

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 General Diretor for EMAE

REFERENCE NO.: 56/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 providing strategic, operational, financial, and corporate management advisory support to EMAE. 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) a Master's degree in a relevant field (Business Management, Engineering - preferably Electrical- Marketing, Commercial Law, or equivalent) 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

- At least 10 years of proven experience in Top Management Roles — 7.50 points
- Experience in Organizational Transformation Processes and Management of Public Companies — 7.50 points



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- Experience in Utility Operations — 3.00 points
- Leadership experience in Organizational Restructuring, Workforce Management and Optimization, Performance Management Systems, and Institutional Change/Restructuring Programmes — 6.00 points
- Experience in Public Utilities/Services Turnaround (Performance Recovery/Enhancement) — 4.00 points
- Proven experience managing Public Utilities/Services characterized by high technical and commercial losses, weak collection, poor quality of service, and institutional inefficiencies — 4.00 points
- Experience leading Technical and Multidisciplinary Teams through Organizational and/or Operational Reform — 3.00 points
- Experience working in Africa — 5.00 points

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

- MBA or other Engineering/Management Post-Graduation — 5.00 points
- Basic knowledge of the Electricity Sector (from a business and management perspective) — 5.00 points
- Basic knowledge of the Water Sector (from a business and management perspective) — 5.00 points
- Contract Management — 2.00 points
- Negotiation experience and capacity — 2.00 points
- Demonstrated capacity to present, discuss, and coordinate activities at a multi-disciplinary level, including with public institutions (e.g., Ministry, Sector Regulator) — 2.00 points
- Operational Planning — 2.00 points
- Knowledge of Loss Reduction and Mitigation Measures — 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 10 August 2026 at 23:45 (local time), referencing: "Expression of Interest – Hiring of General Director for EMAE – Ref. 56/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



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