



USAID | UGANDA

FROM THE AMERICAN PEOPLE

SOLICITATION NUMBER: 72061722R10007

ISSUANCE DATE: March 7, 2022

CLOSING DATE/TIME: March 21, 2022, 4:45:00 PM Uganda Time

SUBJECT: Solicitation for a Cooperating Country National Personal Services Contractor
(CCNPSC - *Local Compensation Plan*)

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 offers.

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

Sincerely,

Sean Mendoza
Supervisory Executive Officer

I. GENERAL INFORMATION

- 1. SOLICITATION NUMBER:** 72061722R10007
- 2. ISSUANCE DATE:** March 7, 2022
- 3. CLOSING DATE/TIME FOR RECEIPT OF OFFERS:** March 21, 2022, 4:45:00 PM Uganda Time
- 4. POINT OF CONTACT:** EXO and HR Specialist at: kampalausaidjobs@usaid.gov or 0414-306-001.
- 5. POSITION TITLE:** Project Management Specialist (Supply Chain)
- 6. MARKET VALUE:** UGX 118,018,022 – 173,277,435 per annum, equivalent to FSN-10. In accordance with AIDAR Appendix J and the Local Compensation Plan of USAID/Uganda. Final Compensation will be negotiated within the listed market value.
- 7. PERIOD OF PERFORMANCE:** Employment under this contract is of a continuing nature. Its duration is expected to be part of a series of sequential contracts; all contract provisions and clauses and regulatory requirements concerning availability of funds and the specific duration of this contract shall apply; always subject to the right of early termination.

The initial term of the contract will be five years, which shall include a probationary period of six months to a year. Employees who do not meet the required standards for their position during this probation period may be reassigned to another position or terminated at the convenience of the U.S. Government. Employees are expected to demonstrate qualifications and general suitability for continued employment during the probationary period. If with written justification, the probationary period may be extended for another period not exceeding six months.

- 8. PLACE OF PERFORMANCE:** Kampala, Uganda with possible travel as described in the Statement of Work.
- 9. ELIGIBLE OFFERORS:** “Cooperating Country National” shall mean the individual engaged to serve in the Cooperating Country under this contract.

10. SECURITY LEVEL REQUIRED: Employment Authorization

11. STATEMENT OF DUTIES:**(1) General Statement of Purpose of the Contract**

USAID/Uganda is seeking for qualified individuals to fill the Project Management Specialist (Supply Chain) position located in the USAID/Uganda’s Office of Health and HIV (OHH) – Health Systems Strengthening (HSS) Unit.

The USAID Project Management Specialist – Supply Chain (the “Specialist”) provides programmatic and technical support on health logistics and supply chain management programs. The Specialist will serve as a Contracting Officer’s Representative/Agreement Officer’s Representative (COR/AOR) and/or Activity Manager supporting health logistics and supply chain activities. The Specialist provides technical guidance to Health Office staff and leaders, the broader USAID Mission, implementing partners (IPs), the

host government, and represents USAID with the interagency, in technical working groups, and other fora.

The Specialist reports to the Supply Chain sub-unit Leader and has no formal supervisory responsibility.

(2) Statement of Duties to be performed.

Program Management

--Serves as a COR/AOR and/or Activity Manager for health logistics and supply chain programs/projects/activities awarded through the Health Office, providing financial and programmatic oversight to ensure contracts and grants achieve anticipated results, and are linked to and enhance attainment of the Health Office, Mission, and USG objectives.

--Conducts site visits as required in order to monitor progress, and to provide technical and programmatic recommendations to ensure effectiveness, efficiency, and judicious use of U.S. Government (USG) funding.

Technical Guidance

--Shares best practices among USAID, USG, and other stakeholders to strengthen health logistics and supply chain systems improvement.

--Provides technical guidance to the host country government in coordinating health supply chain systems support, supply planning, forecasting, quantification, and programming.

--Provides input to the USAID Mission and host country government on strategic decisions and policy formulation to strengthen supply chain management, including transparency and accountability.

--Provide technical guidance and coordination to Health Office colleagues to ensure development of key systems that effectively integrate across the entire health portfolio.

--Provides guidance to Health Office colleagues to monitor the achievement of milestones of IPs supporting health logistics and supply chain system implementation.

--Supports host country efforts to ensure health supply chain systems fully integrate with key commodity management and information systems that will allow end to end data visibility.

Representation and Reporting

--Represents the Health Office, Mission, and USG at national and/or international technical and programmatic meetings, within various working groups, and in consultations with other social sector donors, government officials, and IPs.

--Represents supply chain issues in interagency discussions involving senior leadership from USAID, CDC, other interagency partners, the PEPFAR Coordination Office and the U.S. Embassy.

--Represents supply chain issues to senior host country officials to ensure strong coordination and accountability by all relevant actors in the supply chain system.

--Contribute to key annual and mid-term planning reporting documents including the Country Operational Plan, Operational Plan, Congressional Budget Justifications, Quarterly, Semi-Annual and Annual Progress Reports.

--Prepare ad hoc reports as required for the Mission, USAID/Washington, Office of Global AIDS Coordinator (OGAC), donor coordination groups, and others.

--Provides feedback to the Office Chief, Mission Director, Ambassador, and others, as required about prepared talking points and/or speeches, and supports the preparation of briefing papers, presentations, and coordinates site preparations for VIP site visits.

--Coordinate with USG agencies in on HIV and related commodities management to guide and oversee procurement via the current USG supply chain mechanism. This includes forecasting, quantification, and procurement of commodities, such as antiretroviral and anti-tuberculosis medicines, male circumcision kits, devices and supplies, and HIV test kits, as needed for the implementation of the overall health portfolio and to ensure adequate stock monitoring at site and above-site levels.

--Participate in workshops, special committees, and other fora as a technical advisor on logistics and supply chain management.

The contractor is eligible for temporary duty (TDY) travel to the U.S., or to other Missions abroad, to participate in the "Foreign Service National" Fellowship Program, in accordance with USAID policy.

(3) Supervisory Relationship:

Works under the general supervision of the Supply Chain Sub-unit Leader. Assignments are made orally and in writing, with a discussion of overall objectives and expected results to be achieved. The supervisor assigns specific tasks, provides suggested approaches to consider and reviews completed reports and assignments. Achievements are regularly reviewed, and feedback provided.

(4) Supervisory Controls:

This position has no supervisory responsibilities.

12. PHYSICAL DEMANDS: The work requested does not involve undue physical demands.

II. MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION

Offers will be initially screened for compliance with application instructions and eligibility in accordance with the minimum qualification criteria listed below.

To ensure compliance with the entire set of this solicitation instructions (please see page 6 to 9 – III. EVALUATION AND SELECTION FACTORS and IV. SUBMITTING AN OFFER sections), **the offer package must be completed and signed—where indicated - and offerors must include in their offers information to demonstrate that they:**

- (1) have attained the required education level; and
- (2) meet the experience requirements, etc.

Education:

Bachelor's Degree in a field related to social science, statistics, mathematics, economics, computer science, epidemiology, health informatics, public health, health systems, infectious diseases, zoonotic disease, pharmacy, biology or other quantitative discipline, or the local equivalent, is required.

Prior Work Experience:

--A minimum of three (3) years of progressively responsible, professional-level experience in developing, implementing, and/or monitoring and evaluating health supply chain performance improvement activities, including supply chain management, logistics, health commodities management, rational drug use, and/or another closely related area.

--Experience collaborating with and/or working for key donors, development partners, or NGO is required.

Language Proficiency:

Level IV (fluent proficiency) in English, and in the appropriate host-country business language, both written and spoken, is required. Language competence may be tested.

Job Knowledge:

--Knowledge of national supply chain management systems and Health and HIV/AIDS service delivery in the host country, including but not limited to procurement, warehousing and distribution, receipt and ordering of commodities, supply planning, quantification, and/or use of supply chain management information and management systems.

--Knowledge of donor engagement in supporting health systems strengthening efforts and health commodities.

Skills and Abilities:

--Project management skills, including data and information management, administrative, and monitoring skills used to track the performance of implementing partners and activities.

--Excellent communication skills both orally and in writing, especially in being able to present information, analyses, and recommendations to individuals with non-technical background.

--Ability to respond professionally and adjust in fluid situations in order to meet deadlines in the face of competing priorities and time pressures.

--Ability to work both independently and as part of a team.

--Ability to negotiate difficult issues and build consensus to achieve results with a wide range of individuals.

--Excellent computer and software skills including ability in excel, SPSS, STATA, R and/or other analytical databases.

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>.

Offers will be initially screened for compliance with the solicitation instructions and eligibility in accordance with the qualification criteria below.

To ensure compliance with the entire set of this solicitation instructions (please see page 8 to 9, IV. SUBMITTING AN OFFER section), **the offer package must be complete, and hand signed—where indicated - and offerors must include in their offers information to demonstrate that they have attained the required education level and meet the experience requirements, etc.**

Offerors will be evaluated and ranked based on the information provided for the four Quality Ranking Factors (QRFs) that must be addressed as required in the supplemental document – Item IV – Presenting an Offer 1 (iv).

Offerors **must**, therefore, **address each of the four Quality Ranking Factors (QRFs) in their offer.** Top-ranked Offerors who meet the minimum qualification will be invited for an interview and given a written evaluation.

Management may consider the following when determining successful candidacy: nepotism, conflicts of interest, budget, and residency status.

Current employees serving a probationary period are not eligible to apply. Current employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.

The four Quality Ranking Factors (QRFs) that must be addressed as required in the supplemental document – Item IV – Submitting an Offer 1 (iv) are:

1. Job Knowledge (40 points):

--Knowledge of national supply chain management systems and Health and HIV/AIDS service delivery in the host country, including but not limited to procurement, warehousing and distribution, receipt and ordering of commodities, supply planning, quantification, and/or use of supply chain management information and management systems.

--Knowledge of donor engagement in supporting health systems strengthening efforts and health commodities.

2. Work Experience (35 points):

--A minimum of three (3) years of progressively responsible, professional-level experience in developing, implementing, and/or monitoring and evaluating health supply chain performance improvement activities, including supply chain management, logistics, health commodities management, rational drug use, and/or another closely related area.

--Experience collaborating with and/or working for key donors, development partners, or NGO is required.

3. Skills and Abilities (25 points):

--Project management skills, including data and information management, administrative, and monitoring skills used to track the performance of implementing partners and activities.

--Excellent communication skills both orally and in writing, especially in being able to present information, analyses, and recommendations to individuals with non-technical background.

--Ability to respond professionally and adjust in fluid situations in order to meet deadlines in the face of competing priorities and time pressures.

--Ability to work both independently and as part of a team.

--Ability to negotiate difficult issues and build consensus to achieve results with a wide range of individuals.

--Excellent computer and software skills including ability in excel, SPSS, STATA, R and/or other analytical databases.

4. Education (pass/fail):

Offerors will be given a passing score if they have a relevant level of education. Offerors without a relevant level of education will not be considered for award or proceed forward in the evaluation process.

Bachelor's Degree in a field related to social science, statistics, mathematics, economics, computer science, epidemiology, health informatics, public health, health systems, infectious diseases, zoonotic disease, pharmacy, biology or other quantitative discipline, or the local equivalent, is required.

Evaluation Factors have been assigned the following points:

Job Knowledge - 40 points

Work Experience - 35 points

Skills and Abilities - 25 points

Education – **Pass/Fail**

Language Proficiency - **Pass/Fail**

Satisfactory Professional Reference Checks– **Pass/Fail**

Evaluation Factor Total – 100 points, and Pass for Education, Language Proficiency and Reference Checks.

Offerors invited to an interview and written test will be evaluated based upon the same criteria described above. In addition, offerors determined to be competitively ranked may also be evaluated on interview performance, written evaluations and/or satisfactory professional reference checks.

IV. SUBMITTING AN OFFER

1. Eligible Offerors are required to complete and submit (**Requirements (i) - (v) below are critical for compliance of the offer. Therefore, candidates MUST pay due attention to these:**

(i) A typed and **hand signed** (around Section 6 – Declaration) DS-174 Employment Application for Locally Employed Staff or Family Member (<https://eforms.state.gov/Forms/ds174.pdf>; Version Exp. 06/2022). Offerors are required to complete sections 1 through 6. (Make sure to use **additional Work Experience pages (Section 4)**, if needed, to provide complete work history).

(ii) Cover letter (addressed to the USAID Supervisory Executive Officer) clearly indicating the position for which you are applying and describing how you meet the minimum requirements.

(iii) Complete curriculum vitae/resume. In order to fully evaluate your application, the resume must include:

(a) Paid and non-paid experience, job title, dates held (month/year). **Please specify unpaid or part time work. Any experience that does not include dates (month/year) will not be counted towards meeting the solicitation requirements. (NOTE: Resume and DS-174 work experience should match.)**

(b) Specific duties performed that fully detail the level and complexity of the work.

(c) Education and any other qualifications including job-related training courses, job-related skills, or job-related honors, awards, or accomplishments.

(d) Name and contact information (phone and email) of three (3) professional references. At least one of the references must be a prior or current direct supervisor.

(iv) Supplemental [separate] document specifically addressing each QRF as outlined in the solicitation.

(v) **Copies of Academic Transcripts.**

(vi) **Offers should be in Adobe Acrobat (.pdf). No other file types will be accepted. All documents should be scanned into one (1) document (**one (1) ATTACHMENT**) which should not exceed 10MB.**

Documents should be arranged and scanned in this order:

- (i) DS-174
- (ii) Cover Letter
- (iii) Complete Curriculum vitae/resume
- (iv) Supplemental documents
- (v) Academic Transcripts

(vii) Submitted offers and documents become the property of USAID and will not be returned.

2. Offers must be received by the closing date and time specified in **Section I, item 3**, and submitted to the Point of Contact in Section I at kampalausaidjobs@usaid.gov **Incomplete or late applications will not be considered.**

All qualified Offerors will be considered regardless of age, race, color, sex, creed, national or tribal origin, lawful political affiliation, non-disqualifying handicap, marital status, sexual orientation, affiliation with an employee organization or other non-merit factor.

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

For this position, the subject line must read: SOL NUMBER TITLE OF POSITION, LAST, FIRST CANDIDATE NAME OR (72061722R10007 Project Management Specialist (Supply Chain) [insert last name][insert first name].

4. Ensuring Adequate COVID-19 Safety Protocols for Federal Contractors. The Offeror will be required to show proof that the Offeror is fully vaccinated against COVID-19 on or before the first date of onboarding, or submit an approved reasonable accommodation to the CO. If the contractor does not meet this requirement the contract may be terminated.*

V. LIST OF REQUIRED FORMS FOR PSC HIRES

Once the Contracting Officer (CO) informs the successful Offeror about being selected for a contract award, the CO will provide the successful Offeror instructions and how to complete and submit forms for obtaining medical and security clearances.

VI. BENEFITS/ALLOWANCES

As a matter of policy and as appropriate, a PSC is normally authorized the following benefits and allowances - in accordance with the U.S. Mission to Uganda's Local Compensation Plan (LCP). The plan includes basic salary, miscellaneous allowance, retirement plan, and medical insurance subsidy. Final compensation for Offerors will be negotiated within the listed market value.

VII. TAXES

Successful Offeror will be subject to Ugandan tax laws.

VIII. USAID REGULATIONS, POLICIES AND CONTRACT CLAUSES PERTAINING TO PSCs

1. USAID regulations and policies governing CCNPSC awards are available at the below sources:

USAID Acquisition Regulation (AIDAR), Appendix J, "Direct USAID Contracts With a Cooperating Country National and with a Third Country National for Personal Services Abroad," including contractual General Provisions (https://www.usaid.gov/sites/default/files/documents/1868/aidar_0.pdf)

2. **RESERVED.**

3. **Contract Cover Page form AID 309-1** available at <https://www.usaid.gov/forms>. Pricing by line item is to be determined upon contract award as described below:

LINE ITEMS

ITEM NO (A)	SUPPLIES/SERVICES (DESCRIPTION) (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	Compensation, Fringe Benefits and Other Direct Costs (ODCs) - Award Type: Cost - Product Service Code: R497 - Accounting Info: BBFY Fund: GH-C-AIDS/2021/2022 APPRO: 72-1921/221031 617-DO1-RES-22-PO.2-01-HIV-AO	1	LOT	UGX TBD	UGX TBD at Award after negotiations with Contractor

4. Acquisition & Assistance Policy Directives/Contract Information Bulletins (AAPDs/CIBs) for Personal Services Contracts with Individuals available at <http://www.usaid.gov/work-usaid/aapds-cibs>

AAPD/CIB No.	Title/Issued Date	Subject Category
AAPD 21-04 Revision 3 (PDF 382K)	EXECUTIVE ORDER 14042 ON ENSURING ADEQUATE COVID-19 SAFETY PROTOCOLS FOR FEDERAL AWARDS (FAR Deviation No. M-OAA-DEV-FAR-22-01c) – <i>December 14, 2012</i> AAPD No. 21-04, ATTACHMENT 4 - Letter for contracts with performance requiring physical access to USAID domestic facilities. [165K PDF] AAPD No. 21-04, ATTACHMENT 5 - Letter to Individuals with Personal Services Contracts [166K PDF] AAPD 21-04 ATTACHMENT 6: Overview of Applicability of FAR 52.223-99 [200K PDF]	Acquisition Management, PSCs
AAPD 21-01 (PDF 221K)	Applicability of FAR 4.21 to USAID personal services contracts with individuals under the AIDAR Appendices D and J – <i>March 26, 2021</i>	Acquisition Management

5. 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>.

6. PSC Ombudsman. The PSC Ombudsman serves as a resource for any Personal Services Contractor who has entered into a contract with the United States Agency for International Development and is available to provide clarity on their specific contract with the agency. Please visit our page for additional information: <https://www.usaid.gov/work-usaid/personal-service-contracts-ombudsman>.

The PSC Ombudsman may be contacted via: PSCOmbudsman@usaid.gov.

[END SOLICITATION]