



REQUEST FOR EXPRESSIONS OF INTEREST

ASSIGNMENT TITLE: CONSULTANCY SERVICES OF THE FIRM FOR DEVELOPMENT OF A STRATEGIC COMPENSATION AND BENEFITS SYSTEM FOR RWANDA ENERGY GROUP LIMITED (REG).

REFERENCE NO: 11.07.022/FIRM/2341/16/PROC-EUCL-MD/JCK/au

1. INTRODUCTION

The Government of Rwanda (GoR) with the support of the Belgian Development Agency, (BTC) Institutional and Capacity Development Project (CDEU) is undertaking Energy Sector Reforms that seek to support REG to provide sufficient, reliable, and affordable energy for all Rwandans through the strengthening of infrastructure, central management and support functions and Human Resources competence development.

To this end, the Rwanda Energy Group (REG) was incorporated under a new law No 97/2013 of 30/01/2014 with two subsidiaries with a total staff complement of 1,020;

1. Energy Utility Corporation Limited (EUCL) which has a total of 835 staff, 67% of technical staff and 33% of support staff;
2. Energy Development Corporation Limited (EDCL) which has a total of 185 staff, 55% of technical staff and 45% of support staff.

The Group is responsible for the development of energy resources, undertake access projects and efficiently operate and maintain generation plants, networks and adjoining facilities to sustainably meet the increasing energy supply needs of the country. REG seeks to acquire the service of a competent consultancy firm to assist senior management with the development and implementation of a Strategic Compensation and Benefits System.

2. QUALIFICATIONS & EXPERIENCE OF THE FIRM

- a. Interested consultancy firms are requested to present references showing their general experience of at least ten (10) years in the consultancy industry and at least eight (8) years in the design and implementation of Strategic Compensation and Benefits Systems for large institutions
- b. Having developed at least two (2) Strategic Compensation and Benefits Systems particularly for energy utilities in developing and emerging markets with proof of successful completion is a necessity.



The consultancy firm should have a dedicated project team allocated to this assignment of at least 3 expert staff, and should provide the list of its staff, indicating, for each member: (i) professional qualifications; (ii) fields of expertise and experience; (iii) studies with similar scope to the project described in these TORs in which the expert participated in the last 5 years; (iv) role to be played by each of the experts in each of the projects mentioned. The method of selection shall be Quality Cost Based Selection (QCBS).

3. APPLICATION & SUBMISSION

Interested and suitably qualified firms should submit their Expression of Interest including CVs of the key staff motivation letter and other supporting documents outlined in above . All applications should be submitted to the Central Secretariat of the procurement unit of REG/EUCL and should be addressed to:

The Chief Executive Officer

Rwanda Energy Group Limited (REG),

KN82 ST 3, Nyarugenge District, Kigali City,

P.O Box 537 Kigali, Rwanda

Electronic applications will also be accepted and may be sent through procurement@eucl.reg.rw, ebugingo@edcl.reg.rw and auwituze@eucl.reg.rw

The outer cover for envelope shall be clearly marked: REQUEST FOR EXPRESSION OF INTEREST (EOI) NO. **11.07.022/IND/2341/16/PROC-EUCL-MD/JCK/au**

The deadline for submission of expression of interest will be 06/01/2017, at 10:00 hours Kigali time.

Further information can be obtained at the address below during office hours from 07H00 hours to 17H00 on all working days.

Done at Kigali, on 14/12/ 2016

Eric BUGINGO
Head of Procurement Management

Jean Bosco MUGIRANEZA
Chief Executive Officer