



# UNIDADE DE GESTÃO DE PROJECTOS ESPECIAIS

## DIGITAL CABO VERDE PROJECT

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REPUBLIC OF CABO VERDE

MINISTÉRIO DAS FINANÇAS

UNIDADE DE GESTÃO DE PROJETOS ESPECIAIS

REQUEST FOR EXPRESSIONS OF INTEREST

(CONSULTING SERVICES – FIRM SELECTION)

**COUNTRY: CABO VERDE**  
**PROJECT: DIGITAL CABO VERDE**  
**Project ID No. P171099**  
**Date: November 24, 2021**

**Notice Number: EOI - 037/DCVP/UGPE/2021**

**Assignment Title:** Technical Assistance to prepare and support an integrated key-competency-based Human Capital Management Model, for NOSi – Núcleo Operacional da Sociedade de Informação

1. The Government of the Republic of Cabo Verde has received from the International Development Association (hereafter named “World Bank”), the Credit ref. 6792-CV to fund the **Digital Cabo Verde Project**, aiming to contribute to transforming the country into a regional digital hub for accelerating its digital economy through an enhanced digital infrastructure and strengthened demand of digital services and skills, and intends to apply part of the proceeds for consulting services.
2. The objective of this Consulting Services (“the Services”) is to prepare NOSi for the certification process of the Human Capital Management Model. This will be accomplished through a detailed review and optimization of the existing Human Capital Management Model, based on NP4427:2018 standard, which includes performance management, training management, employee’s satisfaction, and compensation systems. Other relevant aspects not covered by the standard, such as cost management of Human Capital and subcontracting process should be added to the reference model.

The assignment is expected to take about 6 months to complete.

3. The detailed Terms of Reference (TOR) for the assignment shall be requested at the address e-mail given below, from 8 a.m. until 4 p.m. (local time), during the working day or can be found at the following website [www.mf.gov.cv](http://www.mf.gov.cv) .
4. The implementing agency, Unidade de Gestão de Projectos Especiais – UGPE, now invites eligible consulting firms (“Consultants”) 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. (Relevant material must not exceed 30 pages overall).
5. The shortlisting criteria are:
  - Core business and years in the related business;
  - Relevant experience for this assignment;
  - Specific experience in countries with similar conditions or context of Cabo Verde;
6. Key Experts will not be evaluated at the shortlisting stage.
7. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers”, dated July 2016 and revised in November 2017 and August 2018 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.
8. Consultants may associate with other firms to enhance their qualifications but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.
9. A consultant will be selected under the Quality and Cost Based Selection (QCBS) method set out in the World Bank’s “Procurement Regulations for IPF Borrowers”, dated July 2016 and revised in November 2017 and August 2018.
10. Interested Consultants may obtain further information at the emails address below from 8 a.m. until 4 p.m. (local time), during working days.  
Email: [sandra.lima@mf.gov.cv](mailto:sandra.lima@mf.gov.cv) ; [madelene.david@mf.gov.cv](mailto:madelene.david@mf.gov.cv)  
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11. Expressions of interest must be delivered in the English, to the address below, or by e-mail indicating the title of the assignment and the name of the project, **by December 8, 2021.**

Unidade de Gestão de Projetos Especiais | Ministério das Finanças  
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