

REQUEST FOR EXPRESSIONS OF INTEREST

# INDIVIDUAL CONSULTANT



## Reform Transition Coordinator for Public Financial Management and Performance Monitoring Reform

**Institution:** Inter-American Development Bank  
**Country:** The Commonwealth of The Bahamas  
**Project:** Public Financial Management and Performance Monitoring Reform  
**Project Number:** BH-L1035  
**Loan Number:** 3340/OC-BH  
**Process/Bid No.:** 3.2.1  
**Sector:** Public Financial Management  
**Deadline:** March 14<sup>th</sup>, 2019

The Ministry of the Finance (MoF) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), and intends to apply part of the proceeds to payments under the Public Financial Management and Performance Monitoring Reform Project (PFM/PMR) for a Reform Transition Consultant to develop a framework for change management for Budget, Treasury and IT Divisions of the Ministry of Finance (MoF) and implement change reform across the project's four (4) components.

### Main activities include:

The main purpose of this consultancy is for the development of a framework for change management for Budget, Treasury and IT Divisions of the Ministry of Finance (MoF) and implementing the change reform across the project's four (4) components. The consultancy is expected to guide employees through the change process and proffer recommendations for resistance management strategies. In addition, the consultancy would have to support the roll out of the transformation and modernization programme of IFMIS which must be structured and aligned in order to address the various areas which could affect staff.

The Reform Transition Coordinator is expected to support the Project Manager, Component Coordinators, International Change Management Experts, and Internal and External Technical Experts, facilitating collaboration within and across teams, to successfully adopt and transition into the integration of systems for PFM and HR management, deliverology, new statistical reforma and procurement reform within the GoTB.

Work with selected training institutions to embed capacity training sessions. The GoTB now invites eligible consultants to indicate their interest in providing services. Interested consultants should provide their CVs and information demonstrating that they are qualified to perform the services (brochures, description of similar assignments, experience in similar conditions, availability of appropriate skills among staff etc.) The implementation period for the consultancy will be for one (1) year, full-time, with the possibility of being renewed based on satisfactory performance evaluation.

Consultants will be selected in accordance with the procedures set out in the IDB's: Policies for the Selection and Contracting on National Consultants financed by the IDB **GN-2350-9** and is open to all eligible bidders as defined in these policies. Interested consultants may obtain further clarification on the technical aspects or scope of services from Denise Dorsett, Procurement Specialist, Ministry of Finance, [denisedorsett@bahamas.gov.bs](mailto:denisedorsett@bahamas.gov.bs). Expressions of Interest must be submitted by e-mail [pfmpmr@bahamas.gov.bs](mailto:pfmpmr@bahamas.gov.bs) Re: Reform Transition Coordinator on or before March 14<sup>th</sup>, 2019, at 4:30 pm