



PROJECT MANAGEMENT & IMPLEMENTATION UNIT
Strengthening Social Protection Delivery System in Sindh
Sindh Social Protection Authority
Social Protection Department
Government of Sindh

REQUEST FOR EXPRESSIONS OF INTEREST

Assignment Title: Selection of Individual Consultants

Credit No.: IDA / 7229-PK

The Government of Sindh (herein after called Borrower) has received financing from the International Development Association (IDA) (the Bank) in the form of a credit (hereinafter called credit) towards the cost of strengthen a social protection system in the Sindh Province.

The Project Director, Project Management & Implementation Unit, Strengthening Social Protection Delivery System in Sindh and it is intended to apply part of the proceeds of this credit for payments to the following “**Individuals Consultants’ Services**” to be procured under this project.

The consulting services to be procured on Contract basis are as follows:

Sr. #	Position	Qualification	Experience
1	Sr. Specialist Integrated Information System	<ul style="list-style-type: none">▪ 16 years of education in Computer Science or any related discipline from a reputed HEC-recognized university.	<ul style="list-style-type: none">▪ At least ten (10) years of software design (preferably commercial), development and deployment experience in large-scale service architectures with IT applications. Out of which at least 5 years should be on a senior level position for managing IT projects.▪ Substantial experience of IT Infrastructure Design, development and deployment.▪ Must be well aware of the latest IT platforms and software development technologies. <p>Skills</p> <ul style="list-style-type: none">▪ Good understanding of management practices and techniques.▪ Excellent written and verbal communications
2	Sr. Specialist Policy & Research	At least 16 years of education in relevant social sciences (economics, public policy, public administration), or any other field related to policy and research. A PhD degree will be given due weight.	<ul style="list-style-type: none">• At least ten (10) years of relevant experience in public sector and/or private sector (national/international organizations) in policy and research, including practical experience in field monitoring, proposal writing, management, organizational leadership and producing high quality reports.• Strong analytical and conceptual skill with excellent knowledge of

			<p>econometrics software for forecasting, modelling and simulation etc.</p> <ul style="list-style-type: none"> • Strong ability to design and conduct research, impact evaluations, and produce research publications (evidenced by actual publications). • Experience in consultations with donors and government agencies for design and implementation of policies and programs. • Good knowledge of political, economic, social and cultural aspects in the province of Sindh. • Good understanding of public sector’s policy development and legislative process. • Experience in project management/implementation, planning and design of large-scale social protection/development programs. • Hands on experience in evaluation of technical bids, developing annual plans and design documents such as working papers/concept notes, proposals/PC-I/PC-II, ToRs and progress reports. • Familiarity with government structures, operations, and procedure. <p>Skills</p> <ul style="list-style-type: none"> • Excellent communication skills in English and Urdu and ability to work effectively in a multi-disciplinary team.
3	Senior Protection Economist Specialist	Social	<p>16 years of education in a relevant discipline (economics, public policy, public administration), or any other field related to this assignment, from a reputed HEC-recognized university.</p> <ul style="list-style-type: none"> • At least ten (10) years of relevant experience in public sector and/or private sector (national/international organizations) with a focus on social protection, poverty alleviation and health/nutrition. • Experienced in the use of statistical and econometrics software (preferably STATA). • Strong data management and data analysis skills and a proven track record of research publications. • Substantial experience in qualitative and quantitative survey design, trainings, data analysis, monitoring and evaluation and social audits. • Sufficient understanding on formulation of PC-I/PC-II and other project documents and related processes. • Experience in primary data collection, processing and analysis of administrative data and processing household survey data, cleaning and harmonizing datasets.

			<ul style="list-style-type: none"> • Experience of working on similar positions within World Bank funded projects would be a plus. <p>Skills</p> <ul style="list-style-type: none"> • Excellent communication skills in English and Urdu and ability to work effectively in a multi-disciplinary team. •
4	Senior Specialist, Targeting and Enrolment	16 years of education in Statistics, Project Management, Economics, MBA, or any other relevant discipline from a reputed HEC-recognized university.	<ul style="list-style-type: none"> • Minimum ten (10) years of experience in beneficiary targeting and enrolment, with at least 3 years in a senior position with reputed NGOs, projects funded by development partners (World Bank and/or other international donors), and/or government projects. • Experience of working on similar positions within World Bank funded projects would be an asset. • Working experience must include monitoring and evaluation of targeting and enrolment activities. <p>Skills</p> <ul style="list-style-type: none"> • Excellent English and Urdu communication skills, both oral and written, are required. Proficiency in Sindhi language would be a big plus. •
5	Senior Specialist - Public Health	16 years of education in Public Health or a relevant subject from a reputed HEC-recognized university.	<ul style="list-style-type: none"> • At least ten (10) years of experience in designing, managing and implementing public health programmes with I/NGO's, World Bank and/or other international donor funded projects and/or government projects. • Experience specific to maternal, neonatal and child health interventions, particularly with public and non-profit supply-side stakeholders. • Substantial experience in qualitative and quantitative survey design, trainings, data analysis, monitoring and evaluation and social audits, with a track record of research publications. • Sufficient understanding on formulation of PC-I/II and other project documents and related processes. • Experience of working on similar positions within World Bank funded projects would be an asset. • Knowledge and skills of working with statistical packages such as Stata, SPSS, WinPEPI etc. <p>Skills</p> <ul style="list-style-type: none"> • Excellent communication skills in English and Urdu and able to work effectively in a multi-disciplinary team.
6	Senior Specialist - Gender & Social	16 years of education in Gender Studies, Sociology,	<ul style="list-style-type: none"> ▪ Minimum Ten (10) years of experience in gender issues, social development,

	Inclusion	Anthropology, or any other relevant subject from a reputed HEC-recognized university.	<p>and participatory development, with at least 3 years in senior social development position with NGOs, World Bank and/or other international donor funded projects and/or government projects.</p> <ul style="list-style-type: none"> ▪ Experience of working on similar positions within World Bank funded projects would be an asset. ▪ Working experience must include gender training, monitoring and evaluation. <p>Skills</p> <ul style="list-style-type: none"> ▪ Good experience in inter-personal communications is an essential requirement. ▪ Excellent English and Urdu communication skills, both oral and written, are required. Proficiency in Sindhi language would be a big plus.
7	Senior Specialist - Behaviour Change Communication	16 years of education in a relevant social science discipline (communication, journalism, psychology, behavioral science, sociology, anthropology) or any other relevant subject, from a reputed HEC-recognized university.	<ul style="list-style-type: none"> • Minimum ten (10) years of experience in designing, planning, and implementing BCC activities and/or community level work, including design and implementation of communication campaigns and trainings. • Demonstrated experience of working with poor and vulnerable segments of society. <p>Skills</p> <ul style="list-style-type: none"> • Strong management skills are required, along with the ability to work well in a team environment. • Excellent written and verbal communication skills in English and Urdu. Knowledge of Sindhi would be a plus. • Proven abilities to set priorities, perform multi-tasking, and working collaboratively across technical disciplines. •
8	MIS Specialist	16 years of education in Computer Science, Information Technology, or any similar discipline from a reputed HEC-recognized reputed university. Any additional Certification/Diploma, such as SQL, SQL Database Administration, or related certification, shall be accorded due weightage	<ul style="list-style-type: none"> ▪ At least eight (08) years of working experience as database administrator on large software projects, in government or private organizations of repute, preferably related to Social Welfare/Social Protection, in addition to having experience in applications software analysis, design, and development. ▪ Knowledge and experience of software development and programming languages, relational databases, SQL, SQL Express or SQL Server (applications running these backend

			<p>DBs) and its tuning, .NET, IIS (Internet Information Services), Visual Studio for performance, automating database and server-side application maintenance and monitoring.</p> <ul style="list-style-type: none"> ▪ Hands-on experience with technology adaptation for a local environment; <p>Skills</p> <ul style="list-style-type: none"> ▪ Good presentation, communication and writing skills. ▪ Ability to liaise and coordinate with stakeholders at multiple levels; ▪ Capable of multi-tasking and ability to work in a multi-disciplinary team.
9	Monitoring & Evaluation Specialist	<p>16 years of education in Social Sciences, Economics, Public Health, Epidemiology & Biostatistics, Public/Business Administration, or any other related disciplines from a reputed HEC-recognized university.</p> <p>Advanced certificate in M&E, statistics or economics shall be accorded due weightage.</p>	<ul style="list-style-type: none"> ▪ At least eight (08) years of relevant experience in monitoring/evaluation of social protection/poverty alleviation programs/projects. ▪ Demonstrated experience in: <ul style="list-style-type: none"> ○ developing logical framework. ○ sampling design. ○ conducting assessments and surveys. ○ data quality assessments and oversight. ○ managing and providing training to partners. ○ facilitating and serving as the project liaison for externally managed evaluations. <p>Skills</p> <ul style="list-style-type: none"> ▪ Written and oral fluency in Urdu and English. Knowledge of regional language (Sindhi) will be considered a big plus. ▪ Proven ability to work in a collaborative, multi-tier team environment. ▪ Good people management, and writing skills.
10	Financial Management Specialist	<p>At least sixteen (16) years of education in Finance/ CA, ACMA/ACCA or an equivalent degree in a similar discipline from a reputed foreign or local university, duly recognized by the Higher Education Commission (HEC) of Pakistan</p> <p>Completion of articles from a registered Chartered Accountant firm shall be accorded due weightage</p> <p>Knowledge of Computer Software like Office Automation packages including ERPs, and Statistical Analysis Tools (SPSS/Stata/</p>	<ul style="list-style-type: none"> ▪ At least eight (08) years of experience of financial management in donor funded projects, preferably World Bank supported projects. ▪ Working knowledge of the public sector accounting with thorough understanding of PFM cycle, regulatory mechanism and financial modeling will be an added advantage. ▪ Experience of financial reporting based on international Public Sector Accounting Standards in government institutions. <p>Skills</p> <ul style="list-style-type: none"> ▪ Written and oral fluency in Urdu and English.

		Data Analysis R Language) shall be accorded due weightage.	<ul style="list-style-type: none"> ▪ Proven ability to work in a collaborative, multi-tier team environment.
11	Procurement Specialist	<p>Minimum sixteen years of education in Engineering/Social Sciences or a related subject. Degree in Procurement Management/Supply Chain Management shall be accorded due weightage.</p> <p>Candidate having procurement related certifications like Member Chartered Institute of Procurement & Supply (MCIPS) from CIPS, UK, Certified Professional in Supply Management (CPSM) from ISM, USA, or Certified Supply Chain Professional (CSCP) from APICS/ASCM, or equivalent shall be preferred.</p>	<ul style="list-style-type: none"> ▪ At least eight (08) years of documentary verifiable experience in procurement of Goods, Works, & Consulting services. ▪ Recent experience in successfully leading to completion of large procurements shall be preferred. ▪ Knowledge and implementation experience of various international/national/subnational public procurement rules shall be required ▪ Proficiency in the usage of computers desktop application MS Office (Word, Excel, and Power Point) and office software packages (word processing, spreadsheet etc) and experience in handling of web-based data and information management systems <p>Skills</p> <ul style="list-style-type: none"> ▪ Written and oral fluency in Urdu and English. ▪ Proven ability to work in a collaborative, multi-tier team environment.
12	Environmental & Social Safeguard Specialist	<p>16 years of education in Environmental Studies, Sociology, Anthropology, or other relevant subject from a reputed HEC-recognized university. Equivalent foreign qualification from an accredited university/institution shall be accorded due weightage.</p>	<ul style="list-style-type: none"> • At least eight (08) years of experience in public sector projects/development projects/ emergency assistance and/or social development is required. <p>Skills</p> <ul style="list-style-type: none"> • Good command over written and spoken English and Urdu; command over Sindhi language will be an advantage. • Proven ability to work in a collaborative, multi-tier team environment •
13	Communication / Content Development Specialist	<p>Sixteen (16) years in Mass Communications, Journalism/Media or related field, from an HEC-recognized university. Equivalent foreign qualification from an accredited university/institution, shall be accorded due weightage.</p>	<ul style="list-style-type: none"> ▪ At least Eight (08) years of demonstrated experience in the formulation of communication strategy/plan and handling major communication initiatives. ▪ Demonstrated experience in developing communication strategies/campaigns with clear examples of effective branding in the public/private sector, in both print and electronic media, with a focus on marginalized and poverty-stricken/vulnerable segments of society. ▪ Expertise in media outreach and excellence in originating and preparing written material such as issue briefings,

			<p>press releases, web content and layout-for use in various communication media</p> <ul style="list-style-type: none"> ▪ Due weightage shall be accorded to: (a) existing network in both electronic and print media, as well as with key influencers on social media; and (b) experience in Social and Behavioral Change Communication. <p>Skills</p> <ul style="list-style-type: none"> ▪ Written and oral fluency in Urdu and English. Knowledge of regional language (Sindhi) will be considered a big plus. ▪ Proven ability to work in a collaborative, multi-tier team environment. ▪ Good people management, and writing skills.
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The Project Management & Implementation Unit, Strengthening Social Protection Delivery System in Sindh established under Sindh Social Protection Authority invites now invites eligible individuals to express their interest in providing the aforementioned services. Interested applicants must send their Expression of Interest / Applications along with their detailed updated Curriculum Vitae highlighting qualifications and experience in carrying out similar assignments, for possible checks along with 2 photographs (passport size), CNIC, degrees and experience certificates to the address below (in person, or by mail, or by e-mail) on or before **February 27th, 2023 at 11:00 am.**

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" July 2016 (Revised in Nov 2020) ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

Consultant will be selected in accordance with the Open Competitive Selection of Individual Consultants method set out in the Procurement Regulations of the World Bank for IPF Borrowers dated July 2016 (Revised in Nov 2020) available on www.worldbank.org.

Further information can be obtained at the address below during office hours *i.e. 10 to 1700 hours*. The detailed Terms of Reference (TORs) for each position can be obtained from the website: www.spsu.gos.pk.

Project Director

Project Management & Implementation Unit
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