

SOLICITATION NUMBER: SOL-388-16-000013

ISSUANCE DATE: March 17, 2016

CLOSING DATE: April 7, 2016, at 4:30pm, local time in Dhaka Bangladesh

POSITION TITLE: Deputy Director, Democracy, Rights and Governance (DRG)

MARKET VALUE: GS-14 Equivalent (\$87,263 - \$113,444 per annum). The final compensation will be negotiated within the listed market value based on the successful candidate's salary history, work experience and educational background. **Salaries over and above the top of the pay range will not be entertained or negotiated**

PLACE OF PERFORMANCE: Dhaka, Bangladesh

PERIOD OF PERFORMANCE: Two years from the date of appointment

AREA OF CONSIDERATION: U.S. Citizens/Third Country Nationals

SECURITY ACCESS LEVEL: Employment Authorization

DIRECT SUPERVISOR: DRG Office Director

BACKGROUND:

The USAID/Bangladesh Democracy, Rights and Governance (DRG) Personal Services Contractor (PSC) serves as the DRG Deputy Director and will support the implementation of high priority U.S. Government initiatives under the Mission's Country Development Cooperation Strategy (CDCS), Development Objective 1 (DO-1) "Citizen Confidence in Governance Institutions Increased"

The incumbent is the DRG Office Director's alter ego and assumes the position of Office Director upon the Director's absence directly supervises two Foreign Service National (FSN) staff. S/he must be knowledgeable on a range of DRG issues such as governance, transparency, anti-trafficking, human rights, labor rights, civil society, media, elections, political transitions, and conflict prevention. The Deputy Director must be highly motivated, capable of working independently or as part of a team. The incumbent advises the DRG Office and other technical offices engaging in DG activities. S/he collaborates with other USAID technical and support offices and operates within a complex, fluid political environment and with officials at the highest levels in both the United States Government (USG) and the Government of Bangladesh (GOB).

DO-1 portfolio (operating year budget) includes, but is not necessarily limited to: promoting democratic local governance, political party strengthening, reducing human trafficking, increasing respect for human rights, and improving labor rights both inside and outside the factory walls. The selected candidate will serve as the alternate agreement officer representative (A/AOR) for political party reform and future good governance programming. The selected candidate will assist the Mission with strategic planning, project design, evaluation and monitoring of governance and elections activities. S/he will also provide policy guidance and suggest priority approaches for dealing with fundamental governance issues including elections, political party reform, and access to information.

BASIC FUNCTION OF THE POSITION:

The incumbent of this position serves as USAID/Bangladesh's DRG Office Deputy Director and provides programming and management assistance, expertise and specialized technical advice to DRG Office. S/he will report to the DRG Office Director. The incumbent will work with other team members to ensure timely and effective team productivity and will be responsible for technical guidance and ensuring that grantees and contractors achieve agreed upon results. S/he will have experience with political processes and good governance programming and will provide advice and direction on all aspects of program management. S/he will work closely with core Democracy, Human Rights and Governance as well as expanded teams, the Program Office, the USAID Mission Director, other teams, AID/W staff, mid to senior-level officials of the Government of Bangladesh (GOB), and private sector and NGO partners on the design, formulation, implementation, monitoring, evaluation, and reporting of governance and elections activities.

MAJOR DUTIES AND RESPONSIBILITIES

1. Serves as DRG Office Deputy Director and directly manages three FSN staff.
2. Serves as the alternate Contracting Officer's Representative/Agreement Officer's Representative (COR/AOR) for more than one DGO program.
3. Leads management, oversight and monitoring of USAID-funded DG programs, as assigned.
4. Provides expert advice in the areas of strategic planning, project design and analysis, management, structure and documentation of projects.
5. Oversees the design and development of new activities and ensure that new interventions are consistent with the DRG Office, Mission, and/or USG strategies.
6. Evaluates annual work plans for DG project activities, and other technical programs as needed, making recommendations for work plan improvement.
7. Monitors, evaluates and analyzes implementation of DG programs, closely coordinating with the grantee(s)/contractor(s) on the results and outcomes.
8. Provides analysis of program evaluations, performance data and reporting documents.
9. Maintains an organized and professional work environment at all times, meeting USAID file management requirements.
10. Performs quarterly field-level program monitoring, oversight and other program-related local travel.
11. Serves as an expert resource and/or technical advisor on a range of DRG issues
12. Performs other duties as required.

II. OTHER ITEMS

A. SUPERVISION

The DRG Deputy Director position will be supervised by the DRG Office Director.

B. SUPERVISION RESPONSIBILITIES

The incumbent will directly supervise two Foreign Service National (FSN) employees.

C. PERIOD OF PERFORMANCE

The Personal Services Contract (PSC) will be for 24 months with possible extension(s), starting on/around June 2016 and ending in June 2018.

Extension(s) will be contingent on satisfactory performance, continued need for services, and subject to the availability of funds.

D. SECURITY CLEARANCE

The selected applicant must be able to obtain and maintain an employment authorization security clearance and appropriate medical clearances.

III. QUALIFICATIONS AND SELECTION CRITERIA

In order to be considered for the position, a candidate must meet the Minimum Qualifications listed below. Consideration and selection will be based on a panel evaluation of the Evaluation Factors. Additionally, interviews and writing samples may be requested only from the top scoring candidates. Please note that not all applicants will be interviewed or contacted. USAID will not pay for any expenses associated with the interviews unless expenses are preauthorized. Reference checks may be conducted on those candidates selected for an interview. The applicant's references must be able to provide substantive information about his/her past performance and abilities. Applicants are required to write a brief cover letter to demonstrate how prior experience and/or training addresses the Minimum Qualifications and Evaluation Criteria listed below.

IV. EVALUATION CRITERIA:

The following factors will be the basis for the evaluation of all applications. All applications will be evaluated based on the documentation submitted with the application. Applicants are required to provide a cover letter addressing how they meet the requirements of each criterion below and submit three to five professional references with complete contact information. Candidates will be evaluated and ranked based on the following selection criteria (listed in descending order of importance):

1. **Experience:** Minimum of five years of progressively responsible professional or program experience in development programs, with multilateral and bilateral donors, NGOs, and/or government is required. Experience with donor agency/mission organization, procedures, and operations systems (e.g., development approaches; procedures for programming funds, defining objectives, and monitoring results; and procedures for awarding grants and contracts) are required. South Asia experience is desired. At least three years' experience in democracy and governance programs with emphasis on elections and political processes is desired.
2. **Skills and Abilities:** Knowledge of a broad range of issues related to democracy building required. Knowledge of best practices in DG project design, implementation, monitoring and evaluation is needed. Knowledge of the Bangladeshi context, government (GOB) organizational culture, structure, policies, programs and operations and development priorities is desired. Knowledge of strategies, programs, and working methodologies of other donor agencies in the DG sector is desired. Knowledge of the structure and workings of the US government is desired.

Strong analytical, management and organizational skills are required. The position requires demonstrated ability in strategic planning, technical and socio-economic analysis, and budget preparation and reporting skills. Considerable confidentiality, sensitivity, poise and maturity are mandatory as the incumbent will represent USAID in meetings with mid to senior level Bangladeshi government officials and with private sector and donor partners. The applicant should possess strong interpersonal and cross-cultural skills, the ability to work within a team setting and with minimal supervision. Strong leadership and negotiating skills are required. Demonstrated knowledge and proficiency in Microsoft Windows, Word, and Excel are required. Familiarity with Microsoft Access and PowerPoint is desired.

3. **Knowledge:** Broad knowledge of technical and programmatic approaches in development assistance approaches and principles is mandatory. This may include demonstrated knowledge in the areas of monitoring and evaluation, communications, activity design, performance monitoring and/or budgeting

for results. Knowledge and skill in conceptualizing programming, policies, and plans, and developing strategies for their implementation is required. Significant knowledge of current USAID program management and monitoring and evaluation methods as well as a broad range of issues related to development assistance is required. Knowledge of the structure and workings of the US government is desired. Knowledge of the Bangladeshi context, government (GOB) organizational culture, structure, policies, programs and operations and development priorities is desired.

4. **Education:** The advisor must have a Bachelor's Degree in economics, political science, management, public administration, public policy, education, development studies, or other related social sciences is required. Master's Degree desired.
5. **Language:** Excellent English writing and speaking ability is required. The candidate should have a demonstrated capacity to communicate complex policy, strategy, and program issues orally and in writing in a clear, concise, and well-organized manner. Written and spoken Bangla proficiency desirable.

Candidates meeting the 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 most highly ranked applicants.

V. OTHER POSITION REQUIREMENTS

The selected applicant must be able to obtain an employment authorization security clearance and appropriate medical clearances.

(The below points determine basic eligibility for the position. Applicants who do not meet all of the selection factors are considered NOT qualified for the position.)

- Applicant is a US/Third Country National;
- Completed and signed Federal Form AID-302-3 is submitted;
- Supplemental documents, especially a resume and/or additional information addressing the Evaluation criteria, is submitted;
- Medical Clearance; and
- Ability to obtain a security clearance or employment authorization clearance, as provided by USAID.

VI. INSTRUCTIONS TO APPLICANTS:

Interested individuals are requested to submit fully completed and hand-signed copy of an Optional Application for Federal Employment Form (Form AID-302-3), cover letter and a current resume/curriculum vita (CV) containing the following information which clearly demonstrates their education, experience, knowledge, skills and abilities as they relate to the evaluation criteria. Broad general statements that are vague or lacking specificity will not be considered as effectively addressing particular selection criteria:

1. **Personal Information:** Full name, mailing address (with zip code), email address, day and evening phone numbers, social security number, country of citizenship, highest federal civilian grade held (also give job series and dates held);
2. **Education:** High school, name, city and state, date of diploma or GED; colleges and universities, name, city and state, majors, type and year of any degrees received (if no degree, show total credits earned and indicate whether semester or quarter hours);
3. **Work Experience:** Provide the following information for your paid and non- paid work experience related to the job for which you are applying (do not send job descriptions); job title (includes series

and grade if federal job), duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates (month and year), hours per week, salary. Indicate if we may contact your current supervisor;

4. **Other Qualifications:** Other pertinent information related to the qualifications required for the position, as noted above including job-related training courses (title & year), job-related skills; for example, other languages, computer software/hardware, tools, machinery typing speed, job related certificates and licenses (current only), job related honors, awards, and special accomplishments, for example, publications, memberships in professional or honor societies, leadership, activities, public speaking and performance awards (give dates but do not send documents unless requested).
5. **Reference:** Applicants must provide 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 knowledge of contracting work. Applicants must provide e-mail addresses and/or working telephone numbers for all references.
6. Date of availability to begin assignment in Dhaka, Bangladesh.

Forms are available at the USAID website, <http://www.usaid.gov/forms/>. Applicants should note that the salary history for the purposes of the Form AID-302-3 is the base salary paid, excluding benefits and allowances such as housing, travel, educational support, vehicle use, etc.

NOTE: Submission of a resume alone IS NOT a complete application. This position requires the completion of additional forms and/or supplemental materials as described in this section. Failure to provide the required information and/or materials will result in your not being considered for employment.

This office must receive your application prior to the closing date and time specified in this solicitation in order for you to be considered for this position. Please note all applications must be signed – **unsigned applications shall NOT be considered**. Please reference the solicitation number on your application, and as the subject line in any cover letter.

Interested candidates should send above electronically to Dhaka-jobs@usaid.gov, to the attention of the addresses indicated below. To ensure that the application is considered for the intended position, please reference the solicitation number and title of position on your application and as the subject line in any cover letter. E-mail applications must be received by the closing date and time specified in the solicitation.

Address: Supervisory Executive Officer
Executive Office
USAID/Bangladesh
C/O American Embassy
Madani Avenue, Baridhara,
Dhaka,, Bangladesh

Only qualified and shortlisted candidates will be contacted. Additionally, only candidates that are interviewed will be notified if the position is filled.

VII. ADMINISTRATIVE REQUIREMENTS AND LOGISTICAL SUPPORT:

As a matter of policy, and as appropriate, a PSC recruited off-shore is normally authorized the following benefits and allowances:

BENEFITS

- Employer's FICA and Medicare Contribution*
- Contribution toward Health & Life Insurance
- Pay Comparability and Adjustment
- Annual Salary Increase
- Eligibility for Worker's Compensation (USPSC only)
- Annual & Sick Leave
- Shipment and storage of household effects
- Shipment of POV (Private Own Vehicle)
- Access to Embassy medical facilities, and pouch mail service
- Defense-based Accreditation and Medevac insurance

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

ALLOWANCES: TCNs will be paid allowances in accordance with the Bangladesh Mission Order. Details are available on request. USPSCS will be eligible for allowances listed in the Standardized Regulations Government Civilian Foreign Areas Sections cited below – 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. Separate Maintenance Allowance (Section 260)
6. Education allowance (Section 270)
7. Educational Travel (Section 280)
8. Post differential (Chapter 500)
9. Payments during Evacuation/authorized Departure (Section 600)
10. Danger Pay (Section 650)
11. Consumables Allowance

VIII. LIST OF REQUIRED FORMS FOR PSC:

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

1. Federal employment form (Form AID-302-3).*
2. Contractor Physical Examination (AID Form 1420-62).*
3. Questionnaire for Sensitive Positions (for National
4. Security) (SF-86), or *
5. Questionnaire for Non-Sensitive Positions (SF-85). *
6. Finger Print Card (FD-258). *

* Forms 2 through 5 shall be completed **only** upon the advice of the Contracting Officer that an applicant is the successful candidate for the job.

ALL QUALIFIED APPLICANTS WILL BE CONSIDERED REGARDLESS OF AGE, RACE, COLOR, SEX, CREED, NATIONAL ORIGIN, LAWFUL POLITICAL AFFILIATION, NON-DISQUALIFYING HANDICAP, MARITAL STATUS, SEXUAL ORIENTATION, AFFILIATION WITH AN EMPLOYEE ORGANIZATION, OR OTHER NON-MERIT FACTOR.