

LAO PEOPLE'S DEMOCRATIC REPUBLIC
Ministry of Public Works and Transport

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LAO ROAD SECTOR PROJECT 2 ("LRSP 2")
CREDIT No.: 5920-LA

REQUEST FOR EXPRESSIONS OF INTEREST
FOR
HUMAN RESOURCE DEVELOPMENT CONSULTANT (C2-13)

The Ministry of Public Works and Transport (MPWT) of Lao PDR has received financing support from World Bank and the Nordic Development Fund (NDF) to implement Lao Road Sector Project 2 (LRSP2) (March 2017-February 2022), which will support MPWT strengthen its capacity at both central and local levels to manage local road improvement and maintenance. The WB has approved a credit of approximately USD 25 million, and NDF a grant for a Technical Assistance (TA) program amounting to EUR 5 million and a loan not exceeding EUR 6 million to finance the LRSP2. In addition, the Road Maintenance Funds (RMF) will contribute approximately USD 7 million, and the 6 participating provinces also will contribute around USD 3 million to the Project. The European Investment Bank (EIB) has also expressed interest to provide financing support to the implementation of the road local road development program designed under LRSP2.

MPWT intends to recruit individual consultant to support Department of Personnel (DOP), MPWT in developing a full draft of Five-Year Human Resource Development Plan (2018-2022), HRD Strategy (2018-2028) and HRD Vision Plan until 2030.

Qualified consultant will be recruited for 6 person-months over a period from August 2018 to July 2019 for the aforementioned services and to assisting Department of Personnel and work closely with the Division of Human Resource Development, DOP. The duty station of a consultant will be at DOP office. It is anticipated that these services will be started in **August 2018**.

At a minimum, the consultant should have the following qualifications and experience:

- At least Master Degree in one of following areas of academic qualification: in social science and strategy and policy with specialization in Education, Human Resources and other relevant fields;
- At least 10 years of experience in the field of human resource development and proven experience with similar assignments;
- Relevant experience in Lao PDR and in the region, is an advantage.
- Familiarity with the specific needs and challenges of the public sector; experience in the transport/roads sector is an advantage;
- Strong and proven skills in participatory/consultative process facilitation;
- Data collection skills (qualitative/quantitative);
- Fluency in English (writing, reading, speaking and listening).

An interested consultant will be selected under the **Selection of Individual Consultant (SIC)** in accordance with the World Bank's Guidelines: Selection and Employment of Consultants by World Bank Borrowers, dated January 2011 and revised in July 2014.

Interested consultant may obtain further information and ToR at the address below during office hours 08.00 - 16.00 hours; also the ToR can be downloaded from the MPWT's website: www.mpwt.gov.la.

Expression of interest including CV with description of similar assignment must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by 16.00 hours of **25 May 2018**.

Department of Personnel, Ministry of Public Works and Transport
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Date: 8 May 2018



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