

## **BENEFITS AND CONDITIONS OF EMPLOYMENT**

The United States Agency for International Development (USAID) has a long history of extending a helping hand to those people overseas struggling to make a better life, recover from a disaster or striving to live in a free and democratic country. USAID is an independent federal government agency that receives overall foreign policy guidance from the Secretary of State. With headquarters in Washington, D.C., USAID fosters development around the world. Our work supports economic growth and trade; agriculture and the environment; education and training; democracy and governance; global health; global partnerships and humanitarian assistance.

### **BENEFITS:**

- Packing and placing in storage up to 18,000 lbs of household effects (HHE) plus permanent storage of one personal vehicle.
- Four to eight weeks training prior to deployment
- One week of training in Afghanistan upon arrival
- Paid annual leave
- Home leave (after 12 months, if extending for a second year)
- Contributions to government life, group health and retirement plans
- Medical care and hospitalization overseas
- Foreign Service Transfer Allowance
- 35% danger pay
- 35% post differential
- Sunday differential
- Two Rest and Recuperation trips (R&R) and Three Regional Rest Breaks (RRBs) or three R&Rs annually

Tour of duty will consist of one to two months of training in the U.S. before going to post, 12 months in Afghanistan, and could include two to four weeks in Washington for high stress out-briefing, exit medical exam, out briefing with the Office of Afghanistan and Pakistan Affairs and out processing before separation from the service. At the time of separation from the service, all employees will be required to provide contact information that can be used for up to twelve months following their tours.

FICA and federal income tax will be withheld by USAID.

**AFGHANISTAN:** The USAID mission is part of a larger US Government and International Community to assist the people and Government of the Islamic Republic of Afghanistan. In recent years, Afghanistan, with the help of the international community, has made substantial progress. However, many of the root causes of conflict, insecurity and political instability remain unaddressed.

USAID's mission is to support the rapid transition of Afghanistan to a more stable and productive state through the promotion of democracy, rule of law, and sustainable economic and social development.

Beyond the capital city of Kabul, Regional Centers and other field units have been established to oversee and support military and development activities in the field. In order to help expand the assistance of the US Government and the International Community beyond large cities, Provincial Reconstruction Teams (PRTs) have been established throughout Afghanistan. At the local level, some District Support Teams (DSTs) have also been established. PRTs and DSTs are coordinated units of civilian and military resources deployed to forward positions that aim to improve security and facilitate Afghanistan's response to citizen priorities in targeted districts where instability hampers governance and development. The core objective of each team is to implement projects and support activities that will improve stability so that more traditional forms of development assistance can resume.

**Security Clearance** - A background investigation is also required for all applicants. Eligible applicants will be asked to submit forms required for a security clearance and suitability determination for appointment to the USAID Foreign Service. The clearance process considers such factors as: registration for the Selective Service; failure to repay a US government-guaranteed student loan; past problems with credit or bankruptcy; failure to meet tax obligations; unsatisfactory employment records; violations of the law; drug or alcohol abuse; a criminal record; extensive travel; education; residence and/or employment overseas; dual citizenship; foreign contacts; immediate family or relatives who are not citizens of the United States and/or a foreign born spouse; or less than honorable discharge from the armed forces. Investigations, which usually take several months, include current and previous contacts, supervisors, and coworkers. These investigations are conducted by USAID in cooperation with other federal, state, and local agencies.

**PHYSICAL REQUIREMENTS:** Working and living conditions in the field impact field personnel and their ability to perform their duties effectively and safely. They must ensure against endangering their health and safety or that of others by being physically able to live and work under challenging conditions.

Civilians working in communities are required to wear 30-40 pounds of body armor/helmet on a daily basis, as well as carry their daypack and water, usually in a backpack weighing an additional 8-10 pounds. In some instances working at high altitudes may be requested.

All personnel working in the field are required to walk over uneven and rocky terrain over long distances. This includes community visits of 5 miles or more to meet with local government and community members; these field visits typically occur 2-3 times per week. Generally, personnel will be on their feet 5-6 hours per day.

Transportation by armored vehicles will be used. Personnel working in the field are required to embark and disembark from such vehicles, which have high clearances and limited individual space to sit and maneuver. Clearances may be up to four (4) feet off the ground, there will be high step rails and/or ladder-type steps, and doorways may be smaller than those of commercial vehicles. Some transportation will take place at night, requiring the ability to perform these embarking and disembarking activities under limited visibility conditions.

Living conditions are austere. At many field posts housing consists of fortified shipping containers or tents and they are often shared accommodations. Bedding consists of canvas cots with mosquito netting. Bathing facilities are rustic and sometimes not readily available.

Desert temperatures often reach 100-105 degrees Fahrenheit in the summers. Personnel will be exposed to intense sunlight for several hours at a time. Also, temperatures at night can become very cold; field personnel must take precautions against frostbite. Generally, the field environment is high altitude, dry and dusty. Further, living and working conditions include loud noises (e.g., loud motor vehicles and airplanes landing and taking off nearby).

**Only basic medical care is available at outlying posts.** Transport for emergencies is by helicopter to regional military hospitals. Any cardiology interventions will have to be done outside of Afghanistan. Applicants **must** inform USAID of medical conditions that could be affected by living and working under high stress, in rough terrains, high altitudes, dusty, austere and restrictive living conditions.

**Medical Clearance** - A medical clearance for the applicant is required prior to being hired for this position. Many facilities are remote, unhealthy, or have limited medical support. Therefore, each applicant must meet medical fitness standards which are, of necessity, often more rigorous than those of other professions. Prior to being appointed to the Foreign Service, applicants must have a thorough medical examination and receive an unlimited medical clearance for assignment worldwide. After receiving a conditional offer of employment, each applicant is provided with instructions for the examining physician(s), which outline the precise requirements. Applicants living within a fifty-mile radius of Washington, DC, must have the medical exam performed by the Department of State Office of Medical Services.

At times, field personnel may be required to evacuate quickly from an area under their own power due to security concerns. Therefore, prior to going to post, emergency response training will be provided to prepare and protect you and others. **Inability or refusal to participate in such training limits assignment options.** Candidates will be assessed during the training period and after for their ability to cope with difficult living and working conditions and under high stress. In certain situations, it may be determined that for the convenience of the Government, appointments may be terminated at that time. This could occur either prior to or during an overseas assignment.

In summary, an individual in this position must be able to stand for long periods, walk over rough terrain for long distances, run short distances, jump and perform other physical activities while carrying at least 30-40 pounds and function in a high stress environment.

#### **OTHER INFORMATION:**

**SELECTIVE SERVICE.** As a condition of employment, all male applicants born after December 31, 1959, must have registered for the selective service. If selected for this position, the applicant must sign a statement certifying his registration, or the applicant must demonstrate exempt status under the Selective Service Law.

**WHO MAY BE CONSIDERED:** US Citizens; no prior Federal experience is required.