

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



Ministry of Finance
Male', Maldives

Reference Number: (IUL)13-PFMU/13/2022/100

REQUEST FOR EXPRESSION OF INTEREST

(Consulting Services – Firms Selection)

Republic of Maldives

Maldives Public Financial Management Systems Strengthening Project (PSSP)

Grant No: IDA D2950

WB Ref No: MV-M0FT-259546-CS-CQS

Consultancy for Harmonization of Human Resource Policies & Procedures of SOE's (International Firm)

The Government of Maldives (GoM) has received financing from the World Bank toward the cost of the Maldives Public Financial Management Systems Strengthening Project (PSSP), and intends to apply part of the proceeds for consulting services.

The consulting services ("the Services") include achieving Ministry of Finance (MoF) objectives relating to undertake the Consultancy for Harmonization of Human Resource Policies & Procedures of SOE's.

This consultancy is expected to commence in May 2022. The assignment is anticipated to be completed within a period of 02 months.

The detailed Terms of Reference (TOR) for the assignment can be found at Ministry of Finance website.

The Ministry of Finance, now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:

Qualifications and experience of the firm

1. Eligible firms should have

- i. The firm must have minimum 5 years' experience in Human Resources, Industrial Relation, Employment law and
- ii. The firm must have knowledge in establishing policies in this field for at least 5 years
- iii. The firm should obtained similar projects during the past 3 years.

The firm is expected to provide references and documented proof that it meets the above requirements.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 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.

Consultants may associate with other firms to enhance their qualifications, but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.

A consultant 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.

Further information can be obtained at the address below during office hours (0800 to 1400 hours)

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by no later than 1300 hours Maldivian time on March 31, 2022.

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