

REQUEST FOR EXPRESSIONS OF INTEREST (EOI)
FOR CONSULTING SERVICES (CONSULTING FIRMS)

Institution: Ministry of Finance and Planning

Country: Republic of Suriname

Project: Support for the Population Census and the National Statistical System of Suriname (SPCNSSS)

Title: Human Resources Management Consultancy for the General Bureau of Statistics (GBS)

Loan No.: 5830/OC-SU

Contract/Bid No.: SU-L1070-P00066

Deadline for submission of EOIs: 03 April 2026 at 15.00 PM SRT

The Government of Suriname has received financing from the Inter-American Development Bank (IDB), toward the cost of the **Support for the Population Census and the National Statistical System of Suriname (SPCNSSS) program** and intends to apply part of the proceeds for consulting services.

Brief Description of the Assignment

The consulting services (“the Services”) involve conducting a comprehensive assessment of Human Resources Management of the General Statistics Bureau of Suriname (GBS).

Key Objectives of the Assignment

The main objective of this consultancy is to:

- Develop a comprehensive employment framework for performance assessment and review discussions.
- Present a structured career planning framework.

Specific Objectives of the Assignment:

- Create a template that allows for measurable performance reviews based on existing or projected job descriptions.
- Include all relevant factors based on key tasks per function and departmental goals.
- The template/document will serve as a basis for discussions between the manager and the employee taking into account the applicable labor legislation, CAO and the Internal Regulations
- Develop two types of review processes:
 - Mid-year **functionality discussions** (July)
 - Annual **performance evaluations** (Q1 of the following year)
- Outline methods used, expected outcomes, and pros/cons of each method.

The Ministry of Finance and Planning 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 Expression of Interest (EOI) does not have a specific format or template, but should include:

- (i) A signed letter of interest from the consultant.
- (ii) Proof of legal status and commercial registration of the consultant.
- (iii) Company profile including examples or links to previous projects.
- (iv) Documentary evidence of the consultant’s experience of:
 - (a) at least 7 years of relevant experience in Suriname
 - (b) documentary evidence demonstrating knowledge in HR consultancy and job evaluation

- (v) CVs of the proposed key and non-key experts clearly describing their qualifications. The proposed team should include at a minimum the following three Key Experts:

Role and Responsibilities:

- Prepare and present the final assessment report and participate in stakeholder meetings.

Qualification Requirements:

- Minimum of a Bachelor's Degree in HR Management, Business Administration, or Psychology.
- Minimum of 7 years of professional experience in HR consultancy and job evaluation.

Proven experience in:

- Mezger job evaluation system
- FISO job evaluation system
- Surinamese labor laws
- Strong statistical awareness
- Excellent communication and coordination skills

Consultants will be selected in accordance with the Consultants' Qualification (CQS) method set out in the Inter-American Development Bank Procurement Policy GN-2350-15 which can be found at <https://www.iadb.org/document.cfm?id=EZSHARE-1132444900-23306> and is open to all eligible bidders as defined in the policies.

Consultants may associate with other firms in the form of a Joint Venture or a sub-consultancy to enhance their qualifications. For the purpose of establishing the short list, the nationality of a firm is that of the country in which it is legally incorporated or constituted and in the case of Joint Venture, the nationality of the firm appointed to represent it.

A shortlist of interested and qualified consultants will be established, and the firm with the most appropriate qualifications and references shall be selected and asked to submit a combined technical-price proposal.

The detailed Terms of Reference (TOR) for the assignment will be provided to the highest ranked.

Further information can be obtained by sending an email to the email address below.

Expressions of interest must be e-mailed before 03 April 2026 at 15.00 PM Suriname Time.

Ministry of Planning and Finance

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