

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES– FIRMS SELECTION)

INDIA

BIHAR INTEGRATED SOCIAL PROTECTION STRENGTHENING PROJECT

Project No.: P118826

Assignment Title: Recruitment Support Agency

Reference No. (as per Procurement Plan): CS-1

The Bihar Rural Development Society (BRDS) under the Department of Rural Development, Government of Bihar has applied for financing from the World Bank toward the cost of the Bihar Integrated Social Protection Strengthening Project and intends to apply part of the proceeds for consulting services.

The Bihar Rural Development Society (BRDS) 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 shortlisting criteria are:

- Availability of qualified experts in fields relevant to staffing positions on selection panel.
- Experience of having successfully managed a similar assignment in Bihar.
- Two similar contracts for hiring of professional or administrative staff (at least 150 professionals) in the any of the last five years which includes screening applicants and deriving long and short list, and conducting verification / reference checks of selected candidates
- An annual turnover of Rs.1.00 crore or more in the last three financial years. (Audited financial statements of last three years should be attached to EOI).
- Absence of litigation which may adversely impact delivery of services in the state of Bihar.

The consulting services (“the Services”) include those of a Recruitment Support Agency (RSA) which will support BRDS in contracting in various grades of finance professionals and accountants at the District and Block levels with the overall aim to strengthen the financial management system of BRDS. The expected numbers are around 540 accountants at the block level and 220 finance professionals at the district level.

All personnel (100%) are to be competitively recruited by July 2014. The RSA will be retained for a period of one year, effective from the contract signing date. The contract end date may further be extended for next one year subject to the client requirement and satisfactory performance of the agency. Any change in the period of assignment will only be made after mutual review by both the parties. The draft Terms of Reference for the Recruitment Service Agency is available at www.rdd.bih.nic.in

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's [Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers](#) (January 2011) ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. In addition, please refer to the following specific information on conflict of interest related to this assignment: conflict between consulting activities and procurement of goods, works or non-consulting services; conflict among consulting assignments; and relationship with Borrower's staff.

Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications. The type of association should be clearly stated in the submission.

A Consultant will be selected in accordance with the QCBS method set out in the Consultant Guidelines.

Further information can be obtained at the address below during office hours 1000 to 1800 hours.

Expressions of interest must be delivered in a written form to the address below through registered post/speed post/ courier/ by hand by 25th of November, 2013 till 1700 hrs.

Bihar Rural Development Society (BRDS),
Department of Rural Development
Old Secretariat, Patna - 800023
Attn: CEO, Bihar Rural Development Society cum Project Director, BISPS,
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