



Federal Republic of Somalia

Request for Expression of Interest (REOI)

General Information

Name of the Procuring Entity: Office of Prime Minister, Federal Government of Somalia

Project Name: Capacity Injection Project

Project ID: P149971

TF#: TFA0415

Subject of Procurement: Consulting Services: National Public-Sector Reform Strategy framework

Reference No: SO-OPM-71979-CS-INDV

Deadline: September 25, 2018 at 11 am (Mogadishu time)

1. Background of the assignment

The Federal Government of Somalia (FGS) together with the World Bank commenced implementation of the Capacity Injection Project (CIP) in 2015 to improve performance of key government institutions, strengthen its policy capabilities and improve civil service management. Work on the diagnostics of key civil service reform areas including recruitment, career management, competency management, staff retention, performance management, coaching and mentoring have been completed awaiting drafting into civil service administrative policies, rules and regulations for Cabinet action and implementation. Progress is also being made on building capacity of local training institutions to deliver training to civil servants on regular and continuous basis. Work has also been initiated on public sector pension and pay and grading and several other administrative and human resource policies. Additionally, FGS has embarked on restructuring of government ministries, departments and agencies (MDAs) which is expected to recommend redundancies in positions and functions. A comprehensive human resource audit is also being conducted to among other things count all civil servants and document their location, age, gender, qualification, etc. This exercise will also provide comprehensive assessment of HR policies and practices in the civil service. Whilst the government reform agenda is undoubtedly ambitious, steady progress is being made in critical areas of public administration. There is, however, no strategic framework to guide the design and systematic programming and implementation of the reforms. It is in this regard that FGS is looking for a competent consultant to assist to develop a national strategic framework to guide its public-sector transformation agenda. The strategic framework will provide a clear public sector reform roadmap that guides compiling, incorporating and harmonizing all policies at the FGS and FMS.

2. Objective of the Assignment

The main objective of this assignment is to develop a National Public-Sector Reform Strategy (NPSRS) that provides the framework for medium to long-term public administration

transformation and programming, and systematic implementation of interventions by both Government and Development Partners. This assignment will address a broad range of public sector reform issues including systemic reforms and human resource management strategies to enhance performance at institutional, organizational and individual levels.

3. **Responsibilities:** The consultant will work closely with senior officials of the Federal Government of Somalia, and FMS, and s/he will have the following key responsibilities among others: Conduct analysis of Somali country context highlighting recent successes and challenges in key areas including macroeconomics, socio-cultural, institutional capacity and human capital formation in support of public administration and good governance; Analyze and compare the current and previous public administration practices in the light of the constitutional review process and federalization of the state; Highlight the key questions that should inform the constitutional review process; Highlight the key questions that should inform the constitutional review process; Conduct a participatory visioning process to establish a vision, mission and philosophy/core values of Somalia's public service; Conduct analysis to establish public sector capacity gaps at institutional/policy, organizational and individual; Conduct stakeholder analysis and establish roles, objectives and participation level of key actors in public sector reform in Somalia (here stake holders should include the Somali actors, donors as well as partner institution, such as WB, UNDP, SMP AND PFM actors); and all other tasks detailed in the Terms of Reference (TOR) that will be provided upon submission of application (in person or by E-mail)
4. **Duration:** The assignment will be carried out in 140-person days.

The Office of the Prime Minister, Federal Government of Somalia now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide information indicating that they are qualified to perform the services (CV's, description of similar assignments, experience in similar conditions, availability of appropriate skills, etc.).

5. **Selection Criteria:** The selection shall be based on qualification, experience and skills of the candidate and followed by an interview. The qualifications, experience and competencies include:
 - Master's degree preferably in public administration, public sector management, public policy, human resource management, strategic planning or closely related field.
 - Demonstrated experience working with governments of developing countries including fragile and conflict-affected states. Experience working in Somalia is an advantage.
 - Demonstrated application of strategic planning tools
 - Minimum of 10 years' professional experience in public administration reform
 - Proven ability to deliver results in complex and challenging environments, preferably in Somalia.
 - Demonstrated ability to effectively communicate orally, and in writing. Must have the ability to communicate in Somali language.
 - Excellent interpersonal skills ability to build consensus and good judgment in dealing with politically sensitive issues.

6. Reporting

Consultant will closely work with the Government Team made up of senior government officials of MOLSA, NCSC, MOF, MOPIED, Ministry responsible of Gender and the OPM. The consultant will directly report to the Senior Public-Sector and Governance Advisor at the OPM, who will lead the government coordination activities for the assignment.

7. Submission Requirements:

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers (January 2011), revised July 2014 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. Please visit www.worldbank.org setting forth the World Bank's policy on conflict of interest. In addition, please refer to specific information on conflict of interest related to this assignment as per paragraph 1.9 of Consultant Guidelines.

A Consultant will be selected in accordance with the procedures set out in the World Bank's *Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers* dated January 2011 (revised July 2014) - **Selection of Individual Consultant.**

Further information including a detailed Terms of Reference can be obtained from the Project Coordination Unit (PCU) in person or by e-mail at the address below during office hours **07:00 a.m. to 2:00 p.m. Saturday to Thursday.**

Expressions of interest and CV must be delivered in a written form to the address below (in person, or by mail, courier or by e-mail) **by September 25, 2018, local Time: 11 am (Mogadishu time)**

Contact Information

Attention: Capacity Injection Project Procurement Specialist, Office of the Prime Minister, Villa Somalia, Mogadishu, Federal Government of Somalia

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