

# REQUEST FOR EXPRESSION OF INTEREST

## (CONSULTING SERVICES – INDIVIDUAL CONSULTANTS)

[Pakistan]

[Punjab Resource Improvement and Digital Effectiveness Program]

Loan No./Credit No./ Grant No.: P171417

The Finance Department, Government of the Punjab, has received financing from the World Bank towards the cost of the Punjab Resource Improvement & Digital Effectiveness Program. The main objective of the Program is “to increase Own Source Revenue and improve reliability of resource allocations and access to digital services for people and firms in the province of Punjab”. The expected results of the Program correspond with the Government’s expenditure framework across three Result Areas which are (i) strengthened budget formulation and fiscal risk management, (ii) increased use of digital technology for delivery of selected public services, and (iii) improved collection of own source revenue.

The Finance Department has established Public Financial Management Unit (PFMU), to implement & coordinate program activities. The Finance Department intends to apply part of the loan proceeds for hiring consulting services. The consulting services (“the Services”) include Individual Consultants / Sector Specialists for PFMU in the following areas.

Sr. No	Position	Qualifications/ Experience/Skills	No. of Post
01.	Head PFMU	<ul style="list-style-type: none"><li>➤ Minimum 16 years’ education in Finance / Business Administration / Economics / CA / ACMA / ACCA / ICAEW / CFA from a reputed Foreign University or HEC recognized institutions</li><li>➤ Professional Certification in the areas of Financial Management, Project Management or ERP will be preferred</li><li>➤ Post qualification relevant professional experience of 15 years in corporate / public sector in finance, financial consulting, and / or financial advisory / Investment Strategies covering strategic oversight as well as policy support for Financial oversight mechanisms, and related knowledge of ERP. At least 5 years (out of 15 years) relevant experience in a lead / Senior Management role</li><li>➤ Candidate must possess effective communication skills</li><li>➤ Ability to provide strategic direction along with stakeholder’s engagement</li><li>➤ Leadership abilities and team player, backed by effective time management, professionalism, managing core team of specialists, creativity and vision.</li></ul>	01
02.	Business Process Re-Engineering Specialist	<ul style="list-style-type: none"><li>➤ Minimum 16 years’ education in Finance/Economics / Accounting / Business Administration / Project Management from a reputed Foreign University or HEC recognized institutions</li><li>➤ Post qualification relevant professional experience of 10 years in analyzing and re-designing Business Processes</li></ul>	01

Sr. No	Position	Qualifications/ Experience/Skills	No. of Post
		<ul style="list-style-type: none"> <li>➤ Experience with a wide variety of Artifacts including Functional Requirements, Process Analysis, Process Improvement</li> <li>➤ Experience of managing a team to define and develop new technical solutions that provide automation and workflow efficiency.</li> <li>➤ Experience of assisting with change management initiatives including training, communication plans, stakeholder management</li> <li>➤ Candidate must possess effective Interpersonal and communication skills.</li> </ul>	
03.	<b>Asset Management Specialist</b>	<ul style="list-style-type: none"> <li>➤ Minimum 16 years' education in Finance/Economics / Business Administration/CA/ACCA/ACMA/ICAEW/CFA from a reputed Foreign University or HEC recognized institutions</li> <li>➤ Post qualification relevant professional experience of 10 years in asset management which includes developing, operating, maintaining, upgrading, and disposing of assets in the most cost-effective manner (including all costs, risks and performance attributes)</li> <li>➤ Demonstrated ability of management of the entire life cycle of physical and infrastructure assets</li> <li>➤ Candidate must possess effective communication skills.</li> </ul>	01
04.	<b>Taxation Specialist</b>	<ul style="list-style-type: none"> <li>➤ Minimum 16 years' education in Finance / Business Administration / Economics / CA / ACMA / ACCA / ICAEW / CFA from a reputed Foreign University or HEC recognized institutions</li> <li>➤ Professional Certification in the areas of Financial Management, Taxation, Project Management or ERP will be preferred</li> <li>➤ Post qualification relevant professional experience of 10 years in corporate / public sectors in the fields of taxation, tax consulting and /or tax advisory with strong emphasis on issues relating to tax policy &amp; management and special tax assignments along with development &amp; implementation of tax planning strategies, tax efficient structures, including taxation modeling + forecasting</li> <li>➤ Candidate must possess strong analytical as well as advanced quantitative skills to support economic research and analysis</li> <li>➤ Strong knowledge of the provincial tax policy and regulatory system</li> </ul>	01
05.	<b>MIS Specialist</b>	<ul style="list-style-type: none"> <li>➤ Minimum 16 years' education in Computer Science / Computer Engineering / Information Technology / Electrical Engineering / Electronics Engineering from a reputed Foreign University or a HEC recognized institutions</li> <li>➤ Post qualification relevant professional experience of 10 years in corporate / public sectors in the fields of MIS, web and software development, IT consulting and /or IT advisory at national / or international level</li> </ul>	01

Sr. No	Position	Qualifications/ Experience/Skills	No. of Post
6	Communication Specialist	<ul style="list-style-type: none"> <li>➤ Experience / Certifications relating to MIS / ERP / ICT solutions with international organizations / donor agencies will be preferred</li> <li>➤ Candidate must possess strong analytical as well as advanced quantitative skills to support economic research and analysis</li> <li>➤ Strong knowledge in planning and implementing MIS related activities</li> </ul>	01
7	Macro-Economic Policy Expert	<ul style="list-style-type: none"> <li>➤ Minimum 16 years' education in Finance / Economics / Econometrics or any other relevant degree from a reputed Foreign University or HEC recognized institutions</li> <li>➤ Post qualification relevant professional experience of 08 years in public / private organizations. Should possess expert knowledge about macroeconomics. Must have experience of capital and fiscal / monetary policies, financial markets, etc.</li> <li>➤ Extensive experience in macroeconomic modeling and macroeconomic forecasting</li> <li>➤ Demonstrable Experience in linking policy, planning and budgeting</li> <li>➤ Demonstrable experience in developing and successfully implementing Medium Term Macroeconomic Frameworks</li> <li>➤ Must be aware of relevant government laws, rules, legal codes, regulations</li> <li>➤ Must possess knowledge about Business and Management principles including strategic planning, resource allocation, leadership techniques, and human resource modeling</li> </ul>	01
8	MIS Expert	<ul style="list-style-type: none"> <li>➤ Minimum 16 years' education in Computer Science/ Computer Engineering/ Information Technology/ Software Engineering/ Electrical Engineering/ Electronics Engineering from a reputed Foreign University or HEC recognized institutions</li> <li>➤ Post qualification relevant professional experience of 08 years in developing MIS, mobile apps, Kobo Collect Tools and interactive dashboard</li> <li>➤ Candidate must possess effective communication skills</li> <li>➤ Ability to extract / analyze data and resolve operational problems</li> <li>➤ Conceptual analytical and evaluative skills to conduct independent research and analysis</li> <li>➤ Ability to identify issues, formulate opinions, make conclusions and recommendations</li> </ul>	01

Sr. No	Position	Qualifications/ Experience/Skills	No. of Post
9	Legal Affairs Expert	<ul style="list-style-type: none"> <li>➤ Minimum 16 years' education in Law / LLM / JD from a reputed Foreign University or HEC recognized institutions.</li> <li>➤ Post qualification relevant professional experience of 08 years in the practice of law with a reputable law firm, financial institution, government and/or an international organization is required. Legal experience as a practicing lawyer in the legal department of a development finance institution or multilateral development bank, with proven technical competence and experience in lending and finance operations would be preferred</li> <li>➤ Good understanding of private debt, private equity, fixed income and/or project finance transaction structuring solutions is a distinct advantage, as well as experience in executing innovative investment product solutions within multilateral institutions</li> <li>➤ Practical experience of legal side of fund formation, investment management and/or structured finance is desirable.</li> <li>➤ Demonstrated ability of interpretation and application of applicable legal frameworks, Financial Regulations and Rules and relevant rules of procedure governing the operations of Government.</li> <li>➤ Candidate must possess effective communication skills.</li> </ul>	01

Applications/EOIs with updated CV, latest photograph, attested copies of CNIC, educational certificates/degrees and experience certificates should be submitted at the below mentioned address. Incomplete applications or applications received after the due date will not be considered. Only short-listed candidates will be invited for the interview. No TA/DA will be paid in this regard. The service of selected applicants will be terminated whose degree(s)/education certificates are found bogus. **Market based salary** commensurate with experience and qualification will be offered to the selected candidates. The Expression of Interest with detailed job descriptions / Term of References (TORs) may also be viewed at <https://finance.punjab.gov.pk/node/748#overlay-context=pride-program>. Last date for submission of application is **10-06-2022**.

**Selection Method:**

The consultants will be selected in accordance with the Individual Consultant Selection Method as set out in the World Bank's "Procurement Regulations for IPF Borrowers" July 2016, revised November 2017 and August 2018.

**Section Officer (P&R)  
Government of the Punjab  
Finance Department  
Punjab Civil Secretariat Lahore  
042-99211079**

**Section Officer (P&R)  
Government of the Punjab  
Finance Department**