

EXTENSION OF DEADLINE FROM DECEMBER 11, 2023 TO DECEMBER 14, 2023

REQUEST FOR EXPRESSIONS OF INTEREST

CONSULTING SERVICES – FIRMS SELECTION

**Republic of Serbia
The Serbia Railway Sector Modernization Project (SRSM)
Project ID No. P170868**

Assignment Title:

**Technical assistance to strengthen human resources of railway sector
(Infrastruktura Železnice Srbije, Srbija Cargo, Srbija Voz and Direkcija za Železnice)**

Reference No. SER-SRSM-QCBS-CS-23-50

The Republic of Serbia has received a Loan from the International Bank for Reconstruction and Development (IBRD) in the amount of EURO 51 million and from the Agence Francaise de Développement (AFD) in the amount of EURO 51 million, toward the cost of the Serbia Railway Sector Modernization Project, Phase 1 of the Multiphase Programmatic Approach (MPA) and intends to apply part of the proceeds to payments for consulting services consulting services to be procured under this project.

The consulting services (“the Services”) include provision of guidance and tools for sustainable enhancement of the human capital in the railway sector. This includes improvement of the HR procedures and approaches in companies but goes also beyond. The assignment should look into overall human capital landscape. Also, equally enablers - like for example academia (universities, vocational schools, certified trainings, etc.) - and competitors like other sectors that might require some similar skills and have better or worst working conditions. When it comes to tools, the objective is to institutionalize long term trainings and HR tools that will be used in the companies to strengthen human capacities, provide fair compensations and advancement opportunities, nurture company loyalty culture...The objective will be achieved through the following tasks:

1. **Human Capital Vision and External Landscape:** Development of the Human Capital Visioning Paper based on, inter alia, the assessment of the Human capital landscape, position of the companies and Directorate in the labor market with focus on transportation industry in the country and in the CEE region, and potential of obtaining and preserving the right skills from current vocational schools and academia.
2. **Companies HR Strategies:** Analyses of the current internal human capital strengthening practices, HR strategy, and all HR processes in companies and RD with concrete proposals for improvements in all aspects. Development/updating of the individual companies strategies with clear action and investment plan and KPIs to monitor the achievements and implementation.
3. **Strengthening the HR department and Capacity Building:** Empowerment of the HR Departments of the companies to be able to support Human Capital strategies, ensuring “Preferred Employer” status in the market, support performance tracking, create fair employer environment, and implement various tactics and specific tools Contract duration: 18 months starting from the commencement date.

The detailed Terms of Reference for the above referenced consulting services is posted on the website of the Ministry of Construction, Transport and Infrastructure (MoCTI)
<https://mgsi.gov.rs/cir/dokumenti/serbia-railway-sector-modernization-project-srsm-hr-strategy-railway-sector>

The Central Fiduciary Unit (CFU) of the Ministry of Finance 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 Consultant will be selected in accordance with QCBS (Quality-and Cost-Based Selection) method set out in the World Bank’s Procurement Regulations for IPF Borrowers (July 2016, revised November 2017, August 2018 and November 2020). The Ministry of Construction, Transportation and Infrastructure (MoCTI), who is the Client, intends to shortlist up to eight eligible firms to whom a subsequent Request for Proposals (RFP), both technical and financial, shall be sent.

The assignment will require a qualified consulting company or Joint Venture that can demonstrate extensive experience in the technical assistance service for the contract. 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 (JV) 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. Furthermore, Expressions of interest of JVs will be evaluated based on the composition of JV submitted, whereas the experience of other firms not included in the JV will not be considered in the evaluation. The experience of any proposed sub-consultancy shall not be included in the evaluation. Key Experts' CV are not required and will not be evaluated at the shortlisting stage.

In order to be shortlisted, the Consultant (s) or joint venture submitting the EoI must meet the following requirements:

- i) The Consultant (s) must be a legal entity.
- ii) Technical Experience required:
 - a. **Experience in design/technical support for projects aimed in developing HR and Compensation and Benefits Strategy** in the last seven (7) years
 - Must have proven experience in implementation of at least 2 completed contracts with the value of 400k EUR each, which integral activity included development of Human Resources management strategies and/or capacity building in domain of human resources out of which 1 must be in the transport sector
 - Minimum one (1) successfully completed Salary/Compensation Survey contract in region or CEE in the last 3 years
 - Must have expertise in assisting with services in relation to HR change management, including development of HR change management training programs; as a proof the Consultant must submit minimum 2 references – for contracted projects.
 - b. **Experience in organization and supervision of internal training programs-curriculum in country or region for a large enterprise / public institution in the last 7 years.**
 - - Minimum two (2) contracts successfully completed in regards to performing organization and supervision of the internal training program/ curriculum.

c. Availability of qualified experts within the company/joint venture

As proof of availability of qualified experts within their Consulting company/JV, the company shall submit an organization chart and a list of experts conforming to requested conditions within the Consulting company/JV who are relevant to the assignment. The contents of the list should be short form table information for the available experts and their fulfillment of stated conditions (i.e. name and surname of the expert, years of experience, names of reference projects, owned licenses issued by RoS).

As proof of experience, the company shall prepare reference forms, no more than ten (10) references for each stated requirement, clearly stating the following:

- Reference #
- Start date and completion date (mm/yy)
- Brief description of the design (10 sentence each maximum)
- Country of assignment with client name and address, and client reference contact
- Contract value
- Role on project

Submitted expressions of interest should be no larger than 30 pages of text, including reference forms.

Shortlisting of firms will be based on the following of points:

- Experience in designs/technical support of the projects aimed in developing HR and C&B Strategy review 70 points
- Availability of qualified experts within the company 30 points

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 Project Financing Goods, Works, Non-Consulting and Consulting Services (July 2016, revised November 2017, August 2018 and November 2020) (“the Regulations”) setting forth the World Bank’s policy on conflict of interest.

Further information can be obtained at the address below during office hours 09:00 to 15:00 hours.

Expressions of interest in English language must be delivered in a written form to the email below, by **December 14, 2023, 12:00 hours, noon, local time.**

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