

Country: **Somalia**  
 Project ID: **P149971**  
 Project Name: **Somali Capacity Injection Project**

General Information	
Notice Type	Request for Expression of Interest
Borrower Bid Reference	GoPL/CIP/CS/QBCS/001/2017
Bid Description	Consulting Services – Firm Selection: Pay and Grading Reform
Language of Notice	English
Deadline for Application Submission Date	27-Feb-2017
Local Time	15:30
Selected category codes for product to be procured	<b>No. Category Code Description Primary</b>
Contact Information on Advertisement	
Organization/Department	Office of the President
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**GOVERNMENT OF PUNTLAND (GOPL)**  
**SOMALIA CAPACITY INJECTION PROJECT**  
**REQUEST FOR EXPRESSIONS OF INTEREST**  
**(Consulting Services – Firm Selection)**

Project ID No.           **P149971**  
Assignment Title:       **Pay and Grading Reform**  
Reference No:           **GoPL/CIP/CS/QBCS/001/2017**  
Date: January 28, 2017

Puntland State of Somalia has received financing from the World Bank toward the cost of the Somalia Capacity Injection Project, and it intends to apply part of the proceeds to payments for goods, works, related services and intends to apply part of the proceeds for consulting services.

**ASSIGNMENT OBJECTIVE AND DESCRIPTION**

The changing nature and current dynamics in the compensation and benefits needs of Puntland State of Somalia requires a strategic approach to address fundamental issues of pay and grading which has been left unattended to since the crisis of 1991. The civil service of Somalia is facing ever-increasing demands, to produce more and better results, to deliver higher levels of efficiency and effectiveness and meet customer expectations. The way it organizes, manages and rewards its staff is critical in this regard. However, the current grading and pay procedures are inadequate. There is currently no system in place for job evaluation, internal equity definition, and grades do not allow for distinctions of different levels of responsibility.

The objective of the assignment is to carry out a combination of field work and diagnostic analysis of public sector pay and grading trends and living standard assessment in Somalia and propose solutions that will provide adequate incentive for improved performance of civil servants and also enable efficient and effective management of public government's wage bill as aligned to national strategies and development aspirations to promote sustainable growth.

The pay and grading assignment will focus on identification of strengths and weaknesses of existing compensation and incentive structures, systems and processes. Analysis of information from the labor market and review of existing reports of government on pay and grading options, salary harmonization, recurrent cost and reform financing (RCRF) and other remuneration policies and packages administered by international development partners in Somalia. The proposed solutions will take account of labor market realities in East Africa and other regions, and pay and grading practices and reform in fragile and conflict affected countries with similar development characteristics.

## **SUBMISSION REQUIREMENTS:**

Puntland Capacity Injection Coordination Unit in the Office of the President 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.

### **Qualification Criteria**

The shortlisting criteria includes the following:

- 1) Background of the firm(s): summarizing their areas of expertise
  - Organizational capability;
  - Age of the firm
  - Size of the firm;
- 2) General and overall experience of the firm(s);
- 3) Summary of similar projects undertaken by the firm(s);
- 4) Availability of appropriate skills amongst staff.

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) (“Consultant Guidelines”), setting forth the World Bank’s policy on conflict of interest. Please visit [www.worldBank.org](http://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. The Consultant will be selected in accordance with the quality and cost based selection (QCBS) method set out in the indicated Guidelines.

Consultants may associate with other firms in the form of a joint venture or a sub consultancy to enhance their qualifications.

Further information can be obtained at the address below during office hours 08:30 a.m. to 3:30 p.m. Saturday to Thursday. Expressions of interest must be delivered in a written form to the address below (in person, or by mail) by 3:30 p.m. February 27, 2017.

The address referred to above is:

Attention: Yusuf H. Dahir

Capacity Injection Project Procurement Specialist

Office of the President

Address: State House, Garowe, Puntland State of Somalia

Tel: +252-906794282, 252-907464070

E-mail: [yussuf.cip@plstate.so](mailto:yussuf.cip@plstate.so) and cc: [mamohamed.OoP@plstate.so](mailto:mamohamed.OoP@plstate.so)

Kindly copy the following Government Offices as well:

Office of the President: [Oop@plstate.so](mailto:Oop@plstate.so) Ministry of Labor: [molyspl@gmail.com](mailto:molyspl@gmail.com)