

# REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES – FIRMS SELECTION)

THE GOVERNMENT OF INDONESIA  
PUBLIC FINANCIAL MANAGEMENT – MULTI DONOR TRUST FUND III  
Loan No./Credit No./ Grant No.: TF0B5420

**Assignment Title: The Formulation of Human Resources Competency Assessment Tools In Alignment Of BPKP Strategic Plan of 2020-2024**

**Reference No.** (as per Procurement Plan): ID-BPKP-363094-CS-CQS

The Government of Indonesia has received financing from the World Bank toward the cost of the Public Financial Management – Multi Donor Trust Fund III and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) include Develop, validate, and pilot robust technical competency assessment tools that can be implemented to assess all technical competencies required by BPKP personnel. Tools for comprehensive competency assessment will help BPKP continue to establish merit-based systems. Using the strengths and limitations of each employee as a starting point, decision-makers can decide on the strategic human capital policies for BPKP. This assignment is within a four-month period and expected to start in the third quarter of 2023 and the deliverables include Inception Report, Interim Report, and Final Report covering technical competency assessment tools and test sampling result.

The detailed Terms of Reference (TOR) for the assignment *are attached to this request for expressions of interest.*

The Financial and Development Supervisory Board (BPKP) 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. The shortlisting criteria are:

- The firm should have established in Indonesia legally for at least 7 years with core business in HR consultancy or any related field. In an event of the company name was changed, it is need to be proven with the deed of a company change;
- Applying firm should have a valid Tax Number (NPWP) and already fulfilled all tax obligations in FY 2022;
- The firm should possess a Company Registration Certificate;
- The firm should currently free from any legal lawsuit;
- The Firm must share its work portfolios/credentials as a showcase of previous works to demonstrate strong capabilities to deliver the expected outputs within the expected timeline;

- Prior similar engagement (development of technical competencies assessment tools) with public sector is preferable;
- The firm is expected to propose the most suitable team composition (combination of qualifications, skills, and experiences of the experts as well as the number of input days that such experts will provide) comprising of highly qualified personnel with strong academic and professional background as well as extensive practical experience to deliver similar tasks as required under this Terms of Reference. Key Experts will not be evaluated at the shortlisting stage.

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" July 2016 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

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.

A Consultant will be selected in accordance with the Consultant Qualification Selection (CQS) method set out in the Procurement Regulations.

Interested Consultant firms are required to access the electronic procurement system (SPSE) of Financial and Development Supervisory Board to register and to submit EOI electronically at this website <https://spseicb.lkpp.go.id/spseicb/> Further information can be obtained at the address below during office hours Monday – Thursday 0800 to 1630, and Friday 0800 to 1700.

Financial and Development Supervisory Board  
(Badan Pengawasan Keuangan dan Pembangunan)  
Attn: Pokja Pemilihan HR Competency Assesment Tools  
Kantor Pusat BPKP, Jalan Pramuka no 33, Utan Kayu Utara, Matraman, Jakarta Timur 13120, DKI Jakarta, Indonesia  
Website: <https://www.bpkp.go.id/>