**República Democrática de São Tomé e Príncipe**

**Ministério do Planeamento, Finanças e da Economia Azul**

**(Unidade-Disciplina-Trabalho)**

**Agência Fiduciária e de Administração de Projetos**

**Projeto Recuperação do Setor de Energia**

 **REQUEST FOR EXPRESSION OF INTEREST**

**COUNTRY**: DEMOCRATIC REPUBLIC OF SAO TOME AND PRINCIPE

**PROJECT**: POWER SECTOR RECOVERY

**GRANTS Nº**: IDA D1260

**CONSULTING SERVICES**:

RECRUITMENT OF A HUMAN RESOURCE CONSULTANT TO SUPPORT THE SELECTION OF EMAE TOP LEVEL EXECUTIVE OFFICERS

**REFERENCE Nº 41/C/PSR/2019**

The Government of the Democratic Republic of Sao Tome and Principe has received financing from the International Development Association (IDA) toward the cost of the Power Sector Recovery Project (PSR), and intends to apply part of the proceeds for consulting services.

The consulting services (“the services”), to be implemented between September and December 2019 include:

* Review of the organizational structure of the company at the two top levels (Directors and Head of Departments), and propose amendments considered essential to improve operational performance, describing in detail the changes recommended and rationale supporting each of them;
* Elaborate the job description and qualification requirements for each position of the top management team (Directors and Head of Departments), in accordance with the organizational structure approved by EMAE;
* Propose the scope of the selection process for each position (within EMAE, open to external applicants in and/or outside the country) considering the characteristics of the position and the situation of the national and regional labor market;
* Conduct a transparent and competitive selection process for each position, starting with request for applications and ending with a short list of three candidates for the position.

The Project Administration and Fiduciary Agency (AFAP) 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:

* Must have at least 10-year-experience in organizational restructuring and competitive recruitment of top managers for public services companies, including at least 2 cases of companies with at least 50,000 customers;
* Must have at least 2 similar contracts in the last 5 years.

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* dated January 2011, revised July 2014 and the provision stipulated on the Financial Agreement for the Project Preparation Advance (“Consultant Guidelines”), setting forth the World Bank’s policy on conflict of interest.

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

A Consultant will be selected in accordance with the Selection based on the Consultants’ Qualification (CQS) method set out in the Consultants Guidelines.

Further information can be obtained at the address below during office hours: **8 to 12 and 15 to 17 hours (local time) Monday to Friday**.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by **August 13, 2019**.

Agencia Fiduciária e Administração de Projetos

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