



REQUEST FOR EXPRESSION OF INTEREST CONSULTING SERVICES – INDIVIDUAL CONSULTANT SELECTION

LESOTHO

Assignment Title: Change Management Consultancy to Guide Implementation of Human Resources Activities Under the Public Sector Modernization Project in Lesotho.

Reference No. (as per Procurement Plan): LS-MOF-139399-CS-INDV

The Government of the Kingdom of Lesotho (GOL) has received financing from the World Bank toward cost of the PUBLIC SECTOR MODERNIZATION PROJECT (PSMP) and intends to apply part of the proceeds to engage a Consultant to lead Change Management Consultancy to Guide Implementation of Human Resources Activities Under the Public Sector Modernization Project in Lesotho. Under component two of the project, the ministry has engaged several consultancies to undertake Biometric and Payroll Census, Establishment Management Controls and Processes, Performance Management and other human resources functions underway.

The Government of Lesotho comprises thirty-five (35) Ministries and Agencies under Civil Service. The assignment focuses on both Civil and Teaching Services where human resources functions under the scope of the assignment are being addressed. The consultancy engaged will be required to assist with and take the lead where necessary to create awareness of the impact of the changed systems under the project.

The specific objectives of this assignment are to provide change management guidance to the Ministry of the Public Service on the implementation of changes brought by Public Sector Modernization Project, strengthen capacity of human resources practitioners in change management, and Identify change management initiatives from all deliverables.

The government of Lesotho through the Ministry of Finance now invites eligible **individual consultants** to indicate their interest in providing the Services. Interested consultants should provide information (Comprehensive CVs) demonstrating that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria are:

- a.** The expert should have at least 8 years previous Change Management experience with four (4) of those years working in the Public Sector.
- b.** Demonstrated industry experience in HR Organizational Change Management is a pre-requisite while coaching and mentoring skills is essential.

c. A Master degree in Organisational Change or related field will be prerequisite.

Professional Skill Requirements:

- Excellent facilitation and communication skills
- Strong leadership skills; ability to influence others.
- Creative and innovative when necessary.
- Comfortable in a team environment, with strong group dynamics awareness and collaboration skills, combined with the ability and willingness to communicate with a wide variety of individuals and differing functional accountabilities.
- Customer focused and results oriented.
- Well-developed self-planning and organization skills including ability to work interdependently, prioritize activities, meet commitments, and proactively manage time and a heavy workload.
- Ability/desire to share best practices/key learnings (good & bad).
- Demonstrated leadership in public sector management

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's *Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers* ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.

The Consultant will be selected in accordance with the individual Consultancy method set out in the Consultant Guidelines.

Further information (terms of reference) can be obtained at the address below during office hours *0900 to 1630 hours*.

Application letters complete with detailed curriculum vitae must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by 24th October 2019. Applications should bear the **name of the assignment** in the subject field.

The Procurement Officer

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