



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

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## **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:** **Project Manager**

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

**Ref No:** **SS-MPSHRD-530958-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 execute all project management responsibilities of the project in full adherence and compliance with the financing agreement and the Project Operations Manual (POM). The consultant will also oversee implementation of activities throughout the project life cycle and maintain a professional, effective working relationship with the BIFEPS Program Coordinator representing the GoSS; and all the other project staff and technical assistance
3. **Responsibilities:** The Consultant is required to do everything necessary to technically execute project management and coordination, Spearheading Public Service Management reform dialogue. Under the direct supervision of the Program Coordinator and overall supervision of Undersecretary, manage the PMU staff and consultants, oversee the Annual Work planning and budgeting process, Monitoring and reporting. 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 Bachelor's Degree in Project Management, International Development, Economics, or other related Social Sciences, with a minimum of 8 years of relevant professional experience in Project Management, International Development, economics, or related social sciences, or other relevant discipline. A Master's degree will be desirable; At least 8 years' direct experience working with or within civil service with at least 5 years of which have been acquired managing public sector reform projects as a team leader; Demonstrated knowledge and experience in core public service management areas such as civil service policy reform, public administration, change management, required; Experience working on civil service reform programmes in South Sudan or other conflict-affected countries in East Africa is an advantage. Experience working on projects financed by international organizations such as the World Bank, African Development Bank, etc., is an advantage; Strong management skills including ability to provide strategic guidance, technical oversight, mentor staff, develop work plans and manage budgets and project expenditures. Good interpersonal skills with experience in networking with partners at all levels (ministries, donors, private sector, NGOs and local community-based organizations); Experience working with international and donor organizations in the implementation of complex projects supported by multiple stakeholders; Demonstrated written, analytical, presentation, reporting and computing skills and familiarity with modern communication systems (internet, worldwide web, email etc.); Strong analytical skills, oral and written communication; Substantial experience in leading teams of national and international experts; 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 **February 13, 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](mailto:procurement.bifeps9@gmail.com) with a copy to [batalijms@gmail.com](mailto:batalijms@gmail.com)