

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



Ministry of Finance
Male', Maldives

Reference Number: (IUL)13-PFMU/13/2021/126

REQUEST FOR EXPRESSION OF INTEREST

(Consulting Services – Individual Selection)

Republic of Maldives

Maldives Public Financial Management Systems Strengthening Project (PSSP)

Loan No: 6220-MV

Ref No: PSSP-DLI/2.1/C/05

Human Capital Management (HCM) Consultant (National)

The Government of Maldives (GoM) has received a credit from the International Development Association (IDA) towards the cost of the Maldives Public Financial Management Systems Strengthening Project (PSSP). In line with this, the Ministry intends to hire a Human Capital Management (HCM).

The consulting services (“the Services”) include achieving Ministry of Finance (MoF) objectives relating to assisting in the implementation of the Human Capital Management (HCM) module of SAP, provide support for the smooth functioning of the modules that have been implemented, transferring knowledge to staff. This consultancy is expected to commence in May 2021. The assignment is anticipated to be completed within a period of 12 months.

The detailed Terms of Reference (TOR) for the assignment can be found at Ministry of Finance website (<https://www.finance.gov.mv/ministry/careers/job-opportunities>).

The Ministry of Finance now invites eligible individual consultants to indicate their interest in providing the Services. Interested Consultants should provide a CV including information that demonstrates that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:

- I. Minimum first degree / professional certificate in a related field
- II. Minimum ten (10) of experience in using SAP
- III. SAP academy training will be an added advantage
- IV. Two (2) years specific experience in configuring and developing HCM Module will be an added advantage

The attention of interested Consultants is drawn to Section III, paragraph, 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016, Revised November 2017, setting forth the World Bank’s policy on conflict of interest. In addition, please refer to the following specific information on conflict of interest related to this assignment:

3.17 Consultants shall not be hired for any assignment that would be in conflict with their prior or current obligations to other clients, or that may place them in a position of being unable to carry out the assignment in the best interests of the Borrower. Without limitation on the generality of the foregoing, Consultants shall not be hired under the circumstances set forth below:

d. Consultants (including their experts and other personnel, and sub-consultants), that have a close business or family relationship with a professional staff of the Borrower, or of the project implementing agency, or of a recipient of a part of the Bank's financing, or any other party representing or acting on behalf of the Borrower, that is directly or indirectly involved in any part of:

i. the preparation of the TOR for the assignment;

ii. the selection process for the contract; or

iii. the supervision of the contract, may not be awarded a contract, unless the conflict stemming from this relationship has been resolved in a manner acceptable to the Bank throughout the selection process and the execution of the contract.

The individual will be selected based on the qualification and experience, in accordance with the procedures set out in the 'The World Bank Procurement Regulations for IPF Borrowers-Procurement in Investment Project Financing- Goods, Works, Non-Consulting and Consulting Services, July 2016, Revised November 2017' as per the Financing Agreement of the project.

Successful candidate will be paid an all-inclusive monthly fee by the project in the range of MVR 31,300.00 – 36,000.00, depending on qualification and experience.

Further information can be obtained at the address below during office hours (0900 to 1300 hours)

The expressions of interest must be delivered to the address below by regular mail, emails or fax, no later than 1000 hours Maldivian time on April 26, 2021.

Ministry of Finance
Public Financial Management Systems Strengthening Project
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