

**STAFF REQUIREMENT  
(Revised)**

Contractors should include in their proposals a mix of highly qualified personnel consistent with their approach to attain the expected results. This may include professionals in the following areas: economics, management, decentralization, public health, health reform, information systems, communication, epidemiology, planning, monitoring and evaluation, and others as appropriate.

The contractor shall make maximum use of Peruvian local staff and short term technical consultants. Proposals should include a staffing pattern and organizational chart with a justification for the proposed staff and level of effort (LOE).

The Chief of Party will be a key personnel person. The proposed Chief of Party (COP) should have the following characteristics:

1. Formal education in management, health economics, public health or an equivalent field at the Masters level or higher;
2. Minimum ten years experience working in public health programs in Peru;
3. Previous experience as a COP in health related projects, preferably in health systems strengthening and health reform;
4. Demonstrated ability to manage health support programs at central and community levels;
5. Demonstrated ability to manage multiple partner collaborative projects.
6. Demonstrated ability to build effective working relations with government officials, partners and other counterparts;
7. Fluent in Spanish and English.

The COP will be responsible for overall planning and management of all technical, administrative and financial elements of the program during the whole length of the task order. COP shall serve as the key counterpart for the program and accordingly will work very closely with the MOH, DIRESAS and Private Sector. COP is the principal representative of the program on all formal occasions and meetings with USAID, counterparts, and related groups. S/he is responsible for the budget execution, accounting, sub-contracting, and procurement and reporting on all project activities.

Other proposed technical personnel should have at least the following qualifications:

- Demonstrated exceptional experience and expertise in their particular technical areas;
- A minimum of 5 years of experience in a technical assistance role in Peru in their assigned subject area;
- Fluent in both Spanish and English;
- Demonstrated ability to build effective working relations with government officials, partners and other counterparts;

Contractors should explain the functions and operations of its Lima headquarters (personnel management, financial management, supervision, reporting, logistics, monitoring, evaluation and short term technical assistance) under the Task Order. To the extent possible, management and administrative authority should be delegated to the Lima headquarters and COP. U.S. Home Office support should be confined to essential contract management functions and recruitment of international advisors and other program support services as requested by the field team.