

GOVERNMENT OF THE COMMONWEALTH OF THE BAHAMAS

THE COLLEGE OF THE BAHAMAS TRANSFORMATION PROJECT

**CONSULTANCY SERVICES TO ASSIST WITH THE ENHANCEMENT OF THE
HUMAN RESOURCE MANAGEMENT SYSTEM AT THE COLLEGE OF THE
BAHAMAS**

REQUEST FOR EXPRESSIONS OF INTEREST

The Government of Commonwealth of The Bahamas (GOCB) has received financing from the Caribbean Development Bank (CDB) in an amount equivalent to sixteen million, one hundred and eighty thousand United States dollars (USD16.18 mn) towards the cost of The College of The Bahamas Transformation Project and intends to apply a portion of the proceeds of this financing to eligible payments under a contract for which this invitation is issued. Payments by CDB will be made only at the request of GOCB and upon approval by CDB, and will be subject in all respects to the terms and conditions of the Financing Agreement. The Financing Agreement prohibits withdrawal from the financing account for the purpose of any payment to persons or entities, or for any import of goods, if such payment or import, to the knowledge of CDB, is prohibited by a decision of the United Nations Security Council taken under Chapter VII of the Charter of the United Nations. No party other than GOCB shall derive any rights from the Financing Agreement or have any claim to the proceeds of the Financing.

The College of The Bahamas (COB), the Executing Agency, now wishes to procure Consultancy Services to assist with the Enhancement of the Human Resource Management System at COB.

The objective of the consultancy is to assist COB to address key human resource (HR) management issues by institutionalising an effective and efficient people-focused HR management system. The duration of the assignment will require a maximum of 130 days over a 12-month period.

COB now invites interested eligible consulting firms to submit Expressions of Interest for the provision of these consultancy services.

Consultants shall be eligible to participate if:

- (a) in the case of a body corporate, it is legally incorporated or otherwise organised in an eligible country, has its principal place of business in an eligible country and is more than 50 per cent beneficially owned by citizen(s) and/or *bona fide* resident(s) of eligible country(ies) or by a body(ies) corporate meeting these requirements;
- (b) in the case of unincorporated firms, the persons are citizens or *bona fide* residents of an eligible country; and
- (c) in all cases, the consultant has no arrangement and undertakes not to make any arrangements, whereby any substantial part of the net profits or other tangible benefits of the contract will accrue or be paid to a person not a citizen or *bona fide* resident of an eligible country.

Eligible countries are member countries of CDB.

In the assessment of submissions, consideration will be given to technical competence, qualifications and experience on similar assignments, and existing commitments. All information must be submitted in

English. Further information may be obtained from the first address below between 0900 and 1700 hours Monday to Friday. Two hard copies of the Expression of Interest must be received at the first address below no later than 1700 hours Friday, March 20, 2015 and one hard copy must be sent simultaneously to CDB at the second address below. The sealed envelope containing each submission should include the name and address of the applicant and shall be clearly marked **“Expression of Interest – Consultancy Services to Assist with the Enhancement of the Human Resource Management System at the College of The Bahamas.”**

Following the assessment of submissions, a short-list of not less than three and not more than six applicants will be provided with full terms of reference and invited to submit technical and financial proposals to undertake the assignment. GOCB reserves the right to accept or reject late applications or to cancel the present invitation partially or in its entirety. It will not be bound to assign any reason for not short-listing any applicant and will not defray any costs incurred by any applicant in the preparation and submission of Expressions of Interest.

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