

Government of Punjab
School Education Department
Punjab Education Sector Reform Programme
Programme Monitoring and Implementation Unit

REQUEST FOR EXPRESSION OF INTEREST
(CONSULTING SERVICES – FIRMS SELECTION)

Pakistan

Loan No. 86200

Punjab Education Sector Project

Contact No.PMS/Firms-PESP-III/5-17

Assignment Title: HIRING OF A FIRM FOR CARRYING OUT TPV OF RECRUITMENT OF EDUCATORS AND ASSISTANT EDUCATION OFFICERS

Government of the Punjab (GOPb) has received financing from the World Bank towards the cost of the Third Punjab Education Sector Project, and intends to apply part of the proceeds for consulting services.

Government of the Punjab is implementing the Punjab Education Sector Reform Programme (PESRP) with the assistance of the World Bank to support and scale-up specific interventions to improve education outcomes. These initiatives have been designed to directly promote greater school quality apart from other steps including merit based recruitment of teachers at all levels. The Project Development Objective (PDO) is to support Punjab Province to improve school participation, completion and teaching learning practices with a particular focus on low-performing districts.

SED is in the process of recruiting around 17,000 Educators and AEOs. As per policy, SED hired third party firm 'National Testing Services Pvt Ltd' for conducting entry test for various cadres, which will conduct the test for recruitment of Educators and AEOs. The candidates who will attain the qualified marks are eligible to apply against the posts advertised by the District Governments.

Government of the Punjab (GoPb) is seeking a reputable, experienced firm in Pakistan to conduct third Party Validation (TPV) of the recruitment of Educators and AEOs to be carried out by District Governments through District Education Departments. TPV of the entire recruitment process will be conducted based on the selected representative sample in the Punjab as defined in the TORs. The firm is expected to undertake all activities related to field visits, data collection, data entry, data processing, analysis and report writing with proposed recommendations.

For the above purpose, Programme Monitoring and Implementation Unit (PMIU) invites eligible firms “(Consultants)” to express their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the task.

Evaluation Criteria

PMIU intends to hire the services of a firm with a similar experience of ten (10) years which has proven relevant background and preferably experience of working with the government. Evaluation criteria for evaluating the Expression of Interest (EOI) would be as follows:

- Corporate Capacity (attach copies of certificate of registration and NTN): Firms Experience: Yes/NO, if yes then
- Track Record and Detail of similar works/assignments already completed (please give complete detail as indicated below (attach details/copies): 40 scores
 - i. Name of each HR/managerial survey assignment completed during last 5 years, duration and cost involved: 4 scores for each relevant assignment: 20 scores
 - ii. Experience in Public & Private Sector during last 5 years; 4 scores for each HR/ Managerial related survey assignments: 20 scores
- Logistic Capacity of the firm(attach details/copies of evidences): 20 scores
 - i. Head Office; 8 scores
 - ii. Office in North of Punjab; 6 scores
 - iii. Office in South; 6 scores
- Staffing Capacity:: (HR, MIS, Public Policy): 20 scores
 - i. Total Number of staff (permanent and contractual) working in the firm/company should be atleast 20: 10 scores
 - ii. HR 5 years exp: 4 scores
 - iii. MIS 5 years exp: 3 scores
 - iv. Public Policy and Analysis 5 years exp: 3 scores
- Financial Capability of Firm/Company: 10 scores
 - i. Financial Audited reports for the last four years: 10 scores
- Approach & Methodology: 10 scores
 - i. Adequacy and quality of the proposed methodology: 5 scores
 - ii. Work plan as per Terms of Reference (TORs): 5 scores

Any party/company/firm involved in any stage of recruitment of Educators are ineligible to apply for this EOI to avoid conflict of interest.

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](#) [January 2011& revised 2014]("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.

A consulting firm will be selected in accordance with the Selection Based on Consultant Qualification (CQS) method set out in the World Bank's Guidelines: Selection and Employment of Consultants (under IBRD Loans & IDA Credits and Grants) by World Bank Borrowers (2011 and revised 2014).

A consulting firm may associate with other firms in the form of a joint venture or a sub consultancy to enhance their qualifications.

Further information can be obtained at the address below during office hours *i.e.* 0900 to 1600 Monday to Friday. TORs & advertisement for submission of Expression of Interest can also be downloaded from PMIUs' Website: www.pesrp.edu.pk.

Expression of interest must be delivered in a written form at the address below by 05 January (Friday), 2018 before 3.00 PM which will be opened on the same day at 3.30 PM in the presence of the representatives of the firms.

Programme Monitoring and Implementation Unit
Punjab Education Sector Reform Programme
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