

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/B9920

Assignment Title: **Development of an Internship and Volunteer Policy for the
Federal Government of Somalia (FGS) and Federal Member States (FMSs)**

Reference No.: SO-MOF-483307-CS-CQS

Place of assignment: Mogadishu and other Federal Member States of Somalia
The Government of the Federal Republic of Somalia has received financing from the World Bank toward the cost of Somalia Enhancing Public Resource Management Project (SERP) and intends to apply part of the proceed for consulting services.

A key component of the project focuses on enhancing civil service management to improve government capacity in delivering services. As part of this effort, the Federal Ministry of Labour and Social Affairs (MoLSA), in collaboration with the Federal Member States (FMSs), seeks to develop a structured internship and volunteer policy framework.

The objective of this consultancy is to develop a comprehensive and actionable internship and volunteer policy that will establish structured programs to attract, develop, and retain young talent within the Somali public sector. The policy will define eligibility criteria, selection processes, capacity-building mechanisms, stakeholder roles, and monitoring frameworks. The consultancy will involve extensive stakeholder consultations, research on international best practices, and drafting of policy documents.

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: A minimum of 5 years of experience in policy development in the education, labor, or public administration sectors. Demonstrated experience in designing and implementing internship or youth development programs is highly desirable.
2. Specific Experience: at least 3 years specific experience in at least two (2) successfully completed comparable projects in the areas specified in the assignment (Proven expertise in conducting research, analyzing policies, and developing comprehensive policy frameworks. Strong understanding of human resource management, capacity building, and organizational development principles.)

3. In-depth knowledge of the Somali context, including its political, economic, and social dynamics. Familiarity with Somali labor laws, educational systems, and civil service regulations.
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.

The detailed Terms of Reference (TOR) for the assignment can be found at the following website: www.mof.gov.so or it can be provided upon submission of application in person or by e-mail. The e-mail address is provided below.

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 by e-mail indicating **REF: SO-MOF-483307-CS-CQS, Development of an Internship and Volunteer Policy for the Federal Government of Somalia (FGS) and Federal Member States (FMSs)**, on the email subject to the address below by 1st May 2025 at 16:00 Hours (Mogadishu Time)

Somalia Enhancing Public Resource Management Project (SERP)
Project Coordination Unit
Corso Somalia Street,
Shangaani District,
Mogadishu, Somalia
E-mail: serprecrutment@mof.gov.so