



REQUEST FOR EXPRESSIONS OF INTEREST

APRM /EOI/IC/ 19/2021: INDIVIDUAL CONSULTANCY SERVICES FOR A SKILLS GAP ANALYSIS /CAPACITY NEED ASSESSMENT EXPERT AT APRM CONTINENTAL OFFICES, SOUTH AFRICA.

Public Sector-Governance

Financing Agreement reference: 2100155036916

Project ID No.: P-Z1-K00-084

Country: South Africa

Project Title: APRM-ISP

1) BACKGROUND

The African Peer Review Mechanism has received financing from the African Development Bank toward funding of the African Peer Review Mechanism Institutional Support Project and intends to apply part of the agreed amount for this grant to procure a consultant to carry out a Skills Gap Analysis at APRM continental offices and its national office bearers.

2) OBJECTIVE

The objective of the skills gap analysis is to help APRM to assess the difference (or gap) between the actual state in terms of the core skills are concerned and a future, goal state. For HR, the skills gap analysis is a way to find out which skills, knowledge and competencies are lacking among the staff in the organization.

3) DURATION OF THE ASSIGNMENT AND LOCATION

The expected commencement date for the assignment is May 2021 and the duration shall be 5 calendar months. A total of two (2) engagements of two days each, at the APRM Secretariat in Midrand, South Africa, will be required as he/she interview staff in their offices.

The Skills Gap Analysis Consultant may carry out the assignment from a location of his/her choice but will be required to be available for consultation at all time during contractual period.

4) ELIGIBILITY AND REQUIREMENTS

The African Peer Review Mechanism now invites eligible individual consultants to indicate their interest in providing these services. Interested consultants must provide information indicating that they are qualified to perform the services (description of similar assignments -Skill Gap Analysis), experience in similar conditions -Au or similar organisation, and appropriate skills.

Applicants **MUST** demonstrate that they have (i) **minimum of five years (5) relevant experience;** (ii) **experience in undertaking and completing similar assignment in at least two institutions –** Attached proof contracts/recommendation letters (iii) **familiarity with the African Union (AU) or APRM mandate.** (vi) **Master's degree in either Industrial and Organisational Psychology, Human Resource Management or Management, Public Policy and Administration.**

(vii) Up-to-date Certified Curriculum Vitae and supporting professional & relevant academic documents and three referees. **Only Shortlisted Candidates shall be issued with the Terms of Reference (TORS)**

Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the African Development Bank's "Procurement Policy for Bank Group

Funded Operations”, dated October 2015, which is available on the Bank’s website at <http://www.afdb.org>. **Interested consultants may obtain further information at the address E-mail: tenderinfo@aprm-au.org , for enquiry only**

MODE OF APPLICATION

Expressions of interest must be submitted by email: tender@aprm-au.org or physically to the address below on or before **18th March 2021** at 1100hrs south Africa time.

Submissions to be titled: “EXPRESSION OF INTEREST: APRM /EOI/IC/ 19/2021: INDIVIDUAL CONSULTANCY SERVICES SKILL GAP ANALYSIS /CAPACITY NEED ASSESSMENT EXPERT

All applications in writing should be accompanied by up-to-date Certified Curriculum Vitae and supporting documents (Note: do not send originals) with the names and addresses of three referees, one of which should be the last consultancy and addressed to:

Project Coordinator
African Peer Review Mechanism
Private Bag x09, Halfway House, 1685
Physical Address: 230 15th Street, Randjies Park, 1st Floor
Midrand, South Africa
Tel: +27 11 256 3400/01/29 Fax: +2711 256 3456;
Bid Submission Email: tender@aprm-au.org