

## **ROYAL GOVERNMENT OF BHUTAN**

### **Public Financial Management- Multi Donor Fund (PFM-MDF) Financed Strengthening Public Financial Management Project (PFM-MDF Grant No.: P162196)**

#### **INVITATION FOR EXPRESSIONS OF INTEREST**

#### **“Consultancy Services for Developing Competency Framework for the Ministry of Finance, Royal Govt. of Bhutan”**

**Assignment Title:** Development of Competency Framework for the Ministry of Finance,  
Royal Govt. of Bhutan

The Royal Government of Bhutan (RGoB) has received grant under a Public Financial Management Multi Donor Fund. The activities would include development of competency framework and training needs assessment.

The services are expected to be rendered during the period from April-July 2018 for about 4 months. Detailed terms of reference are attached.

The Human Resource Division of Ministry of Finance now invites eligible individual consultants (“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 short-listing criteria are:

- a) A minimum of Master’s Degree in HR Management or Organizational Development; MBA/MPA specialization in HRM or any other qualification with Master’s Degree in relevant discipline.
- b) At least 10-15 years of prior work experience in dealing with civil service, HR Management/Development and other related issues especially in the regional and international context in the field of Competency Framework Development, TNA and training.
- c) Demonstrated knowledge and experience in developing Competency Framework and TNA, leadership and management skills to provide strategic guidance, and build strong teams.
- d) Demonstrated experience in developing training programs/courses for government
- e) Demonstrated knowledge and experience in undertaking research especially in the area of human resources management/public service.
- f) Preference will be given to the consultant who had carried out the similar work in the past.
- g) Demonstrated experiences and interpersonal and communications skills in facilitating stakeholder/working group consultations including a proven track record of written, analytical, presentation and excellent reporting skills.
- h) Relevant regional and international experience will be an added advantage.

The total man days for the assignment are estimated to be 80 days.

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 [revised July 2014].

A Consultant will be selected in accordance with the Consultant Guidelines.

Expressions of interest must be delivered in a written form to the address below no later than **26<sup>th</sup> March 2018, 4.00 PM (BST)**. Late bids will be rejected. For further information please refer ToR available on the MoF website: [www.mof.gov.bt](http://www.mof.gov.bt)

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