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State of Palestine

**Call for Expression of Interest**

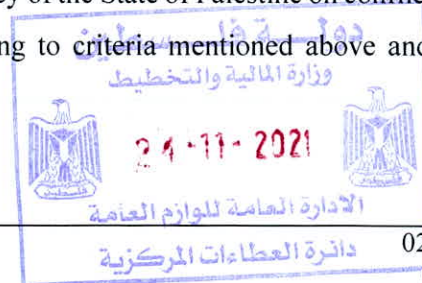
**COM-GSD/MOF/2021/141**

**Project: Evaluation and Modernization of the Human Resource Management System and Practices in the Civil Service with Implications (Culture, Legal, Financial, Administrative, Service Quality, Knowledge Sustainability, and Employee Satisfaction)**

The Palestinian Council of Ministers would like to conduct a study for assessing and analyzing the civil service environment and impact. This includes a comprehensive analytical study of the current situation of human resource management systems, practices, and impact on the quality of Palestinian civil service; scope of the study will include, but not limited to, culture, legislation, salary scale, incentives schemes, allowances, appointment, contracting, promotion, retirement, development, organizational structure modalities, processes and procedures, automation, efficiency and effectiveness, etc. In addition, a clear set of recommendations should be presented, and a detailed roadmap with clear outputs be prepared to achieve comprehensive cultural, administrative and financial reforms. The project aims at achieving such objectives as reinforcing an enabling work environment, ensuring efficient and effective human resources management system and practices, achieving a high degree of employee satisfaction, advanced and competitive government services, and a modern legislative framework.

The Directorate of General Supplies for the interest of the Council of Ministers invites qualified Consulting Firms to express their interest in providing aforementioned services in this project. Interested Consulting Firms must provide information proving qualifications, relevant experience, and ability to perform the required services in Palestine. The criteria for evaluating applicants and shortlisting candidates focus on proven regional and international experience in conducting such assignments; besides specialized knowledge in governmental human resource management with respect to all matters including culture, legal, financial, organizational, procedures, quality, innovation, automation, etc.

The Ministerial Committee draws the attention of interested Consultants to (Art. 195) of the Public Procurement Law No. 5 of 2014, which sets out the policy of the State of Palestine on conflict of interest. Consultants will be evaluated and shortlisted according to criteria mentioned above and as per the provisions of Public Procurement Law No. 8 of 2014.





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Interested Consultants can obtain additional information from the Directorate of General Supplies by sending an e-mail to [gsd@pmof.ps](mailto:gsd@pmof.ps), or through the address listed Below, from 9:00 to 2:00 from Sunday to Thursday.

Interested companies must, at minimum, submit the following information (Five copies these materials must be submitted):

1. Company profile including scope of work, regional and international experience, organization structure, directors, and the name of the team leader. In case of joint ventures, the lead company must be given.
2. Details of similar projects conducted by the company within the past 3-5 years.
3. Indicative information about the human resources capacities, diversity of expertise, technical and management, countries of work experience, etc.

#### 4. Evaluation Criteria

	Criteria	Score
1	General Experience for the consultant/ Firm	20
2	Specific experience in related field	40
3	Experts and staff	40
	<b>Total</b>	<b>100 %</b>

The minimum qualification score is 80%

5. The Expression of Interest must be delivered and received at the address listed below before Tuesday, December 07, 2021, at 1:00 p.m.

Mentioned address:

General Supply Department, Ministry of Finance  
Ministries Complex, Masyoun, Al-Quds Building  
Mr. Nasser Al-Khatib 6<sup>th</sup> Floor  
Phone number: +9702987112/3  
Fax: +970-2987056  
E-mail: [pmofgsd@gmail.com](mailto:pmofgsd@gmail.com)  
Ramallah, West Bank, Palestine

