



REQUEST FOR EXPRESSION OF INTEREST CONSULTING SERVICES – SELECTION BASED ON CONSULTANT’S QUALIFICATIONS (CQS)

LESOTHO

Assignment Title: Consultancy for Engagement of Audit Firm to Assess the Human Resources Information System (HRIS)

Reference No. (as per Procurement Plan): LS-MOF-118731-CS-CQS

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 for consulting services in IT Audit of the HRIS. The audit firm will identify any flaws pertaining to the ResourceLink (RL) application platform including any operational, functional and system design deficiencies that will need to be addressed before the completion of the implementation process. The review will cover core modules of ResourceLink (RL) to establish any operational, functional, and system design challenges, as well as performance against industry best practice, including the following:

- Review the supporting legal and regulatory framework of the HRMIS and how it can best be enforced going forward
- Obtain a clear understanding of the benchmarks, expected functionality, and capabilities of the Lesotho HRMIS system
- Establish whether GoL and stakeholders are receiving value for money for the HRMIS application platforms and what is required to improve the operation of the system
- Articulation of the issues that the current system face

The government of Lesotho through the Ministry of Finance now invites eligible consulting firms to indicate their interest in providing the Services. Interested Firms should provide information demonstrating that they have the required experts with required qualifications and relevant experience to perform the Services.

The shortlisting criteria are:

Lead Consultant:

Advanced University Degree (Master) in Information Systems, Public Policy, Accounting, Finance, Human Resources Management or related fields or first level degree in combination with a professional certification, i.e., Chartered Accountant, Certified Public Accountant, Professional certification of CISA (Certified Information Systems Auditor) is highly desirable. Additional professional certifications on information technology and or Audit are desirable.

Experience:

At least 10 years of practical experience in IT audit, preferably in government, public administration. Expert level knowledge and practical experience in auditing IT governance, security, risk management and implementation of large IT projects. He or She will have good understanding of public finance management (PFM) processes, HR management, data management, payroll transaction processing, user and access control as well full spectrum of systems and information risk management.

The team member consultant

An advanced University Degree (Master) in Human Resource Management, Organizational Development, Public Finance, MBA or related fields and at least 10 years practical experience in audit of HR Information Systems. A first degree in Human Resource Management, Public Finance, or related fields plus 15 years' experience in auditing

The consultants will be required to examine and assess the management tools and controls within HRMIS to determine if the system is safeguarding assets, maintaining data integrity, and operating effectively to achieve the GoL's goals and objectives.

The consultants will be required to assess the current HRMIS systems, practices and operations, and to identify gaps if any with internationally accepted practices for possible improvements. They will be required to ascertain whether the HRMIS system produces timely, accurate, complete and reliable information outputs while ensuring confidentiality, integrity, availability and reliability of data and adherence to reliant legal and regulatory requirements.

The consultants will be required to assess the HRMIS system based on an acceptable industry framework e.g COBIT 4.5, ITIL, ISO/IEC 20000 IT Service Management, ISO/IEC 27001 Information Security 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 04th July 2019. Applications should bear the **name of the assignment** in the subject field.

The Procurement Officer

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