

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES)

Country: São Tomé and Príncipe

Project: ACCESS TO CLEAN RESILIENT ELECTRICITY PROJECT (ACRE)

Loan No./Credit No./ Grant No.: E259-ST

Assignment Title: Hiring of an Electricity Technical Director for EMAE

REFERENCE NO.: 57/C/ACRE/2026

The Government of the Republic of São Tomé and Príncipe has received a grant from the International Development Association (IDA) toward the cost of the Access to Clean and Resilient Electricity Project (ACRE) and intends to apply part of the proceeds for consulting services.

The consulting services ("the Services") include coordinate and control all Operation and Maintenance activities of the various Power Plants, in accordance with the guidelines of the General Director, the activity plan, the approved budget, and current official legislation, to ensure the proper functioning and operability of the various Power Plants. The assignment is expected to run until December 2028, with an initial contract duration of 12 months, renewable based on satisfactory performance and project needs. The detailed Terms of Reference (TOR) for the assignment can be obtained at the address given below.

The Project Administration and Fiduciary Agency (AFAP) now invite eligible individuals ("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 (attach curriculum vitae with description of experience in similar assignments and similar conditions).

Candidates must hold 1) Master's Degree in Engineering (preferably Electrical) and 2) must demonstrate fluency in Portuguese. Candidates who do not meet both requirements will not be considered.

The criteria for selecting the Consultant are:

- (i) Specific experience relevant to the assignment — 40 points



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- At least 10 years of proven experience in Management Roles/Position in Electricity Utilities/Firms — 6.00 points
- Experience in Organizational Transformation Processes and Management of Public Companies — 6.00 points
- Experience in Utility Operations — 3.00 points
- Experience in Electricity Tariff Analysis and Definition — 3.00 points
- Leadership Experience — 5.00 points:
- Experience and Capacity to Implement a KPI based Management approach — 3.00 points
- Experience in Public Utilities/Services Turn-Around (Performance Recovery/Enhancement) — 5.00 points
- Proven Experience in managing Public Utilities/Services characterized by high technical and commercial losses, weak collection, poor quality of service and institutional inefficiencies—3.00 points
- Experience in managing and operating small isolated (island) power systems — 3.00 points
- Experience working in África — 3.00 points

(ii) Qualifications and competence for the assignment — 25 points

- MBA or other Engineering/Management Post-Graduation-5,00 points
- Advanced Knowledge of the Electricity Sector (from an operations and technical efficiency perspective) 2,00 points
- Advance Knowledge in SCADA systems-3,00 points
- Advanced Knowledge in Dispatch Management-3,00 points
- Experience in PPA Management-2,00 points
- KPI-based Project Management and Monitoring-2,00 points
- Previous positions with oversight and responsibility over Sectorial P&L-2,00 points
- Previous experience in budgeting and financial control of utility/electricity operations— 2 points
- Previous experience in managing multi-disciplinary teams— 2 points



- Demonstrate capacity to present, discuss and coordinate activities at a multi-disciplinary level, including with Public Institutions (ex. Commercial Directorate, AGER, DGRNE, TIU, etc.) — 2,00 points

(iii) Language — 5 points

- Fluency in English — 5 points

Total: 70 points

Following evaluation of the CVs, of individual consultants will be subject to a competency assessment and interview, after which the best qualified candidate will be invited to contract negotiations and signing.

The attention of interested Consultants is drawn to paragraphs 3.14, 3.16, and 3.17 of the World Bank's Procurement Regulations for IPF Borrowers ("the Regulations"), setting forth the World Bank's policy on conflict of interest.

Consultants are advised to limit their Expression of Interest to 10 pages.

Expressions of interest must be delivered in written form to the address below (in person or by e-mail) by 13 August 2026 at 23:45 (local time), referencing: "Expression of Interest – Hiring of an Electricity Technical Director for EMAE – Ref. 57/C/ACRE/2026". Further information can be obtained at the address below during office hours, from 08:00 to 16:00.

Agência Fiduciária de Administração de Projectos 23 July 2026.

General Director

Hélio Silva Almeida
Direção Geral



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