Knowledge, skills, and abilities (40 Points):**

The successful candidate must have strong working knowledge of energy/power sector technical structuring and operations that are conducive to attracting private investment in the energy/power sectors, including knowledge of basic and advanced theories, principles, concepts, economics, finance, and engineering related to the sectors. This includes extensive knowledge of energy and infrastructure project development, finance, implementation, tariffs, supply, distribution, and transmission operation and management. Strong background in regulatory, institutional, policy, legal capacity building activities is also preferred. This knowledge includes being able to complete highly-advanced and difficult assignments; undertake, administer, and/or coordinate studies, analyses, and activities having significant impact on changes in USG economic policies with regard to the energy sector of Ghana.

The position requires the ability to oversee the monitoring of existing infrastructure projects, to draft energy sector planning policies and standards, and to advise, draft, and engage/interact oversee financial and management structures for energy sector activities.

The nature of work requires a solid working knowledge of international laws, regulations and ‘best practices’, as well as the documentation and reporting requirements sufficient to make economic decisions and/or recommendations significantly changing, interpreting, or expanding energy/power sector policies and programs in a critically sensitive environment. Knowledge at this high level is required to fully capture the impact of the myriad variety of energy sector activity in Ghana (primary energy, fuel mixes, fuel importation and exportation policies, and economic and socio-political impact of natural gas and electricity load shedding, etc.), and to conceptualize country-wide, regional, and district-level energy sector considerations related to implementation of energy projects and recommendations.

- **Communication Skills (20 Points):**

The incumbent will possess a demonstrated ability to communicate effectively, clearly and concisely, both orally and in writing, including preparation of technical reports including the production of professional quality analytical pieces as well as effective, logical and persuasive oral and graphical presentations to the USG Inter-agency, other donors and to foreign and local government officials. The candidate is required to submit two writing samples with the application.

**Maximum Points Attainable: 100**

Candidates meeting the above required qualifications for the position will be evaluated based on information presented in the application and reference checks. USAID reserves the right to conduct interviews with the top ranked short-listed applicants. The interview will be one of the determining factors in the final selection.

### **Past Performance/Professional Reference Checks**

Interested applicants are advised that USAID/Ghana will conduct reference checks and request input from past employers concerning applicants' past work performance, technical knowledge, required skills, including teamwork and team-building experience.

## **6.0 INSTRUCTIONS TO APPLICANTS:**

Interested individuals are required to submit:

- Fully completed and hand-signed copy of an Application for Federal employment (SF-171) or an Optional Application for Federal Employment Form (OF-612), forms are available at <http://www.usaid.gov/forms/>.
- 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.
- A minimum of 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 past performance and suitability for the position. Applicants must provide e-mail addresses and/or working telephone numbers for all references.
- Date of availability to begin assignment in Accra, Ghana.

## **7.0 LIST OF REQUIRED FORMS FOR PSCS:**

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

1. Standard Form OF-612
- \*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 610-14 Authority for Release of Information
- \*8. AID 6-85 Foreign Activity Data (AID 6-85a continuation page)
- \*9. AID 6-1 Request for Security Action

\* Forms 2 through 9 shall be completed only upon the advice of the Contracting Officer that an applicant is the successful candidate for the job.

**8.0 ACQUISITION AND ASSISTANCE POLICY DIRECTIVES (AAPDs)** contain information or changes pertaining to USAID policy, regulation and procedures concerning acquisition and assistance. Please refer to the USAID website: <http://www.usaid.gov/work-usaid/aapds-cibs> to locate relevant AAPDs.

## 9.0 BENEFITS/ALLOWANCES:

As a matter of policy, and as appropriate, a TCN-PSC is normally authorized the benefits and allowances as per Mission Order and AIDAR Appendix J. AIDAR Appendix J can be found at: <http://www.usaid.gov/work-usaid/aapds-cibs>.

### BENEFITS:

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

### 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).

TCN positions in Ghana are not covered by the ICASS service provider/USG housing pool system. Therefore, in lieu of government provided housing, TCNPSCs are eligible for a housing allowance. TCNPSCs will be allowed an amount for rent equal to the post rental ceiling set by Overseas Building Operations. Other allowances in support of housing costs include a furniture and appliances allowance; a generator allowance; and a residential expenses allowance. Full details are available upon request. Shipment of a POV however is not covered under the contract.

*A TCN is an individual (a) who is neither a citizen or a permanent legal resident alien of the United States, nor of the cooperating country to which the individual may be contracted for duty; and (b) who is brought into the cooperating country at US Government expense for purposes of the contract, and who is eligible for return to his/her home country or country of recruitment at U.S. Government expense (often referred to as repatriation). Also, the individual is required to return to his/her home country or country of recruitment within (30) days after termination or completion of the contract or forfeit all rights to the repatriation.*

**(END OF SOLICITATION)**

**Approval/Clearance Page for Solicitation # 641-14-002 – TCNPSC Senior Energy Advisor**

**Clearance:**

EG/GH: \_\_\_\_\_

Date: \_\_\_\_\_

REXO: \_\_\_\_\_

Date: \_\_\_\_\_

Approved by:

\_\_\_\_\_

Date: \_\_\_\_\_

Mission Director