



OIG HIGHLIGHTS

ISP-I-18-01

What OIG Inspected

OIG inspected the Bureau of African Affairs from April 10 to May 12, 2017.

What OIG Recommended

OIG made five recommendations to improve the Bureau of African Affairs' financial management controls, personnel programs, and information technology operations.

In its comments on the draft report, the Bureau of African Affairs concurred with all five recommendations. OIG considers the recommendations resolved. The bureau's response to each recommendation, and OIG's reply can be found in the Recommendations Section of this report. The bureau's formal written responses are reprinted in their entirety in Appendix B.

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October 2017

OFFICE OF INSPECTIONS

Bureau of African Affairs

Inspection of the Bureau of African Affairs

What OIG Found

- Stakeholders from other Federal agencies and Department of State offices and bureaus described the Bureau of African Affairs as a collaborative partner in the interagency policy process.
- The bureau faced challenges in managing foreign assistance programs and aligning resources with strategic priorities. The bureau's program management structure failed to evolve sufficiently to keep pace with an increasingly diversified portfolio of foreign assistance programs that have developed over the past decade.
- The bureau's difficulties in filling its overseas positions were profound. It attracted, at most, only one Foreign Service bidder on 37 percent of its positions in the summer 2017 assignments cycle, leaving 143 of 385 total positions potentially unfilled.
- The bureau's policy, public diplomacy, and administrative offices effectively supported overseas missions.
- Spotlight on Success: OIG identified best practices related to crisis management and collaborative leadership.

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