

**REQUEST FOR EXPRESSION OF INTEREST (REOI) (CONSULTING SERVICES)  
FIRMS SELECTION**

COUNTRY: **Federal Republic of Somalia (FGS)**  
NAME OF PROJECT **Somalia Enhancing Public Resource Management Project**  
PROJECT ID **P177298**  
Grant No. **IDA-E1360/TF: B9920**  
Assignment **Consultancy Service for Conducting a Rapid Technical Assessment of HRMIS System Requirements & Specifications for the Federal Member States' Civil Service Commissions**  
Reference No **SO-MOF-447432-CS-CQS**  
Place of assignment: **Federal Member States of Somalia**

## **1. Background**

The World Bank, through the Somalia Enhancing Public Resource Management Project (SERP), is supporting Somalia in improving institutions and service delivery to strengthen the social contract. This is part of a broader effort to build state legitimacy and reduce institutional fragmentation. For Somali citizens to be willing to contribute to public revenues, they must trust the state's capability to discharge its basic functions and deliver public services. Similar trust is required to boost external funding for essential services and humanitarian support, such as drought and famine relief, and to channel these through government institutions and systems. This, in turn, requires bolstering the institutional capacity of the state.

A key focus of the project, through its Component 3, is support for improved Public Sector Management. This includes enhancing the institutional and individual capabilities within the civil service to deliver services to citizens. This component contributes to and supports central institutional strengthening and capacity building. A key priority of the Government of Somalia is to establish functional Human Resource Management Information Systems (HRMIS) both at the Federal Government of Somalia (FGS) level and within the Federal Member States (FMS).

While HRMIS systems exist within the FMS<sup>1</sup>, they need to be assessed in terms of their operational status, functionality and their ability to link with other government management systems, including payroll data. The project will support a rapid assessment of the existing HRMIS and develop an action plan to identify areas needing improvement. Across the FMSs, the

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<sup>1</sup> The HRMIS has been implemented by Somali Online Development & Networking Technologies (SodanTec Inc.) through a contract with the Adam Smith International Africa Ltd, Kenya, as the implementing agency of PREMIS for Somalia Federal States of Hirshabelle, Galmudug, Jubbaland, and South-West (from Oct 1, 2019 to Dec 30, 2019; \$127,800 in total). Core system modules are: (i) Employee data mgmt; (ii) Leave mgmt; (iii) Recruitment; (iv) Salary calculations; (v) Training and development; (vi) Mail merge; (vii) Reporting. The HRMIS is a custom developed software running on a cloud environment (based on open-source components and Linux platform) due to the absence of ICT infrastructure with the ability to accommodate 13,000+ state employees for each FMS (13,200 concurrent user licenses were purchased per FMS). The system is in use since 2020. The source code has not been delivered to the FMSs yet. The HRMIS has API end points that can be used to exchange data with other systems. Currently, no annual maintenance contract.

HRMIS will need to interface with other existing government systems through new government service bus platforms to be installed in each location for automating secure data exchange using the application programming interfaces (APIs) based on mutually agreed protocols. HRMIS users in all jurisdictions will need continuous training. The capacity of these systems needs to be enhanced to support the automatic enforcement of HRM procedural requirements and continuously capture data to provide strong evidence on how well HRM practices comply with legal and regulatory requirements, as well as how they further core HRM objectives.

## **2. Objective and Scope of the Assignment**

In close collaboration with the FMS CSCs, who will lead the assignment within the Government of Somalia and provide the necessary information and support to the consultant, and other key relevant MDAs, the Consultant will take forward the following tasks in order to evaluate the current HRMIS system and its alignment with the FMS civil service commission's strategic objectives, HR requirements, and international good practices. The Consultant will identify system gaps, inefficiencies, and opportunities for improvement and provide actionable recommendations to enhance the system's capacity and performance.

The detailed Terms of Reference (TOR) for the assignment can be found at the following website: [ToR for the Rapid Technical Assessment of HRMIS Requirement & Specifications for the FMS CSCs | Ministry of Finance - Somalia](#).

The Ministry of Finance now invites eligible consulting firms 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 (brochures, description of similar assignments, experience in similar conditions, availability of appropriate skills among staff, etc.). The short-listing criteria are as follows:

1. Core business of the firm (At least 7 years of experience in providing consultancy services in the field of HRMIS or related systems).
2. Experience of conducting similar assignments: The Consulting Firm must have at least two (2) successfully completed comparable projects in the areas specified in the assignment over the past seven (7) years with relevant evidence. (office and e-mail address and telephone number), date(s) of execution, name (s) of lead and associate firms, contract amount and financing sources.
3. Proven experience in assessing and implementing HRMIS in public sector organizations, particularly in fragile or conflict-affected settings.
4. The technical and managerial organization of the firm. (Provide only the structure of the organization. Do not provide CVs of staff). Key experts will not be evaluated at the shortlisting stage.

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: Procurement in Investment Financing - Goods, Works, Non-Consulting and Consulting Services dated July 2016 and revised in November 2017 August 2018, November 2020 and September 2023, ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

Consultants may associate with other firms to enhance their qualification but should indicate clearly whether the association is in the form of a joint venture and/or a sub consultancy. In case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.

A Consultant will be selected in accordance with the **Consultant Qualification Selection (CQS)** method set out in the World Bank's Procurement Regulations.

Interested Consultant may obtain further information at the address below during office hours from 8:30am to 3.30pm Mogadishu time (Excluding public holidays).

Expressions of interest (EOI) should be delivered (in person or by e-mail) in a written form in three (3) hard copies (if not by e-mail) to the address below by **26<sup>th</sup> December 2024 at 16:00 Hours (Mogadishu Time)**

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