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USAID is the premier development Agency in the world because of the work of our Acquisition and Assistance (A&A) workforce and our partners. Our A&A team will be the premier enabler of our mission.

– Jami J. Rodgers, Senior Procurement Executive

**A&A Activities and Workforce**

USAID’s A&A workforce is critical in the design, development, and management of USAID activities. Yet, as USAID’s budgets and programs continue to grow, A&A staffing has not increased proportionally, which is why Objective 1 of the Agency’s A&A Strategy, led by the Management Bureau, is focused on the workforce.

**A&A Adaptability**

USAID will continue to eliminate time-consuming bureaucratic burdens on its A&A workforce, enabling staff to continue to provide excellent support to partners, achieve the Agency’s objectives, and feel fulfilled in their work.

**A&A Accelerate Workstreams**

The Bureau for Management leadership and supporting staff will focus on specific tasks within the following four workstreams to ensure goals are reached with efficiency and collaboration.

**Rebuild A&A Workforce**

The retention of the Agency’s current A&A workforce and the hiring of new staff are critical to USAID’s mission. Therefore, the Agency has set ambitious targets to accelerate hiring of both Civil Service and Foreign Service staff. Additionally, USAID is working to provide a 10 percent pay incentive to retain BS-93 and GS-1102s.

**Increase Mission Capacity**

USAID’s Foreign Service National (FSN) A&A staff are invaluable to the Agency’s work. Elevating these staff members through increased warrant opportunities, exchange programs, and higher level career ladders will better equip USAID to administer and manage its growing programs, particularly considering the additional workload associated with localization efforts.

**Enhance Surge Capacity**

USAID is actively working to ensure the Agency has the capacity to provide gap coverage, surge support, and expertise to Missions to alleviate burden on A&A staff during times of critical need. As part of this initiative, the Agency has established a program to hire eligible family members of Foreign Service Officers as A&A Specialists to provide additional support.

**Expand Professional Development**

As the A&A workforce continues to take on more responsibilities, the creation of meaningful professional development opportunities, such as exchange and leadership programs, will strengthen the collective A&A team. Opportunities have been developed for A&A staff worldwide to refine their procurement expertise and pursue career development.