



# STRATEGIC PLAN

Fiscal Years  
**2022–2026**

Revised May 2024

**OFFICE OF INSPECTOR GENERAL**  
U.S. Agency for International Development

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# Mission and Values

## OUR MISSION

To safeguard and strengthen U.S. foreign assistance through timely, relevant, and impactful oversight.

## OUR VALUES

The following values guide the U.S. Agency for International Development, Office of Inspector General (USAID OIG):

- **Professional:** We hold ourselves to the highest professional standards in conducting our audit, investigation, and oversight support work.
- **Collaborative:** We value collaboration across the organization and promote a collegial environment where every voice is heard and valued in our decision-making.
- **Impactful:** The work we do has a tangible positive effect on improving USAID's ability to carry out its mission.

# Who We Are and What We Do

We provide independent oversight of the U.S. Agency for International Development (USAID), Millennium Challenge Corporation (MCC), U.S. African Development Foundation (USADF), and Inter-American Foundation (IAF). Together, these organizations are responsible for managing tens of billions of dollars in U.S. foreign assistance programs that seek to alleviate poverty, provide disaster relief, promote economic growth, and encourage accountable,

democratic societies. Our oversight of the programs and operations of these agencies serves to safeguard and strengthen U.S. foreign assistance. We conduct audits, evaluations, inspections, and investigations from our headquarters in Washington, DC, and four regional offices and eight suboffices located around the world. Our primary business units are described in more detail below and on the following page.



## FRONT OFFICE

In addition to the Inspector General and the Deputy Inspector General, the Front Office includes:

- The Office of the Chief of Staff, which is comprised of: (1) Strategic Communications; (2) Organizational Development; (3) Process Improvement; and (4) Diversity, Equity, Inclusion, and Accessibility (DEIA). These divisions work collaboratively to strategically communicate USAID OIG’s written work products, provide professional development support to staff, promote data-driven decision making, and advance DEIA best practices.
- The International Partnerships and Overseas Contingency Operations unit (IP/OCO), which manages USAID OIG’s relationships with the United Nations and other multilateral and bilateral oversight counterparts, as well as international nongovernmental organizations. IP/OCO also works with the Defense and State OIGs to produce congressionally mandated reports on OCOs and includes the Office of Legislative and Public Affairs.



## OFFICE OF AUDITS, INSPECTIONS, & EVALUATIONS

The Office of Audits, Inspections, and Evaluations conducts reviews of programs and operations across the agencies we oversee in accordance with various statutory standards and authorities. Our products typically result in recommendations to improve the effectiveness, economy, efficiency, internal control, and compliance with requirements of foreign assistance programs.



## OFFICE OF MANAGEMENT

The Office of Management supports USAID OIG's mission with financial management, information technology, human resources, logistics services, procurement and acquisitions support, overseas and administrative operations, and business continuity planning.



## OFFICE OF INVESTIGATIONS

The Office of Investigations examines allegations of criminal, civil, and administrative violations within the programs, operations, and personnel of the four agencies USAID OIG oversees. Investigative priorities encompass major fraud, fraud and diversion targeting programming in overseas contingency operations or in areas identified as complex emergencies or complex crisis, public corruption, sexual exploitation and abuse, and trafficking in persons.



## OFFICE OF GENERAL COUNSEL

The Office of General Counsel provides legal support to the OIG and represents the organization in administrative litigation. This office also manages our Freedom of Information Act and Privacy Act programs.

# GOALS



**1 PEOPLE**



**2 PROCESS**



**3 WORK**



# 1 PEOPLE



Foster a professional, collaborative, and diverse USAID OIG workforce built on shared core values.

**Objective 1.1:** Invest in, develop, and recognize the workforce.

**Objective 1.2:** Foster a professional and collegial work environment.

**Objective 1.3:** Attract and retain a high-quality workforce.



## Performance Measures

**1.1.** Percentage of employees placed on performance standards within 30 days of the start of a performance cycle or within 30 days assignment to a new position.

**1.2.** Percentage of formal job offers made within 150 days of the job announcement.

**1.3.** Percentage of new employees who participated in mandatory onboarding training within 180 days of onboarding.

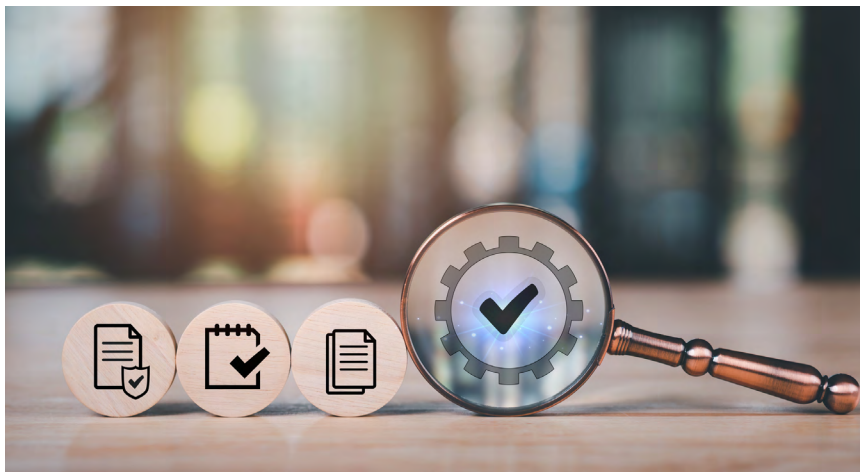
**1.4.** Rate of retention of employees who performed at the fully successful level or above.

# 2 PROCESS

Promote plans, processes, policies, and procedures that enhance USAID OIG performance and maximize operational efficiency.

**Objective 2.1:** *Ensure that policies and guidance provide clear direction.*

**Objective 2.2:** *Ensure that processes and procedures support timely, high-quality outputs that meet or exceed stakeholder needs.*



## Performance Measures

**2.1.** Percentage of policy directives reviewed to ensure they are valid, accurate, and in accordance with applicable laws and regulations.

**2.2.** Number of projects executed in a timely manner that clarify, change, or improve processes and procedures.



# 3 WORK

Provide sound reporting and insight for improving foreign assistance programs, operations, and resources.

**Objective 3.1:** Conduct independent audits, inspections, and evaluations that target high-priority areas, address root causes of systemic challenges, and promote good governance.

**Objective 3.2:** Investigate allegations of criminal activity, civil fraud, and employee misconduct while promoting program and operational integrity.

**Objective 3.3:** Provide high-quality, insightful information to stakeholders in a timely manner.



## Performance Measures

**3.1.** Percentage of completed performance audits that targeted high-priority programs, address top management challenges, or respond to established stakeholder interests.

**3.2.** Percentage of issued products that were initiated in the current or prior fiscal year.

**3.3.** Percentage of opened investigations that correlate to at least one Office of Investigations priority.

**3.4.** Percentage of investigations opened that came from sources other than the USAID OIG Hotline.

**3.5.** Regularly share information about OIG's work in congressional briefings, external newsletters, social media posts, and other venues.

# Report Fraud, Waste, and Abuse

Our Hotline receives allegations of fraud, waste, and abuse affecting the programs, operations, and employees of USAID, MCC, USADF, and IAF. The allegations may include but are not limited to claims of criminal conduct, sexual exploitation and abuse, and serious noncriminal misconduct.

## Report Fraud, Waste, and Abuse

USAID OIG Hotline  
P.O. Box 657  
Washington, DC 20044-06  
(202) 712-1070



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