



Republic of South Sudan
Ministry of Public Service and Human Resource Development (MoPSHRD)
Project Management Unit (PMU)

Request for Expression of Interest (REOI)

COUNTRY: **Republic of South Sudan**
PROJECT: **Building Institutional Foundations for an Effective Public Service Project (BIFEPS)**
PROJECT ID: **P500500**
GRANT No: **IDA-E3270**

CONSULTING SERVICES: **Senior Legal Expert (1)**

DUTY STATION: **MoPSHRD Project Building, Juba- South Sudan**

Ref No: **SS-MPSHRD-493331-CS-INDV**

1. The Government of South Sudan (GoSS), through the Ministry of Public Service and Human Resource Development (MoPSHRD) has received a grant of US\$15 million towards the implementation the “q”. Approved by the World Bank (WB) Board of Directors on September 3, 2024, BIFEPS is in the process of achieving the effectiveness conditions in readiness for implementation. The project development objective is to “strengthen institutional and human resource capabilities in selected sectors”. The project is structured around four main components: (i) Strengthening policies, procedures, and systems for civil service management (ii) Institutional development to create sustainable public sector capacity s; (iii) Incentivizing the effective implementation of selected sector reforms; and (iv) Change Management and Project Coordination
2. The main objective of the consultancy is to provide expert legal guidance and support to the Ministry of Public Service and Human Resource Development and the project management unit in implementing civil service reforms. The consultant will focus on analyzing, revising, and proposing changes to existing legal and policy frameworks to ensure alignment with reform objectives. Additionally, the consultant will build the capacity of government legal staff to sustain and further develop these reforms
3. **Responsibilities:** The Consultant is required to do everything necessary to deliver day-to-day outputs in strengthening the development and implementation of the Regulatory and institutional framework of policies and procedures. In addition to provide Legal and Legislative support but not limited to: Legal Analysis and Framework Revision; Capacity Building; Stakeholder Engagement; Legal and Regulatory frameworks Development and Implementation Support. He/she provide technical guidance to ensure compliance and adhering to the general procedures and guidelines of the World Bank (WB) in order to ensure quality output of program interventions and all other tasks detailed in the Terms of Reference (TOR) that will be provided upon submission of application **(in person or by E-mail)**.

Government officials or civil servants will not be considered unless: (i) they are on leave of absence without pay or have resigned or retired six months prior to the date of the advert; and (ii) their employment will not create Conflict of interest.

4. **Duration:** The assignment period is expected to take **12 months** from the date of contract commencement.

5. **Selection Criteria:** The selection shall be based on qualification, experience and skills of the candidate and followed by an interview. The qualification, experience and skills should include: A Master's degree (LL.M or equivalent) in Law, preferably with a specialization in [Public Law, Constitutional Law, Labour/ Employment Laws, International Law, Commercial Law, or related fields, must be a registered member with a relevant professional body; General experience: at least eight (8) years of progressively responsible legal experience; Specific experience: must have a minimum of five (5) years of proven experience in providing Legal services, drafting of legal frameworks Laws and documents on government or development reforms; Knowledge: Strong understanding of local laws and regulations, international law, and donor compliance requirements; Strong experience in legislative drafting, regulatory analysis, and legal advisory in a development context; Familiarity with international legal instruments, donor compliance frameworks, and sector-specific legal issues; Experience working with public institutions and understanding of Public service regulatory frameworks and donor procurement and fiduciary requirements; Familiarity with the legal environment of the project country and international best practices; Excellent negotiation, communication, and analytical skills; Proficiency in legal research and document drafting; Work experience with government institutions and/or international donors, preferably in similar environments; Experience in building consensus, team leadership, and coordination of diverse agendas; Good interpersonal skills with experience in networking with partners at all levels (ministries, parliament, judiciary, donors, private sector, NGOs and civil society); Demonstrated written, analytical, presentation, reporting and computing skills and familiarity with modern communication systems (internet, worldwide web, email etc.); Experience working on projects financed by international organizations such as the World Bank, African Development Bank, etc., is an added advantage; Excellent working knowledge of English language, both writing and speaking.
6. The MoPS&HRD now invites eligible Individual Consultants to indicate their interest in providing the above-mentioned services. Interested consultants must provide information indicating that they are qualified to perform the Services.
7. The attention of interested consultants 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.
8. A consultant will be selected in accordance with the procedures set out in the World Bank's 'Procurement Regulations for IPF Borrowers' July 2016 revised November 2017, August 2018 and November 2020 for selection of individual consultant.
9. Interested Consultants may obtain further information at the address given below from 9:00 to 16:00 Hrs. on working days (Monday through Friday.)
10. **Deadline for submission:** The Expression of interest (EOI) and the CV completed in the prescribed form must be delivered to the address below (in person, or by mail, or by e-mail) by **July 10, 2025, at 17:00 Hours (South Sudan Time)**
11. Further details of this REOI are provided in the Terms of Reference (TOR), which **may be obtained upon request in person or by e-mail to the address given below. Application through e-mail is highly encouraged.**

Attention: **Program Coordinator (BIFEPS)**
 Project Management Unit (PMU),
 Ministry of Public Service and Human Resource Development (MoPSHRD)
 Location: Ministries Complex
 Juba, Republic of South Sudan
 E-mail: procurement.bifeps9@gmail.com