



BANK OF SOUTH SUDAN (BOSS)
OFFICE OF DIRECTOR GENERAL FOR ADMINISTRATION & FINANCE

REQUEST FOR EXPRESSION OF INTEREST (REOI)

COUNTRY: **Republic of South Sudan**
NAME OF THE PROJECT: **Strengthening South Sudan's Financial Sector (3SF) Project (P179278)**
CONSULTING SERVICES: **Services for Conducting an Institutional Assessment of the Bank of South Sudan (BoSS)**
DUTY STATION: **BoSS Headquarters, Juba- South Sudan**
Ref No: **SS-BOSS-361768-CS-CQS**

The Government of the Republic of South Sudan (GoSS), represented by the Bank of South Sudan (BoSS), are preparing the *Strengthening the South Sudan's Financial Sector (3SF) Project*, which will be financed with a grant from the International Development Association of the World Bank. The objective of the project is to strengthen the institutional and supervisory capacity of the central bank and improve the efficiency of core financial sector infrastructure. This objective will be achieved by strengthening and modernizing the central bank, which is critical for financial stability and key for transforming the banking sector and driving private-sector growth.

The project's components will support: (a) the development of a financial sector strategy and roadmap for accelerating growth and stability of the sector, and (b) strengthening the institutional framework, which includes developing and implementing a comprehensive and sustainable training and capacity building program for BoSS and supporting the establishment of requisite IT systems in selected critical areas based on identified priority areas of reforms, and (c) project management and coordination.

Project implementation will be mainstreamed within a Project Implementation Unit (PIU) housed within BoSS and will be responsible for overall implementation and fiduciary, Environment and Social Framework (ESF) compliance for the project. Therefore, BoSS will have the institutional responsibility for coordinating and managing the project, including procurement of consultancies and goods and services, financial management and reporting, and Monitoring and Evaluation.

The consulting services ("Services") is required to support the efficient design and implementation of a training and capacity building program, BoSS seeks to engage the services of a consulting firm to conduct an institutional assessment. The objective is to leverage the



findings of the assessment to understand the current operational and institutional gaps at BoSS and, in response, design a needs-based capacity building and training program.

The firm will:

1. Assess operational policies and processes, in line with international best practices. This will include a review of below mentioned aspects:
 - a. Review of internal organisational structures, including the clarity of defined roles and responsibilities/mandates
 - b. Evaluate the central bank's human resources policies and practices, including recruitment, retention, training, performance evaluation, and succession planning (applying a gender lens in the analysis).
2. Assess the technical competencies and skills of staff and identify areas for development and improvement. This will include technical knowledge relevant to the roles; analytical skills; capacity to contribute to policy formulation and implementation within their respective fields; leadership and management skills; communication and presentation skills; and capacity to adapt to change (technology, emerging trends etc.)

Duration: *The assignment period is expected to take 4 calendar months from the date of contract signing. However, subject to the progress of the project implementation*

The detailed Terms of Reference (TOR) for the assignment *can be found at the following website: www.bo.ss.gov.ss or can be obtained at the address given below.*

The Bank of South Sudan 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 short-listing criteria are as follows:

- a) The firm must have at least 10 years’ experience in undertaking similar capacity reviews/ institutional skills assessments.
- b) Specific experience in successfully conducting at least two (2) assignments of similar nature and scope undertaken in the last six (6) years.
- c) The technical and managerial organization of the Consultant. (Provide only the structure of the organization, general qualifications, and number of key staff (Do not provide CV of staff). Key experts will not be evaluated at the shortlisting stage.

The attention of interested consultancy is drawn to Section III, paragraphs 3.14, 3.16 and 3.17 of the World Bank’s ‘Procurement Regulations for IPF Borrowers’ July 2016 revised November 2017, August 2018, and November 2020 [Procurement in investment Project Financing; Goods, Works, Non-Consulting and Consulting Services], setting forth the World Bank’s policy on conflict of interest.

Consultants may associate with other consultants in the form of a joint venture or a sub consultancy to enhance their qualifications. The nature of association, whether it is a joint



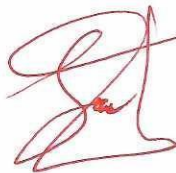
venture or a sub consultancy, should clearly be stated. In case of joint venture, the Consultant leading the joint venture should be mentioned.

A consulting firm will be selected in accordance with the Quality and Cost Based Selection (QCBS) set out in the Consultant Guidelines. Interested consulting firms may obtain further information at the address below during office hours from 10:00 to 16:00 hours on working days.

Expressions of interest (EOI) should be delivered in a written form to the address below (in person, or through e-mail) not later than **30th August 2023 at 17.00 P.M (Central African Time CAT)** marked clearly as – **“Expression of Interest for Conducting an Institutional Assessment of BoSS)”**

Attention: Project Focal Person (A box shall be placed at the reception of the Bank)
Bank of South Sudan,
Plot 1 Block D6, Juba Market,
E-mail: procurement@boss.gov.ss

Regards,



Samuel Yanga Mikaya
Director General for Administration & Finance
Bank of South Sudan (BoSS), Juba - HQ