

AID 1350-1 (7-71)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Lesotho	Page 1 of 6 Pages
		2. PIO/T No. 632-0069-3-80615	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
		4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development	

DISTRIBUTION	5. Appropriation Symbol 72-1187006		6.A. Allotment Symbol and Charge 856-50-632-00-69-03		6.B. Funds Allotted to: <input type="checkbox"/> A.I.D./W <input checked="" type="checkbox"/> Mission	
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Implementing Document				8. Funding Period (Mo., Day, Yr.) From Two years	
	9.A. Services to Start (Mo., Day, Yr.) Between ASAP and _____				9.B. Completion date of Services (Mo., Day, Yr.) Two years from start	
	10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Cooperating Country Contract <input type="checkbox"/> Participating Agency Service Agreement <input type="checkbox"/> Other					
	10.B. Authorized Agent AID/Washington					
	Estimated Financing		(1)	(2)	(3)	(4)
\$1.00=		Previous Total	Increase	Decrease	Total to Date	
11. Maximum A.I.D. Financing	A. Dollars		\$90,000		\$90,000	
	B. U.S.-Owned Local Currency					
12. Cooperating Country Contributions	A. Counterpart					
	B. Other					

13. Mission Reference

14. Instructions to Authorized Agent

AID/Washington is authorized to execute an agreement with an intermediary contractor for provision of an OPEX officer to the Government of Lesotho for the position identified in Block 19 and for payment of salary supplements and other costs to the OPEX officer in accordance with the contractor's basic AID contract.

BEST AVAILABLE DOCUMENT

15. Clearances -- Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate AADO: J. Clark	B. Funds for the services requested are available <i>[Signature]</i> CONT: R.A. Bannaffon 12/2/73
C. The scope of work lies within the purview of the initiating and approved Agency Programs PRM: BBahl <i>[Signature]</i>	D. EDH: J. Carney
E.	F.

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to Signature and date: <u>See Grant Agreement</u> Title: 78-632-25	17. For the Agency for International Development Signature: <u>Frank W. Campbell</u> Title: <u>Acting Mission Director</u>	18. Date of Signature
--	--	-----------------------

AID 1350-1 (9-70)	Cooperating Country <u>Lesotho</u>	PIO/T No. 632-0069-3-80615	Page 2 of 6 Pages
PIO/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development Program (SAMDP)		

SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are to be Used

To provide the services of an OPEX technician within the Ministry of Agriculture Livestock Division.

B. Description

Post: Financial Controller, Livestock Division

Qualifications: An internationally recognized accounting qualification with at least 5 years post graduate experience - Candidate should if possible have had experience in both Government and Commercial Accounting Systems.

Duties:

1. To establish, in consultation with the Ministry of Finance and Accountant General an efficient system for the proper control of financial resources allocated to the Livestock Division.

2. In consultation with D.V.S. to prepare the annual recurrent budget of

C. Technicians

(1) (a) <u>Number</u>	(b) <u>Specialized Field</u>	(c) <u>Grade and/or Salary</u>	(d) <u>Duration of Assignment (Man-Months)</u>
1	Financial Controller	GS 14	24

(2) Duty Post and Duration of Technicians' Services

Maseru, Lesotho 2 years

(3) Language requirements

None

(4) Access to Classified Information

Not required

(5) Dependents Will Will Not Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$ 90,000

(2) By Cooperating Country -

AID 1350-1 (9-70)	Cooperating Country Lesotho	PIO/T No. 632-0069	Page 3 of 6 Pages
PIO/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development Program (SAMDP)		

20. Equipment and Supplies (Related to the services described in Block 19 and to be procured outside the Cooperating Country by the supplier of these services)

A. <u>(1) Quantity</u>	<u>(2) Description</u>	<u>(3) Estimated Cost</u>	<u>(4) Special Instructions</u>
------------------------	------------------------	---------------------------	---------------------------------

None

B. Financing of Equipment and Supplies

(1) By AID - \$

(2) By Cooperating Country -

21. Special Provisions

- A. This PIO/T is subject to AID (contracting) (PASA implementation) regulations.
- B. Except as specifically authorized by AID, or when local hire is authorized under the terms of a contract with a U.S. Supplier, services authorized under this PIO/T must be obtained from U.S. sources.
- C. Except as specifically authorized by AID/W, the purchase of commodities authorized under this PIO/T will be limited to the U.S. under Geographic Code 000.
- D. Other (specify): The Africa Bureau, AID strongly encourages the use of minorities and women in this activity. The contractor is expected to carry out a positive program to identify and use such persons to the fullest extent possible.

AID 1350-1 (9-7C)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80615	Page 4 of 6 Pages
PIO/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development Program (SAMDP)		

22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

The OPEX officer will meet reporting requirements established by the GOL. Also he will be required to make a special report to the GOL not later than six months prior to the end of his tour describing his activities, evaluating his own effectiveness in performing the prescribed duties of the position and in training a local replacement, and making appropriate recommendations for assuring continued performance of the functions of the position. This report will be made available to USAID.

23. Basis and Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

Obtainable in the office of Southern Africa Affairs (AFR/SA)

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities An agreement will be executed between the contractor and AID/Washington. Under this agreement the contractor will perform services directly for the GOL and will be responsible to it for the satisfactory performance of service.

B. Cooperating Country Liaison Official
Permanent Secretary, Ministry of Agriculture, GOL or his designee.

C. AID Liaison Officials
USAID/Lesotho Mission Director or his designee.

LOGISTIC SUPPORT

25. Provisions for Logistic Support A. Specific Items (Insert "X" in applicable column at right. If entry needs justification, insert asterisk and explain below in C. "Comments")	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
(1) Office Space		X		
(2) Office Equipment		X		
(3) Heating and Utilities		X		
(4) Furniture		X		
(5) Miscellaneous Equipment (Stoves, Refrig., etc.)	X <u>1/</u>	X		
(6) Transportation in Cooperating Country	X <u>1/</u>	X		
(7) Interpreter Services				
Other: (Specify)				
(8) Secretarial and admin support		X		
(9) Basic salary		X		
(10)				
(11)				
(12)				
(13)				
(14)				
(15)				

B. Provisions Available From Other Sources

1/ Supplemental under employment agreement between intermediate contractor and technician.

C. Comments

The Mission has requested the GOL to provide the position grade and salary range. As soon as they are received, the Mission will cable them to AID/W. The incumbent's exact rank and pay will be determined by the GOL in accordance with its standard procedures. The GOL will then negotiate a contract with the incumbent covering rank, GOL basic salary, and terms of service.

CAUTION - Remove protector sheet before typing - replace when typed

McGREGOR & WERNER, INC.

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet	<input checked="" type="checkbox"/> Issuance	PAGE <u>6</u> OF <u>6</u> PAGES
		1. Cooperating Country Lesotho		2.a. Code No. 632-0069-3-80615
		2.b. Effective Date		2.c. Amendment <input checked="" type="checkbox"/> Original OR No:
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development (SAMDP)		

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19(b) continued

- expenditure and revenue and the capital account budget.
3. To supervise and control the financial resources of the various special funds administered by Livestock Division.
 4. To ensure all necessary return of expenditure and revenue, quarterly and annual financial reports, are prepared and submitted on a regular basis.
 5. To prepare a manual of accounting procedures in conformity with financial regulations, but having special reference to the requirements of the Livestock Division field staff.
 6. To supervise the accounts office and assist in the training of local staff to ensure efficiency and compliance with the financial regulations.
 7. To supervise and control Livestock Division inspectorate staff to ensure regular checking and auditing of all field staff and Accounts Offices in charge of special funds. In this aspect of the work the controller will liase with the Auditor-General.
 8. Carry out any other duties that may be assigned to him by the Head of Livestock Division.

AID 1350-1 (7-71)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country <u>Lesotho</u>	Page 1 of 8 Pages
		2. PIO/T No. 632-0069-3-80614	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
PIO/T	PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development	

DISTRIBUTION	5. Appropriation Symbol 72-1181006	6.A. Allotment Symbol and Charge 856-50-632-00-69-93	6.B. Funds Allotted to: <input type="checkbox"/> A.I.D./W <input checked="" type="checkbox"/> Mission	
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Implementing Document		8. Funding Period (Mo., Day, Yr.) From <u>24 months from start</u>	
	9.A. Services to Start (Mo., Day, Yr.) Between <u>ASAP</u> and _____		9.B. Completion date of Services (Mo., Day, Yr.) <u>24 months from start</u>	
	10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Cooperating Country Contract <input type="checkbox"/> Participating Agency Service Agreement <input type="checkbox"/> Other			
	10.B. Authorized Agent AID/Washington			

Estimated Financing		(1)	(2)	(3)	(4)
		Previous Total	Increase	Decrease	Total to Date
\$1.00=					
11. Maximum A.I.D. Financing	A. Dollars		\$90,000		\$90,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contributions	A. Counterpart				
	B. Other				

13. Mission References
Grant Agreement
78-632-25

14. Instructions to Authorized Agent
AID/Washington is authorized to initiate a delivery order with the Institute of International Education (or other appropriate agency) to provide an OPEX technician as identified and described in Block 19. IIE (or other appropriate agency) is to pay salary supplements and other costs to the technician in accordance with its ATD Contract.

BEST AVAILABLE DOCUMENT

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate <i>Edward S.C. Kim</i> Edward S.C. Kim, Engr Off	B. Funds for the services requested are available <i>R. Bonnaffon</i> R. Bonnaffon, CONT
C. The scope of work lies within the purview of the initiating and approved Agency Programs <i>Byron Bahl</i> Byron Bahl, PRM	D.
E.	F.

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to Signature and date: See Grant Agreement Title: 78-632-25	17. For the Agency for International Development <i>Frank W. Campbell</i> Signature: Frank W. Campbell Title: Acting Mission Director	18. Date of Signature <i>12/7/78</i>
--	--	---

AID 1350-1 (19-70)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80614	Page 2 of 8 Pages
PIO/T	Project-Activity No. and Title 632-0069 Southern Africa Manpower Development		

SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are to be Used

To increase the operating efficiency and effectiveness of the Roads Section of the Ministry of Rural Development through the provision of a Chief Rural

B. Description

Position Title: Chief Rural Roads Engineer, Ministry of Rural Development

1. This engineer will be recruited and provided under AID procedures governing employment of OPEX personnel. The position is an established and vacant position in the Roads Section of the Ministry of Rural Development. The vacancy constitutes a constraint in the planning, budgeting, design, construction and maintenance of access roads and other feeder tracks in the rural areas. The position is related to development planning and implementation of projects to assist rural areas in Lesotho and filling this vacancy will increase the efficiency and effectiveness of the Roads Section. A requirement also exists to train local personnel within the Section whom the Chief Rural Roads Engineer will be expected to assist.

~~2. The Chief Rural Roads Engineer will be assigned to the Government of~~

C. Technicians

(1) (a) Number	(b) Specialized Field	(c) Grade and/or Salary	(d) Duration of Assignment (Man-Months)
1	Roads Engineering	GS 14 equivalent	24

(2) Duty Post and Duration of Technicians' Services Maseru, 24 months

(3) Language requirements English

(4) Access to Classified Information

None

(5) Dependents Will Will Not Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$ 90,000

(2) By Cooperating Country - _____

AID 1350-1 19-701	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80614	Page 4 of 8 Pages
PIC/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development		

22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

At the end of the technician's first 12 months in Lesotho he will submit a report to the USAID mission Director describing the activities he has undertaken and an evaluation of the success he had in achieving his program goals. Representatives of the GOL and the USAID Mission/Lesotho will participate in an evaluation session at the time the 12 months' report is submitted.

The US technician will meet the reporting requirements established by the GOL as they apply to senior staff of the Ministry of Rural Development.

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency, if necessary cross reference Block 12.C(4) above.)

Obtainable in the USAID Mission, Maseru.

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities An agreement will be executed between the contractor and AID/Washington. Under this agreement the contractor will perform services directly for the GOL and will be directly responsible to the Permanent Secretary, MinComRuDev, for the satisfactory performance of services.

B. Cooperating Country Liaison Official

Permanent Secretary, MinComRuDev, or his designee

C. AID Liaison Officials

USAID/Lesotho Mission Director or his designee.

AID 1316-1 (9-70)	Cooperating Country Lesotho	PIOT No. 632-0069-3-80614	Page 5 of 8 Pages
PIOT	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development		

LOGISTIC SUPPORT

25. Provisions for Logistic Support A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")	In Fund Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
(1) Office Space		X		
(2) Office Equipment		X		
(3) Heating and Utilities		X		
(4) Furniture	1/	X		
(5) Household Equipment (Stoves, Refrig., etc.)	1/	X		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services				
Other: (Specify) (8) <u>Secretarial and Admin. Support</u>		X		
(9) <u>Basic GOL Salary</u>		X		
(10)				
(11)				
(12)				
(13)				
(14)				
(15)				

B. Additional Resources Available From Other Sources

1/ Supplemental under employment agreement between technician and OPEX contractor.

C. Comments

The position is an established one which has been vacant and is now at salary grade 8 with a proposal to move it to 10. The grade 8 salary ranges from R3,840 to R4,440 p.a. The grade 10 salary ranges up to approximately R6,500. The incumbent's exact rank and pay will be determined by the GOL in accordance with its standard procedures. The GOL will then negotiate a contract with the incumbent covering rank, GOL basic salary, and terms of service.

CAUTION - Remove protector sheet before typing - replace when typed MCGREGOR & WERNER, INC.

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE <u>6</u> OF <u>8</u> PAGES
		1. Cooperating Country Lesotho	2.a. Code No. 632-0069-3-80614
		2.b. Effective Date	2.c. Amendment <input checked="" type="checkbox"/> Original OR No:
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development	

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19(a) continued

 Rural Roads Engineer

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM - PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet	<input checked="" type="checkbox"/> Issuance	PAGE <u>7</u> OF <u>8</u> PAGES
		1. Cooperating Country Lesotho		2.a. Code No. 632-0069-3-80614
		2.b. Effective Date		2.c. Amendment <input checked="" type="checkbox"/> Original -OR No:
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development		

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19(b) continued

Lesotho Ministry of Rural Development and will be directly responsible to its Permanent Secretary through the Deputy Permanent Secretary. The incumbent will be charged with the general planning, budgeting, engineering, construction and maintenance of all roads and access feeder tracks in the rural areas of the country designated for implementation by the Ministry of Rural Development. This responsibility includes taking charge of all field operations relating to these rural roads and access feeder tracks and field operations relating to self-help and food-for-work projects. Additionally, the incumbent shall be responsible for the technical supervision on all projects and the provision of technical guidance to the Ministry of Rural Development. The incumbent shall be expected to utilize labor-intensive methodologies wherever feasible and to incorporate maximum use of local resources as far as possible in the implementation of projects. As part of his general activities he will be expected to train a local counterpart and to assist in the identification of possible candidates for overseas training in cooperation with the training officer of the Ministry of Rural Development. He will also assist the Permanent Secretary of the Ministry of Rural Development in the improvement of the Management and operations of the Rural Roads Branch on a country-wide basis.

3. The Chief, Rural Roads Section, shall also conduct close coordination with the Ministry of Works on their road building and maintenance activities to ensure that maximum efficiencies are obtained in the planning and implementation of rural road projects under the Ministry of Rural Development. Such coordination will be effected as well for other related infrastructural projects in the rural areas. Programming, budgeting, designing, and construction and maintenance of rural roads falling under the responsibility of the Ministry of Rural Development based on a schedule of priorities is an important aspect of this incumbent's responsibilities because of limited resources with which to implement the many requirements existing throughout the country. In effect, the Chief Rural Roads Section is filling a key position and will act in a principal role for development of the rural areas in Lesotho.

Qualifications: The candidate shall have a minimum of a Bachelor's Degree in engineering and shall have a minimum of three years experience in development of rural roads. Such experience shall include experience in planning, budgeting, engineering, construction, and maintenance of roads including structures therefor. Since rural areas are involved, the incumbent shall be expected to spend much time in the rural areas'

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE 8 OF 8 PAGES
		1. Cooperating Country Lesotho	2.a. Code No. 632-0069-3-80614
		2.b. Effective Date	2.c. Amendment <input checked="" type="checkbox"/> Original OR No:
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development	

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19(b) continued

in the execution of his responsibilities and duties.

The candidate shall also have a minimum of ten years of experience in the engineering sector inclusive of the rural roads experience. Overseas experience working with cooperating officials in developing countries is highly desirable.

AID 1350-1 (7-71)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Lesotho	Page 1 of 4 Pages
		2. PIO/T No. 632-0069-3-80645	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
		4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development	
		5. Appropriation Symbol 72-LLS1006	

DISTRIBUTION	6.A. Allotment Symbol and Charge 856-50-632-00-69-93	6.B. Funds Allotted to: <input type="checkbox"/> A.I.D./W <input checked="" type="checkbox"/> Mission
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Implementing Document	8. Funding Period (Mo., Day, Yr.) From 11/16/79 to 11/16/81
	9.A. Services to Start (Mo., Day, Yr.) Between 11/16/79 and _____	9.B. Completion date of Services (Mo., Day, Yr.) 11/16/81
	10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Cooperating Country Contract <input type="checkbox"/> Participating Agency Service Agreement <input type="checkbox"/> Other	

10.B. Authorized Agent		Estimated Financing			
		(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date
11.					
Maximum A.I.D. Financing	A. Dollars		100,000		100,000
	B. U.S.-Owned Local Currency				
12. Cooperating Country Contributions	A. Counterpart				
	B. Other				

13. Mission References Grant Agreement No. 78-032-25	14. Instructions to Authorized Agent The current tour of Mr. Henry A. Stepack, Senior Roads Engineer, under Contract AID/AFR-C-1246 D.O. 17, expires November 16, 1979. It is requested that his services be extended for another two years beginning on November 16, 1979. A 10% increase in Mr. Stepack's U.S. dollar salary supplement is requested. Terms and conditions of PIO/T 600-0030-3-70100 apply to this two-year renewal of tour except that a revised scope of technical services is attached and the title of the established position for Mr. Stepack is Senior Roads Engineer.
---	--

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.	
A. The specifications in the scope of work are technically adequate ENGR: E.S.C. Kim <i>E.S.C. Kim</i>	B. Funds for the services requested are available COMPT. R.A. Bonnett <i>R.A. Bonnett</i> 4/25/79
C. The scope of work lies within the purview of the initiating and approved Agency Programs PRM: B. Bahl <i>Bahl</i> 4/25/79	D. HRDO: J.P. Carney <i>J.P. Carney</i>
E.	F.

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to See Grant Agreement 78-032-25 Signature and date: Title:	17. For the Agency for International Development Frank W. Campbell <i>F. Campbell</i> Signature: Title: Acting Director	18. Date of Signature <i>4/26/79</i>
---	---	---

MICROFILMED FROM BEST AVAILABLE COPY

AID 1350-1 (9-70)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80645	Page 2 of 4 Pages
PIO/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development Project (SAMDP)		

SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are to be used

To provide an operational technician in an established position (Senior Roads Engineer) within the Ministry of Works.

B. Description

The Senior Roads Engineer will be assigned to the Roads Branch, Ministry of Works, Government of Lesotho, and will be directly responsible to the Chief Roads Engineer (under the Controller of Works and Permanent Secretary for the Ministry of Works). The Senior Roads Engineer is charged with providing advisory and operational assistance in the general planning, design and construction, and supervision of maintenance operations of national gazetted roads, especially in the rural areas of Lesotho. Included in such work are planning, design, construction and maintenance of structures as concrete, steel, and other earth-fill masonry type bridges, and drainage structures as concrete box culverts, corrugated steel culverts and combinations thereof, etc. Although much of Lesotho's national routes are currently in the gravel category, increased donor assistance is leading to more paved highways. The incumbent, therefore, will be responsible for and knowledgeable of requirements

C. Technicians

(1) (a) Number	(b) Specialized Field	(c) Grade and/or Salary	(d) Duration of Assignment (Man-Months)
1	Roads Engineer		24

(2) Duty Post and Duration of Technicians' Services

Maseru, Lesotho 24 months

(3) Language requirements

None

(4) Access to Classified Information

None

MICROFILMED FROM BEST AVAILABLE COPY

(5) Dependents

Will

Will Not

Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$100,000

(2) By Cooperating Country -

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance 1. Cooperating Country Lesotho 2.b. Effective Date November 16, 1979 3. Project/Activity No. and Title 632-0060 Southern Africa Manpower Development	PAGE 3 OF 4 PAGES 2.a. Code No. 2.c. Amendment <input checked="" type="checkbox"/> Original OR No:
--	--	---	---

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA PR form.

BLOCK 10 B (continued)

for the design, construction and maintenance of the various classes of gravel and paved roads. In this respect and because of the growing labor surplus in Lesotho, labor-intensive approaches to implementation of road and structures projects will be utilized wherever possible.

Because of increasing donor activities in Lesotho on road building and maintenance projects, the incumbent will also provide assistance to the Chief Roads Engineer in the development of budgets for new projects, development of scopes-of-work for design, construction and maintenance projects, evaluations of proposals by engineering firms for selection purposes, coordination with materials suppliers, procurement negotiations for goods and services, evaluations of construction contractors' bids and making recommendations for awards, coordination with officials of donor nations and institutions such as U.S.A.I.D., O.D.M., U.N., A.D.B., I.B.R.D., etc. Additionally, during implementation of both donor assisted and Government financed projects, the incumbent will be expected to conduct day-to-day coordination with contractor's representatives to resolve problem areas and to monitor such projects in behalf of the Government to ensure that projects are implemented as efficiently as possible and within the funds available. In this respect, reviews of engineering designs, feasibility studies, and construction performances will be effected as necessary. Some of these projects such as the Lesotho Southern Perimeter Road Project funded by the U.S. are large and complex and extend for several hundred kilometers with a cost projected at about \$31,000,000. Other lesser Government funded projects are deemed equally critical to completion of the national road network and require the incumbent's close supervision to maximize efficient utilization of the Government's scarce resources in labor, equipment and funding with which to implement projects on a force-account basis. The Senior Roads Engineer will also assist the Chief Roads Engineer in the improvement of management and operations standards and procedures of the Roads Branch to increase operational efficiencies. Additionally, and at the discretion of the Permanent Secretary for Works, the incumbent will be available as a consultant to the Ministry of Rural Development in their road building and maintenance activities for non-gazetted roads.

MICROFILMED FROM BEST AVAILABLE COPY

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet	<input checked="" type="checkbox"/> Issuance	PAGE <u>1</u> OF <u>1</u> PAGE(S)	
		1. Cooperating Country Lesotho		2.a. Code No.	
		2.b. Effective Date November 16, 1979		2.c. Amendment <input checked="" type="checkbox"/> Original OR No: _____	
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development			

Indicate block numbers.

Use this form to complete the information required in any block of a PIC or PA-PR form.

BLOCK 19 B (continued)

In addition to the foregoing, the incumbent will assist in the evaluation and identification of suitable and qualified Basotho candidates for training as counterparts in his and other positions. In this respect, coordination with the Training Officer of both the Ministry of Works and donor nations/institutions will be effected as appropriate. Also, as part of his general activities, the incumbent will be expected to train a Mosotho counterpart.

Assistance in other related activities may also be required as the Permanent Secretary for Works may identify.

MICROFILMED FROM BEST AVAILABLE COPY

AID 1350-1 (7-71)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Lesotho	Page 1 of 7 Pages
		2. PIO/T No. 632-0069-3-80611	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
		4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development	
PIO/T	PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES		

DISTRIBUTION	5. Appropriation Symbol 72-1181006	6.A. Allotment Symbol and Charge 856-50-632-00-69-93	6.B. Funds Allotted to: <input type="checkbox"/> A.I.D./W <input checked="" type="checkbox"/> Mission																																			
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Implementing Document		8. Funding Period (Mo., Day, Yr.) From Two years _____																																			
	9.A. Services to Start (Mo., Day, Yr.) Between <u>August 1979</u> and <u>December 1979</u>		9.B. Completion date of Services (Mo., Day, Yr.) Two years from start																																			
	10.A. Type of Action <input checked="" type="checkbox"/> A.I.D. Contract <input type="checkbox"/> Cooperating Country Contract <input type="checkbox"/> Participating Agency Service Agreement <input type="checkbox"/> Other																																					
	10.B. Authorized Agent AID/Washington																																					
<table border="1"> <thead> <tr> <th colspan="2">Estimated Financing</th> <th>(1) Previous Total</th> <th>(2) Increase</th> <th>(3) Decrease</th> <th>(4) Total to Date</th> </tr> </thead> <tbody> <tr> <td colspan="2">\$1.00=</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td rowspan="2">11. Maximum A.I.D. Financing</td> <td>A. Dollars</td> <td></td> <td>\$180,000</td> <td></td> <td>\$180,000</td> </tr> <tr> <td>B. U.S.-Owned Local Currency</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td rowspan="2">12. Cooperating Country Contributions</td> <td>A. Counterpart</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>B. Other</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Estimated Financing		(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date	\$1.00=						11. Maximum A.I.D. Financing	A. Dollars		\$180,000		\$180,000	B. U.S.-Owned Local Currency					12. Cooperating Country Contributions	A. Counterpart					B. Other				
Estimated Financing		(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date																																	
\$1.00=																																						
11. Maximum A.I.D. Financing	A. Dollars		\$180,000		\$180,000																																	
	B. U.S.-Owned Local Currency																																					
12. Cooperating Country Contributions	A. Counterpart																																					
	B. Other																																					

Grant Agreement
No. 78-632-25

13. Mission References

14. Instructions to Authorized Agent

AID/Washington is authorized to execute an agreement with an intermediary contractor for provision of OPEX Personnel to the Government of Lesotho for the positions identified in Block 19 and for payment of salary supplements and other costs to the OPEX staff in accordance with the contractor's basic A.I.D. contract.

BEST AVAILABLE DOCUMENT

15. Clearances - Show Office Symbol, Signature and Date for all Necessary Clearances.

A. The specifications in the scope of work are technically adequate AADO, J. Clark <i>JC</i>	B. Funds for the services requested are available CONT, R. Bonnaffon <i>RB</i>
C. The scope of work lies within the purview of the initiating and approved Agency Programs PRM, B. Bahl <i>Bahl</i>	D.
E.	F.

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to Signature and date: See Grant Agreement Title: 78-632-25	17. For the Agency for International Development <i>Frank W. Campbell</i> Signature: Frank W. Campbell Title: Acting Mission Director	18. Date of Signature 12/17/78
--	--	--

AID 1350-1 (9-70)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80611	Page 4 of 7 Pages
PIO/T	Project, Activity No. and Title 632-0069 Southern Africa Manpower Development Program		

22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

The OPEX Officer will meet reporting requirements established by the GOL. Also, he will be required to make a special report to the GOL not later than six months prior to the end of his tour describing his activities, evaluating his own effectiveness in performing the prescribed duties of the position and in training a local replacement, and making appropriate recommendations for ensuring continued performance of the functions of the position. This report will be made available to USAID.

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

Obtainable in the office of Southern Africa Affairs (AFR/SA)

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities An agreement will be executed between the contractor and AID/Washington. Under this agreement the contractor will perform services directly for the GOL and will be responsible to it for the satisfactory performance of services.

B. Cooperating Country Liaison Official

Permanent Secretary, Ministry of Agriculture, GOL, or his designee

C. AID Liaison Officials

USAID/Lesotho Mission Director or his designee

AID 1350-1 (9-70)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80611	Page 5 of 7 Pages
PIO/T	Project Activity No. and Title 632-0069 Southern Africa Manpower Development Program		

LOGISTIC SUPPORT

25. Provisions for Logistic Support A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
(1) Office Space		X		
(2) Office Equipment		X		
(3) Housing and Utilities		X		
(4) Furniture	X 1/	X		
(5) Household Equipment (Stoves, Refrig., etc.)	X 1/	X		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services				
Other: (Specify) (8) Secretarial and admin support		X		
(9) Basic salary		X		
(10)				
(11)				
(12)				
(13)				
(14)				
(15)				

B. AID and Facilities Available from Other Sources

1/ Supplemental under working agreement between technician and OPEX contractor.

C. Comments

The incumbents' exact rank and pay will be determined by the GOL in accordance with its standard procedures. The GOL will then negotiate a contract with the incumbent covering rank, GOL basic salary, and terms of service. The Mission has inquired of the GOL the position grade and salary range and as soon as the response is received from the GOL, the Mission will cable the response to AID/W.

1/ Supplemental under employment agreement between intermediary contractor and technician.

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE 6 OF 7 PAGES
		1. Cooperating Country Lesotho	2.a. Code No. 632-0069-3-80611
		2.b. Effective Date	2.c. Amendment <input checked="" type="checkbox"/> Original OR No.:
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development	

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19(b) continued

2. Advise the MOA on the adoption of sound pricing policies for agricultural products consistent with Government policies and development objectives.
3. Assist the Produce and Livestock Marketing Units, BASP Management etc. in the execution of Government marketing policies.
4. Advise the Ministry of Agriculture and coordinate its policies on the market development of Lesotho's crops and products, particularly at the village level.
5. Advise the Ministry of Agriculture and assist in the search for new export markets both within Southern Africa and beyond.
6. Advise Lesotho's various marketing bodies on the establishment and implementation of administrative matters involved in the purchase and/or sales of their produce. In particular, this would apply to BASP during its commencement.
7. Advise on organizational and supervisory policies as required.
8. Advise the MOA on matters relating to the national food security programmes.
9. Assist Government of Lesotho both in the establishment and implementation of training programmes designed to assist the small subsistence farmer to adapt to market economies and to meet the staffing needs of Lesotho's marketing bodies.
10. Advise related bodies (e.g. INDC) in the marketing and export promotion of their Agro-Industry products.
11. Train national personnel in the determination of prices and marketing practices of agricultural products for domestic use as well as for export.
13. Recruitment for November 1979 after FAO-TCP termination.

II. Special Crops Officer

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE <u>7</u> OF <u>7</u> PAGES	
	TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country Lesotho	2.a. Code No. 632-0069-3-80611	
		2.b. Effective Date	2.c. <input checked="" type="checkbox"/> Original OR No: _____	
		3. Project/Activity No. and Title 632-0060 Southern Africa Manpower Development		

Indicate block numbers. Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19(b) continued

Qualifications: Advanced Degree in agronomic or horticultural discipline. Experience with the production of both field and horticultural crops is essential. Experience with crop production overseas is desirable.

Duties:

1. The Officer shall be responsible to the Chief Agriculture Officer, Ministry of Agriculture.
2. In close liaison with the Research Division and experimental station select suitable areas for intensified special crops of proven viability, e.g., asparagus, potatoes, sunflower, fodder, soya beans and any other crops that research may identify.
3. Collaborate with Extension Division to design the most acceptable alternatives of motivating farmers at the suitable localities to embark on such special crops production.
4. Ensure an effective follow-up strategy in designing farmer incentives both in production and marketing.
5. Assess and gauge special crops production targets and liaise with Marketing Units for the produce disposal accordingly.
6. To assist in the formulation of the cropping patterns for the whole country.
7. To extend research findings by conducting demonstration plots all over the country.
8. To determine the most appropriate fodders (as released by the Research Station) to beef production, as assistance to the coming abattoir.
9. Assist in the in-service training programmes of the Ministry.

AID 1350-1 (1-78)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Lesotho	Page 1 of 8 Pages
		2. PIO/T No. 632-0069-3-80607	3. <input type="checkbox"/> Original or Amendment No. <u>1</u>
		4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Trg	
PIO/T	PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES		

DISTRIBUTION	5. Appropriation Symbol 72-1181006		6. Allotment Symbol and Charge 856-50-632-00-69-93	
	7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Implementing Document		8. Project Assistance Completion Date (Mo., Day, Yr.)	
	9. Authorized Agent AID/Washington		10. This PIO/T is in full conformance with PRO/AG 78-632-25 Date August 31, 1978	
	11a. Type of Action and Governing AID Handbook <input checked="" type="checkbox"/> AID Contract (HB 14) <input type="checkbox"/> PASA/RSSA (HB 12) <input type="checkbox"/> AID Grant (HB 13) <input type="checkbox"/> Other		11b. Contract/Grant/PASA/RSSA Reference Number (If this is an Amendment)	

12. Estimated Financing (A detailed budget in support of column (2) is attached as attachment no. _____)

Maximum AID Financing	A. Dollars	(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date
			\$90,000		
	B. U.S.-Owned Local Currency				

13. Mission References

14a. Instructions to Authorized Agent

The purpose of this amendment is to clarify the title and job description of the OPEX Technician, Director/General Manager of the Water and Sewerage Branch as described in Block 19.

BEST AVAILABLE DOCUMENT

14b. Address of Voucher Paying Office

15. Clearances—Include typed name, office symbol, telephone number and date for all clearances.

A. The project officer certifies that the specifications in the statement of work are technically adequate E.S.C. Kim, Engineer	Phone No. Date	B. The statement of work lies within the purview of the initiating and approved agency programs S.T. Norton, PDO	Date 20 July 79
C. J.P. Carney, HRDO	Date 7/27/79	D. Funds for the services requested are available	
E.	Date	R.A. Bonaffons, COMPTR	7/30/79

18. For the cooperating country: The terms and conditions set forth herein are hereby agreed to	Signature Sec Grant Agreement 78-632-25	Date	17. For the Agency for International Development Frank W. Campbell	Signature Frank W. Campbell	Date 7/30/79
	Title			Title Acting Director	

AID 1350-1 (9-70)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-00607	Page 2 of 8 Pages
PIO/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

SCOPE OF WORK

19. Scope of Technical Services

A. Objective for which the Technical Services are to be used : To provide an operational technician in an established position (Director/General Manager of the Water and Sewerage Branch), within the new Ministry of Water, Energy and Mining.

B. Description

To assist the contractor in identifying suitable candidates for the position of Director/General Manager, Water and Sewerage Branch, Ministry of Water, Energy and Mining, the following information is provided:

The Water and Sewerage Branch is responsible for the abstraction, treatment, distribution and sale of water in ten towns within Lesotho including the capital city of Maseru. The provision of water borne sewerage services is only provided in the capital city to a population of 15,000 either through a connection to the sewerage reticulation system or by conservancy tanks emptied by a fleet of vacuum tankers. Considerable expansion is taking place within the Branch in both the Water and Sewerage Sections. Schemes proposed for expansion of water and Sewerage facilities represent a capital investment of over R20.5 millions (note: One Rand now equals about U.S.\$1.18) and will extend the responsibilities of the

(see continuation sheet)

C. Technicians

(1) (a) <u>Number</u>	(b) <u>Specialized Field</u>	(c) <u>Grade and/or Salary</u>	(d) <u>Duration of Assignment (Man-Months)</u>
1	Hydropower		24

(2) Duty Post and Duration of Technicians' Services

Maseru, Lesotho (Southern Africa); 24 man-months

(3) Language requirements

(4) Access to Classified Information

Not applicable

(5) Dependents

Will

Will Not

Be Permitted to Accompany Technician

D. Financing of Technical Services

(1) By AID - \$ 90,000

(2) By Cooperating Country -

Not applicable

AID 1350-1 (9-70)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80607	Page 3 of 8 Pages
PIO/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

20. Equipment and Supplies (Related to the services described in Block 19 and to be procured outside the Cooperating Country by the supplier of these services)

<u>A. (1) Quantity (2) Description</u>	<u>(3) Estimated Cost</u>	<u>(4) Special Instructions</u>
--	---------------------------	---------------------------------

None

B. Financing of Equipment and Supplies

(1) By AID - \$

Not applicable

(2) By Cooperating Country -

Not applicable

21. Special Provisions

- A. This PIO/T is subject to AID (contracting) (PASA implementation) regulations.
- B. Except as specifically authorized by AID, or when local hire is authorized under the terms of a contract with a U.S. Supplier, services authorized under this PIO/T must be obtained from U.S. sources.
- C. Except as specifically authorized by AID, W, the purchase of commodities authorized under this PIO/T will be limited to the U.S. under Geographic Code 000.
- D. Other (specify): The Africa Bureau, AID strongly encourages the use in this activity of minorities and women. The contractor is expected to carry out a positive program to identify and use such persons to the fullest possible extent.

AID 1350-1 (9-70)	Cooperating Country	PIO/T No.	Page 4 of 8 Pages
	Lesotho	632-0069-3-80607	
PIO/T	Project/Activity No. and Title		
	632-0069		
	Southern Africa Manpower Development and Training		

22. Reports by Contractor or Participating Agency (Indicate type, content and format of reports required, including language to be used if other than English, frequency or timing of reports, and any special requirements)

At the end of the first 12 months of the technician's assignment to Lesotho he will submit a report to the USAID Mission describing the activities he has undertaken and an evaluation of the success he has had in achieving his program goals. In conjunction with this report there will be a full scale review by the GOL and the Mission to determine progress and possible need for change.

The U.S. technician will meet the reporting requirements established by the GOL as they apply to senior staff of the Ministry of Water, Energy and Mining.

23. Background Information (Additional information useful to Authorized Agent and Prospective Contractors or Participating Agency; if necessary cross reference Block 19.C(4) above.)

Obtained in the USAID Mission, Maseru.

24. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities: An agreement will be executed between the contractor and AID/Washington. Under this agreement, the contractor will perform services directly for the GOL and will be directly responsible to the Permanent Secretary, Ministry of Water, Energy and Mining for the satisfactory performance of his services.

B. Cooperating Country Liaison Official

Permanent Secretary, Ministry of Water, Energy and Mining.

C. AID Liaison Officials

USAID/Lesotho Mission Director or his designee.

AID 1350-1 (9-70)	Cooperating Country Lesotho	PIO/T No. 632-0069-3-80607	Page 5 of 8 Pages
PIO/T	Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

LOGISTIC SUPPORT

25. Provisions for Logistic Support	In Kind Supplied By		From Local Currency Supplied By	
	AID	Cooperating Country	AID	Cooperating Country
A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")				
(1) Office Space		X		
(2) Office Equipment		X		
(3) Housing and Utilities		X		
(4) Furniture		X		
(5) Household Equipment (Stoves, Refrig., etc.)	X	X		
(6) Transportation in Cooperating Country		X		
(7) Interpreter Services				
Other: (Specify)				
(8) Secretarial and Admin support		X		
(9) Basic Salary		X		
(10)				
(11)				
(12)				
(13)				
(14)				
(15)				

B. Additional Facilities Available From Other Sources

1/ Supplemental under employment agreement with OPEX contractor.

C. Comments

There is a vacant position of Director/General Manager to be filled immediately by the U.S. technician at a grade level of L4 with a salary of R7,560.00 fixed per annum. The incumbent's exact rank and pay level will be determined by the GOL in accordance with its standard procedures. The GOL will then negotiate a contract with the incumbent covering rank, GOL basic salary and terms of service.

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet	<input checked="" type="checkbox"/> Issuance	PAGE 6 OF 8 PAGES
		1. Cooperating Country Lesotho		2.a. Code No.
		2.b. Effective Date		2.c. Amendment <input type="checkbox"/> Original OR No.:
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19B (continued)

Branch to include the provision of water supplies to fifteen towns.

The present technical staff for the Branch consists of seven engineers and about 18 technical officers. The proposed expansion of the Branch's activities will require a staff increase of one manager, 13 engineers, one training officer and 37 technical officers. (Note: The training officer position is also being funded by AID's SAMDP project and Mr. Wayne West is being recruited for the position by IIE/New York).

Comparatively speaking, water systems in Lesotho are relatively small and consist of raw water intake, treatment, and distribution through primary and secondary distribution systems. A proposal is in the offing to have the Water and Sewerage Branch act as a semi-autonomous Branch in order that it may establish its own rates and utilize receipts for physical plant expansions and for operations and maintenance requirements. The Director/General Manager, therefore, must not only be technically highly qualified, but be a very good manager as well. He must also have experience in establishing water and sewerage rates since new rate structures must be established if the Branch is to become self-sufficient. Lesotho continues to receive donor assistance for the expansions and the building of new potable water plants. These expansions are proposals for assistance in this area by the African Development Bank (Rands 6.0 million), KFW (German Assistance Agency) (Rands 5.5 million), and by the World Bank (Rands 6.5 million). This assistance will involve expansions and new systems for over 13 different towns throughout Lesotho which is a country about the size of the state of Maryland.

The prospective candidates should, based on the above involvements, be a graduate sanitary engineer with extensive experience and knowledge in the design and construction of water systems and be extremely capable as a manager. The staff to be managed will consist primarily of expatriate engineers and local Basotho technicians and administrative/logistical, operations and maintenance and fiscal staff. Expatriate engineers on the staff are primarily from the U.K. Language is not considered a problem since English is used throughout. Knowledge of rate structures is again emphasized and prospective candidates should have a sound knowledge of establishing rates for revenue purposes. Personnel management and training are also to be emphasized because of the diversity of personnel within the Branch's staff and the need

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE <u>7</u> OF <u>8</u> PAGES	
	TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country Lesotho	2.a. Code No.	
		2.b. Effective Date	2.c. <input type="checkbox"/> Original <input type="checkbox"/> Amendment OR No. _____	
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19B (continued)

to train local technicians in all aspects of water and sewerage systems operations and maintenance. A sound knowledge of procurement practices for hardware and of logistics to support the various and spread out systems would also be highly helpful.

Block 19C Job Description:

- (1) Directing, co-ordinating and managing the Authority in the best interests of the country, consumers and employees.
- (2) Safe-guarding the assets of and capital funds invested in the Authority.
- (3) Developing and maintaining a sound organizational plan and making provision for management succession.
- (4) Advising the Chairman and the Board on policy matters, preparing short and long term plans and objectives for the Authority.
- (5) Preparing plans and programs for the attainment of approved objectives in association with his senior management team.
- (6) With the approval of the Board, selecting and appointing the Members of his management team, defining their responsibilities and delegating the authority necessary to enable them to perform their assigned functions.
- (7) Ensuring that effective administration and control procedure are employed in the Authority to facilitate the proper execution of responsibilities and attainment of objectives.
- (8) Submitting the capital and revenue budgets and special expenditure plans to the Board for approval, and, in association with the Financial Controller, making policy recommendations relating to financial planning.
- (9) Reporting to the Board on the status of Capital Projects and Special Expenditure Programs.
- (10) Reporting to the Board on the operating and financial performance of the Authority.
- (11) Referring to the Chairman and the Board all matters of major

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE <u>8</u> OF <u>8</u> PAGES	
	TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country Lesotho	2.a. Code No.	
		2.b. Effective Date	2.c. Amendment <input type="checkbox"/> Original OR No. _____	
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

Block 19C (continued)

importance to the Authority's progress and well being for the purpose of securing advice, guidance, authorization or decision.

- (12) Ensuring the development and equitable administration of conditions of service and appropriate wage and salary policies and structures; protecting the interests of employees as individuals.
- (13) Undertaking tariff reviews on a regular basis and recommending changes (where appropriate) to the Board.
- (14) Ensuring that suitable training programs for all levels of employees are devised and carried out.
- (15) Ensuring that satisfactory consumer relations programs are developed and that the policies specified by the Board are carried out.

Block 19D Qualifications:

- (1) University Degree in Civil Engineering.
- (2) American Water Works Association.
- (3) Minimum of ten years practical experience.

PD-AAI-550-F1

632 0069 (7)

AID 1350-1 (1-78)	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	1. Cooperating Country Lesotho	Page 1 of 6 Pages
		2. PIO/T No. 632-0069- 3-90634	3. <input checked="" type="checkbox"/> Original or Amendment No. _____
		4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Trg	

DISTRIBUTION	5. Appropriation Symbol 72-1191021.5	6. Allotment Symbol and Charge 945-50-632-00-69-91
--------------	--	--

7. Obligation Status <input type="checkbox"/> Administrative Reservation <input checked="" type="checkbox"/> Implementing Document	8. Project Assistance Completion Date (Mo., Day, Yr.)
---	--

9. Authorized Agent AID/Washington	10. This PIO/T is in full conformance with PRO/AG Date _____
--	---

11a. Type of Action and Governing AID Handbook <input checked="" type="checkbox"/> AID Contract (HB 14) <input type="checkbox"/> PASA/RSSA (HB 12) <input type="checkbox"/> AID Grant (HB 13) <input type="checkbox"/> Other	11b. Contract/Grant/PASA/RSSA Reference Number (If this is an Amendment)
---	--

12. Estimated Financing (A detailed budget in support of column (2) is attached as attachment no. _____)

Maximum AID Financing	A. Dollars	(1) Previous Total	(2) Increase	(3) Decrease	(4) Total to Date
		B. U.S.-Owned Local Currency			\$120,000

13. Mission References

Grant Agree-
ment 79-632-3

14a. Instructions to Authorized Agent

AID/Washington is authorized to initiate a delivery order with the intermediary contractor to provide an OPEX technician as identified and described in Block 18. The contractor is to pay salary supplements, allowances, and benefits to the OPEX technician in accordance with its basic AID contract.

14b. Address of Voucher Paying Office

15. Clearances—include typed name, office symbol, telephone number and date for all clearances.

A. The project officer certifies that the specifications in the statement of work are technically adequate JPCarney, HRDOJ P. Carney	Phone No. 23754	B. The statement of work lies within the purview of the initiating and approved agency programs BBahl, PRM Bahl	Date 8/20/79
C. _____ ESCKim, ENGR E. Kim	Date 8/15/79	D. Funds for the services requested are available EAltis, CON E. Altis 8/20/79	
E. _____	Date		

16. For the cooperating country: The terms and conditions set forth herein are hereby agreed to	17. For the Agency for International Development
Signature (See Grant Agreement 79-632-3) Date _____	Signature Frank D. Correl Date 21 Aug. 1979
Title _____	Title Director

CAUTION-Remove protector sheet before typing-replace when typed

MC GREGOR AND WERNER INC. WASHINGTON 12, D.C.

AID 1360-1 (1-78)	1. Cooperating Country Lesotho	2. PIO/T No. 632-006 9-3-90634	Page 2 of 6 Pages
PIO/T	4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

SCOPE OF WORK

18. THE SCOPE OF TECHNICAL SERVICES REQUIRED FOR THIS PROJECT ARE DESCRIBED IN ATTACHMENT NUMBER 1 HERETO ENTITLED "STATEMENT OF WORK".

19. SPECIAL PROVISIONS

- A. LANGUAGE REQUIREMENTS (SPECIFY) N/A
(IF MARKED, TESTING MUST BE ACCOMPLISHED BY AID TO ASSURE DESIRED LEVEL OF PROFICIENCY)
- B. ACCESS TO CLASSIFIED INFORMATION WILL WILL NOT BE REQUIRED BY TECHNICIAN(S).
- C. DUTY POST(S) AND DURATION OF TECHNICIANS' SERVICES AT POST(S) (MONTHS) 24 months
- D. DEPENDENTS WILL WILL NOT BE PERMITTED TO ACCOMPANY TECHNICIAN.
- E. WAIVER(S) HAVE BEEN APPROVED TO ALLOW THE PURCHASE OF THE FOLLOWING ITEM(S) (COPY OF APPROVED WAIVER IS ATTACHED)
- F. COOPERATING COUNTRY ACCEPTANCE OF THIS PROJECT (APPLICABLE TO AID/W PROJECTS ONLY)
 - HAS BEEN OBTAINED HAS NOT BEEN OBTAINED
 - IS NOT APPLICABLE TO SERVICES REQUIRED BY PIO/T
- G. OTHER (SPECIFY)

20. BACKGROUND INFORMATION (ADDITIONAL INFORMATION USEFUL TO AUTHORIZED AGENT)

21. SUMMARY OF ATTACHMENTS ACCOMPANY THE PIO/T (INDICATE ATTACHMENT NUMBER IN BLANK)

- _____ DETAILED BUDGET IN SUPPORT OF INCREASED FUNDING (BLOCK 12)
- _____ EVALUATION CRITERIA FOR COMPETITIVE PROCUREMENT (BLOCK 14)
- _____ JUSTIFICATION FOR NON-COMPETITIVE PROCUREMENT (BLOCK 14)
- 1 STATEMENT OF WORK (BLOCK 13)
- _____ WAIVER(S) (BLOCK 19) (SPECIFY NUMBER)

CAUTION - Remove protector sheet before typing - replace when typed

MCGREGOR & WERNER, INC.

AID 1350-1 (1-78)	1. Cooperating Country Lesotho	2. PIO/T No. 632-0069-3-90634	Page 3 of 6 Pages
PIO/T	4. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development and Training		

22. Relationship of Contractor or Participating Agency to Cooperating Country and to AID

A. Relationships and Responsibilities

B. Cooperating Country Liaison Official

E.L. Tsekoa, Ministry of Water, Energy and Mining

C. AID Liaison Officials

Byron Bahl, Program Officer

Joseph Carney, HRDO

LOGISTIC SUPPORT

23. Provisions for Logistic Support

A. Specific Items (Insert "X" in applicable column at right. If entry needs qualification, insert asterisk and explain below in C. "Comments")	IN KIND SUPPLIED BY		FROM LOCAL CURRENCY SUPPLIED BY		TO BE PROVIDED OR ARRANGED BY SUPPLIER
	AID <u>1/</u>	COOPERATING COUNTRY	AID	COOPERATING COUNTRY	
(1) Office Space		X			
(2) Office Equipment		X			
(3) Housing and Utilities	<u>1/</u>				
(4) Furniture		X			
(5) Household Equipment (Stoves, Refrig., etc.)	<u>1/</u>				
(6) Transportation in Cooperating Country		X			
(7) Transportation To and From Country	X				
(8) Interpreter Services/Secretarial					
(9) Medical Facilities	X				
(10) Vehicles (official)		X			
(11) Travel Arrangements/Tickets	X				
(OTHER SPECIFY) (12) Secretarial and admin support		X			
(13) Basic salary <u>2/</u>					
(14)					
(15)					

B. Additional Facilities Available From Other Sources

 APO/FPO PX COMMISSARY OTHER (Specify, e.g., duty free entry, tax exemption)

C. **COMMENTS:** 1/ An allowance is to be provided in contract, consistent with other OPEX furnishing allowances for employees stationed in Lesotho. Utilities to be reimbursed under the contract.

2/ The incumbent's exact rank and pay level will be determined by the GOL in accordance with its standard procedures. The GOL will then negotiate a contract with the incumbent covering rank, GOL basic salary, and terms of service.

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE <u>4</u> OF <u>6</u> PAGES	
	TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country LESOTHO	2.a. Code No.	
		2.b. Effective Date	2.c. <input checked="" type="checkbox"/> Original <input type="checkbox"/> Amendment OR No: _____	
		3. Project/Activity No. and Title		

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

18

STATEMENT OF WORK

1. To assist in recruitment of the appropriate person for the position of Director of Water and Power Branch, Ministry of Water, Energy and Mining, the following information is furnished:

This position is a high level position in the Ministry of Water, Energy and Mining, and requires a highly capable executive level engineer manager who, through substantive experiences can plan and budget for short and long range schemes for development of water resources and power for the country of Lesotho. Emphasis on the incumbent will be to advise and participate, in behalf of the Government, on the development of Lesotho's Highland Water Scheme which is a long range plan for development of Lesotho's water resources in the highlands to develop hydro-power and water reservoirs for export and sale to the Republic of South Africa. Current estimates envision the scheme to cost in the vicinity of \$750,000,000. Three hydro-power dams are contemplated for development in this scheme with completions scheduled in the years 1992, 1996, and 2000. The Republic of South Africa, with its rapid industrial growth, especially in the Transvaal and Orange Free States, is vitally interested in the Highland Water Scheme, and negotiations between Lesotho and the Republic of South Africa have already been going on for some time and will continue to be conducted for the joint development of the scheme. Some feasibility engineering has and is also continuing to be performed by the U.K.'s engineering firm of Binnie and Partners, Ltd., under contract to the Government. The incumbent, therefore, will be constantly involved in a key and vital government role to advise and participate in behalf of the Government on all matters related to development of this scheme.

In the U.S., development of hydro-power dams and water resources has been under the aegis of state and federal governments. The U.S.'s Bureau of Reclamation and the Corps of Engineers have been and are still the U.S. agencies responsible for development of water resources and hydro-power dams. Capable executive engineers with extensive experiences in such development from these agencies are therefore considered the most appropriate source for recruitment. Many such capable executive engineers have retired from these agencies and they may be a source of recruitment.

Notwithstanding the emphasis and importance of the foregoing, the incumbent should be broad enough to cope with and advise the Government also on other water and power matters related to domestic consumption. At present Lesotho imports all of its power from the

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance 1. Cooperating Country Lesotho 2.b. Effective Date 3. Project/Activity No. and Title 632-0069 Southern Africa Manpower and Development	PAGE 5 OF 6 PAGES 2.a. Code No. 2.c. Amendment <input checked="" type="checkbox"/> Original OR No:
--	--	--	---

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

18

1. (continued)

Republic of South Africa through high voltage transmission lines. Rates, in-country distribution and planning for present and future requirements including operations and maintenance are the responsibility of the Lesotho Electrical Corporation, a semi-autonomous Government agency under the Ministry of Water, Energy and Mining. The incumbent will, therefore, have to advise the Government on all matters concerning the Lesotho Electrical Corporation. This Corporation is also responsible for distribution of power within towns for domestic consumption by industry, households, and other government and private sector facilities.

In addition to the more important foregoing responsibilities, the incumbent will also monitor hydrological and meteorological functions of the Ministry and advise the Permanent Secretary on these matters.

18

2. QUALIFICATIONS

- (i) Graduation from a recognized University in Civil Engineering with specialization in water matters. A detailed working knowledge of power engineering is preferred.
- (ii) Minimum of ten years experience on the executive level in water and power matters.
- (iii) Ability to organize, plan, and operate the Branch efficiently.
- (iv) Ability and particular interest in organizing training for local personnel.

3. DUTIES AND RESPONSIBILITIES

a. Responsible for:

- (i) Coordinating Water and Sewerage Branch matters in association with the Director/General Manager of Water and Sewerage Branch.
- (ii) All other matters.
- (iii) All power matters including the generation and utilization of electricity.

CAUTION -- Remove protector sheet before typing -- replace when typed

MCGREGOR & WERNER, INC.

AID 1300-1 (7-69) CONTINUATION SHEET FORM SYMBOL	DEPARTMENT OF STATE AGENCY FOR INTERNATIONAL DEVELOPMENT	<input type="checkbox"/> Worksheet <input checked="" type="checkbox"/> Issuance	PAGE <u>6</u> OF <u>6</u> PAGES	
	TITLE OF FORM PROJECT IMPLEMENTATION ORDER/TECHNICAL SERVICES	1. Cooperating Country Lesotho	2.a. Code No.	
		2.b. Effective Date	2.c. <input checked="" type="checkbox"/> Original OR <input type="checkbox"/> Amendment No.	
		3. Project/Activity No. and Title 632-0069 Southern Africa Manpower Development		

Indicate block numbers.

Use this form to complete the information required in any block of a PIO or PA/PR form.

18

3. (continued)

- (iv) Hydrology and Meteorology.
- b. Arranging long and short-term plans for water and power needs throughout the country as well as for export of water/power and implementing approved programmes.
- c. Arranging and implementing manpower development plans with a view to accelerating localization.
- d. Initiating via appropriate channels and participating in international negotiations on water and power matters.
- e. Advising the Ministry of Water on hydro-power and related matters.
- f. Initiating new legislation and amendments of existing legislation as required.
- g. Coordinating activities with concerned Ministries for optimum results.
- h. Reviewing the organization and staffing of the Branch with a view to maximizing efficiency and expansion of services to urban and rural areas.
- i. Submitting a progress report every six months, and other reports as needed.
- j. Handling any other duties as needed.