

# Somalia Capacity Injection Project (P149971)

## Procurement Plan

### I. General

1. **Bank's approval Date of the procurement Plan:** Original - December 2014
2. **Date of General Procurement Notice:**
3. **Period covered by this procurement plan:** January to December 2017

### II. **Thresholds for Procurement Methods (US\$ millions)**

| Works |     |          | Goods, IT and Non-Consulting Services |     |          | Shortlist of National Consultants |  |
|-------|-----|----------|---------------------------------------|-----|----------|-----------------------------------|--|
| ICB   | NCB | Shopping | ICB                                   | NCB | Shopping | Consulting Services               | Engineering & Construction Supervision |
| ≥     | <   | ≤        | ≥                                     | <   | ≤        |                                   |  |
| 5     | 5   | 0.2      | 0.5                                   | 0.5 | 0.1      | 0.1                               | 0.2                                    |

### II. Goods and Works and non-consulting services.

1. **Prior Review Thresholds:** Procurement Decisions subject to Prior Review by the Bank as stated in Appendix 1 to the Guidelines for Procurement:

|    | Procurement Method      | Prior Review Threshold US\$ | Comments                       |
|----|-------------------------|-----------------------------|--------------------------------|
| 1. | ICB (Goods)             | Above US\$ 500,000          | All                            |
| 2. | NCB (Goods)             | Above US\$ 500,000          | First contract below threshold |
| 3. | ICB (Works)             | Above US\$ 5 million        | All                            |
| 4. | NCB (Works)             | Above US\$ 5 million        | First contract below threshold |
| 5. | Non-Consultant Services | Above US\$ 100,000          | First contract below threshold |
|    |                         |                             |                                |

2. **Prequalification :** Not applicable

### III. Selection of Consultants

1. **Prior Review Thresholds:** Selection decisions subject to Prior Review by Bank as stated in Appendix 1 to the Guidelines Selection and Employment of Consultants:

|    | <b>Selection Method</b>     | <b>Prior Review Threshold</b> | <b>Comments</b> |
|----|-----------------------------|-------------------------------|-----------------|
| 1. | Competitive Methods (Firms) | Above US\$ 100,000            |                 |
| 2. | Single Source (Firms)       | All                           |                 |
| 3. | Individual                  | Above US\$ 50,000             |                 |

**III. Procurement Packages - Goods, Non-Consulting and Consultancy Services**

Individual Packages for Goods, Non-Consulting Services and Consultancy Services will be published with respective Procurement Plan updates approved







|  |            |  |       |                                 |         |  |            |            |          |            |            |            |            |            |            |            |            |            |
|--|------------|--|-------|---------------------------------|---------|--|------------|------------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| SO-OPM-10080-CS-INDV / Development of Staff Retention Schemes for the Civil Service  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 54,000.00  | 52,000.00  | Signed   | 2017-03-20 | 2017-03-20 | 2016-08-17 | 2017-03-20 | 2017-06-14 | 2017-03-20 | 2016-08-24 | 2017-03-20 |            |
| SO-OPM-10085-CS-INDV / Code of Ethics: the main objective of this assignment is to develop a Civil Service Code of Ethics that sets the values, standards of behavior and rights and responsibilities of all staff of the civil service of the Federal Republic of Somalia             | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 70,000.00  | 60,000.00  | Signed   | 2017-03-20 | 2017-03-20 | 2016-11-22 | 2017-03-20 | 2017-06-16 | 2017-03-20 | 2016-01-20 | 2017-03-20 |            |
| SO-OPM-10092-CS-INDV / Integration of the Deputy Prime Minister's Office and the Aid Coordination Unit in the Office of the Prime Minister, Federal Government of Somalia  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 80,000.00  | 72,000.00  | Signed   | 2017-03-20 | 2017-03-20 |            | 2017-03-20 | 2017-06-16 | 2017-03-20 | 2016-08-24 | 2017-03-20 |            |
| SO-OPM-10098-CS-INDV / HRM short-term training and Development Consultant, Human Resource Management Expert  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 45,000.00  | 36,000.00  | Signed   | 2017-03-20 | 2017-03-20 | 2017-02-07 | 2017-03-20 | 2017-06-28 | 2017-03-20 | 2017-02-07 | 2017-03-20 |            |
| SO-OPM-10102-CS-INDV / Procurement Short-term training development in Procurement Management Development. The Federal Government of Somalia, with the support of the World Bank, is seeking a suitable individual to work closely with the Somali National University.                 | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 45,000.00  | 36,000.00  | Signed   | 2017-03-20 | 2017-03-20 |            | 2017-03-20 | 2017-06-28 | 2017-03-20 | 2017-02-07 | 2017-03-20 |            |
| SO-OPM-10110-CS-INDV / M&E Short-term training development in M&E. The Federal Government of Somalia, with the support of the World Bank, is seeking a suitable individual to work closely with the Somali National University.  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 45,000.00  | 36,000.00  | Signed   | 2017-03-20 | 2017-03-20 | 2017-03-08 | 2017-03-20 | 2017-06-28 | 2017-03-20 | 2017-02-07 | 2017-03-20 |            |
| SO-OPM-10111-CS-INDV / Finance Short-term training development in Financial Management. The Federal Government of Somalia, with the support of the World Bank, is seeking a suitable individual to work closely with the Somali National University.                                   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 45,000.00  | 36,000.00  | Signed   | 2017-03-20 | 2017-03-20 |            | 2017-03-20 | 2017-06-28 | 2017-03-20 | 2017-02-07 | 2017-03-20 |            |
| SO-OPM-10118-CS-INDV / Policy & Planning Short-term training development in Policy & Planning. The Federal Government of Somalia, with the support of the World Bank, is seeking a suitable individual to work closely with the Somali National University.                            | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 45,000.00  | 36,000.00  | Signed   | 2017-03-20 | 2017-03-20 |            | 2017-03-20 | 2017-06-28 | 2017-03-20 | 2017-02-07 | 2017-03-20 |            |
| SO-OPM-10082-CS-INDV / Development of Competency Framework for the Civil Service of the Federal Government of Somalia  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Open    |  | 130,000.00 | 123,500.00 | Signed   | 2017-03-20 | 2017-03-20 |            | 2017-03-20 | 2017-06-14 | 2017-03-20 | 2016-08-24 | 2017-03-20 |            |
| SO-OPM-10486-CS-INDV / Coaching and Mentoring Policy and Program for the Civil Service of FGS  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Limited |  | 66,000.00  | 66,000.00  | Signed   | 2017-03-19 | 2017-03-19 | 2017-02-12 | 2017-03-19 | 2017-06-16 | 2017-03-19 | 2017-03-17 | 2017-03-19 |            |
| SO-OPM-10487-CS-INDV / Development of a Performance Management System for the Civil Service of FGS   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Limited |  | 66,000.00  | 66,000.00  | Signed   | 2017-03-24 | 2017-03-24 | 2017-03-08 | 2017-03-24 | 2017-06-16 | 2017-03-24 | 2017-05-16 | 2017-03-24 |            |
| SO-OPM-9964-CS-INDV / Biometric Registration for FGS civil servant, the consultant will work closely with the government HR audit team established as part of the methodology for this assignment.   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions | Prior | Individual Consultant Selection | Limited |  | 80,000.00  | 0.00       | Canceled | 2017-03-17 | 2017-03-22 |            | 2017-04-12 |            | 2017-05-17 |            | 2017-11-13 |            |
| SO-OPM-20310-CS-INDV / The overall responsibilities of the Project Coordinator are (i) to advise the senior management of the Office of the Prime Minister(OPM) and the Program Steering Committee on management and implementation of the Project, (ii) to provide overall leadership | TF / A0415 | Project Management   | Prior | Individual Consultant Selection | Open    |  | 92,000.00  | 467,202.00 | Signed   | 2017-07-12 | 2017-08-14 | 2017-08-30 |            | 2017-09-20 | 2017-11-21 | 2017-10-25 | 2017-10-18 | 2018-04-23 |
| SO-OPM-23892-CS-INDV / The Procurement Specialist will report to the Project Coordinator. He/she will be the team leader for the project procurement function and will work closely with Procurement Officers from implementing agencies, the line ministries.                         | TF / A0415 | Project Management   | Prior | Individual Consultant Selection | Limited |  | 360,000.00 | 194,010.00 | Signed   | 2017-08-16 | 2017-08-21 | 2016-06-15 | 2017-09-11 | 2017-10-18 | 2017-10-16 | 2016-12-15 | 2018-04-14 |            |
| SO-OPM-23897-CS-CDS / The Project Financial Management Specialist shall undertake the following tasks in collaboration with EAFS and the Head of the PCU/PMU and implementing entities.  | TF / A0415 | Project Management   | Prior | Individual Consultant Selection | Limited |  | 360,000.00 | 430,670.00 | Signed   | 2017-08-16 | 2017-08-21 | 2015-05-13 | 2017-09-11 | 2017-09-07 | 2017-10-16 | 2015-07-26 | 2018-04-14 |            |
| SO-OPM-25162-CS-INDV / Comprehensive Project Status Review Report. The objective of this assignment is to facilitate a participatory process and assist the client (FGS) in the preparation of a comprehensive report on the progress and status of the CIP in readiness               | TF / A0415 | Project Management   | Prior | Individual Consultant Selection | Limited |  | 64,000.00  | 32,500.00  | Signed   | 2017-08-16 | 2017-08-28 | 2017-08-21 | 2017-09-06 | 2017-09-11 | 2017-10-10 | 2017-10-16 | 2017-10-09 | 2018-04-14 |

|  |            |   |       |                                 |         |            |            |          |            |            |            |            |            |            |            |            |            |
|--|------------|---|-------|---------------------------------|---------|------------|------------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| SO-OPM-29220-CS-INDV / Record Management. The objective of this assignment is to provide technical assistance to facilitate the implementation and management of an efficient and effective records management and archival system for the civil service.                              | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 140,000.00 | 120,000.00 | Signed   | 2017-09-20 | 2017-09-20 | 2016-11-16 | 2017-09-20 | 2017-10-30 | 2017-10-11 | 2016-12-26 | 2018-04-09 |            |
| SO-OPM-29225-CS-INDV / Pension Policy. The primary objective of the assignment is to develop a public sector pension policy and secure a decent retirement benefit for civil servants.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 120,000.00 | 0.00       | Signed   | 2017-09-20 | 2017-11-07 | 2017-09-20 | 2017-06-21 | 2017-09-20 | 2017-11-09 | 2017-09-20 | 2017-03-11 | 2017-09-20 |
| SO-OPM-31686-CS-INDV / PCU Website. The Capacity Injection Project needs to communicate to the public, this is where feedback forms come handy. These forms provide cost-effective engage with the public, gather information and use this information to understand the community.    | TF / A0415 | Project Management  | Prior | Individual Consultant Selection | Limited | 30,000.00  | 21,980.00  | Signed   | 2017-10-11 | 2017-10-18 | 2017-10-16 | 2017-10-09 | 2017-11-06 | 2018-04-16 | 2017-12-11 | 2018-04-18 | 2018-06-09 |
| SO-OPM-31374-CS-INDV / Cluster 2: Reorganization and Modernization of Ministries, Departments and Agencies of the Federal MDAs Re-organization. This assignment will cover 10 institutions. The total number of days is 150 person days (being an average of 15 days per institution). | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 90,000.00  | 90,000.00  | Signed   | 2017-10-08 | 2017-10-24 | 2017-10-13 | 2017-05-17 | 2017-11-03 | 2017-11-10 | 2017-12-08 | 2017-11-14 | 2018-06-06 |
| SO-OPM-31371-CS-INDV / Cluster 4: Re-Organization and Modernization of Ministries, Departments and Agencies of the 9 MDAs re-organization. This assignment will cover 9 institutions. The total number of days is 135 person days (being an average of 15 days per institution).       | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 81,000.00  | 81,000.00  | Signed   | 2017-10-08 | 2017-10-24 | 2017-10-13 | 2017-10-21 | 2017-11-03 | 2017-11-21 | 2017-12-08 | 2017-11-24 | 2018-06-06 |
| SO-OPM-31373-CS-INDV / Cluster 3: Re-Organization and Modernization of Ministries, Departments and Agencies of the 10 MDAs Re-organization. This assignment will cover 10 institutions. The total number of days is 150 person days (being an average of 15 days per institution).     | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 90,000.00  | 90,000.00  | Signed   | 2017-10-08 | 2017-10-24 | 2017-10-13 | 2017-11-09 | 2017-11-03 | 2017-11-27 | 2017-12-08 | 2017-11-28 | 2018-06-06 |
| SO-OPM-32563-CS-INDV / Cluster 1: Establishment of Guidelines and Re-Organization and Modernization of Ministries, Departments and Agencies of the Federal Government of Somalia (10 MDAs).  | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 108,000.00 | 108,000.00 | Signed   | 2017-10-17 | 2017-11-07 | 2017-10-22 | 2017-01-24 | 2017-11-12 | 2017-11-13 | 2017-12-17 | 2017-02-08 | 2018-06-15 |
| SO-OPM-32564-CS-INDV / Developing the Performance Management System. The objective of this assignment is to develop an appropriate performance management framework and appraisal system for the civil service.  | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 66,000.00  | 66,000.00  | Signed   | 2017-10-17 | 2017-10-22 | 2016-03-08 | 2017-11-12 | 2017-10-24 | 2017-12-17 | 2017-05-16 | 2018-06-15 |            |
| SO-OPM-34277-CS-CDS / Human Resource Management and Development course-Post training impact assessment, identification of the training of Trainers and advanced level training on Policy Planning and Development Course.  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Direct Selection                | Direct  | 42,000.00  | 42,000.00  | Signed   | 2017-10-27 | 2017-11-01 | 2017-11-06 |            |            | 2018-01-10 | 2017-11-16 | 2018-07-09 |            |
| SO-OPM-34278-CS-CDS / Procurement Management- Post training impact assessment, identification of the training of Trainers and advanced level training on Procurement Development Course.   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Direct Selection                | Direct  | 42,000.00  | 42,000.00  | Signed   | 2017-10-27 | 2017-11-01 | 2017-11-06 |            |            | 2018-01-10 | 2017-11-16 | 2018-07-09 |            |
| SO-OPM-34281-CS-CDS / Public Finance Management Course- Post training impact assessment, identification of the training of Trainers and advanced level training on Public Finance Management Development Course.   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Direct Selection                | Direct  | 42,000.00  | 42,000.00  | Signed   | 2017-10-27 | 2017-11-01 | 2017-11-06 |            |            | 2018-01-10 | 2017-11-16 | 2018-07-09 |            |
| SO-OPM-34283-CS-CDS / Monitoring & Evaluation Course - Post training impact assessment, identification of the training of Trainers and advanced level training on Monitoring & Evaluation Courses.   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Direct Selection                | Direct  | 42,000.00  | 42,000.00  | Signed   | 2017-10-27 | 2017-11-01 | 2017-11-06 | 2017-11-04 |            | 2018-01-10 | 2017-11-15 | 2018-07-09 |            |
| SO-OPM-34284-CS-CDS / Policy Planning and Development Courses- Post training impact assessment, identification of the training of Trainers and advanced level training on Policy Planning and Development Course.  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Direct Selection                | Direct  | 42,000.00  | 42,000.00  | Signed   | 2017-10-27 | 2017-11-01 | 2017-11-06 |            |            | 2018-01-10 | 2017-11-16 | 2018-07-09 |            |
| SO-OPM-10096-CS-INDV / Re-Organization and Modernization of 35 Ministries, Departments and Agencies of the Federal Government of Somalia.  | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Individual Consultant Selection | Open    | 350,000.00 | 0.00       | Canceled | 2017-03-20 | 2017-03-20 | 2017-02-02 | 2017-03-20 |            | 2017-03-20 |            | 2017-03-20 |            |

|  |            |   |       |                                 |         |              |              |              |            |            |            |            |            |            |            |            |            |
|--|------------|---|-------|---------------------------------|---------|--------------|--------------|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| SO-OPM-39683-CS-INDV / Career management in the civil service may be guided by schemes of service. With an effective career development framework in place, the scheme of service will clearly highlight the linkage between an employees' performance and his/her career advancement. | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 162,000.00   | 162,000.00   | Signed       | 2017-12-07 | 2017-12-12 | 2016-12-05 | 2018-01-02 | 2018-01-17 | 2018-02-06 | 2017-02-11 | 2018-08-05 |            |
| SO-OPM-44138-CS-INDV / Pension Policy- The primary objective of the assignment is to conduct a public sector pension policy and secure a decent retirement benefit for civil servants.   | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Open    | 120,000.00   | 108,000.00   | Signed       | 2018-01-31 | 2018-02-01 | 2018-03-21 | 2018-08-09 | 2018-04-11 | 2018-10-31 | 2018-05-16 | 2018-11-04 | 2018-11-12 |
| SO-OPM-61024-CS-INDV / This contract of employment is made between the Office of the Prime Minister, (hereafter as a Client) and the person appointed as Communication Specialist ("Contractor") under the Capacity Injection Mechanism (CIM) Project.                                 | TF / A0415 | Project Management  | Prior | Individual Consultant Selection | Direct  | 360,000.00   | 413,040.00   | Signed       | 2018-05-05 | 2018-05-15 | 2016-11-26 | 2018-06-05 | 2018-05-30 | 2018-07-10 | 2017-02-23 | 2019-01-06 |            |
| SO-OPM-71979-CS-INDV / The main objective of this assignment is to develop a National Public Sector Renewal Strategy (NPSRS) that provides the framework for medium to long term public administration transformation and programming and systematic implementation.                   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Individual Consultant Selection | Open    | 140,000.00   | 123,600.00   | Signed       | 2018-08-03 | 2018-08-08 | 2018-09-21 | 2018-10-12 | 2019-06-18 | 2018-11-16 | 2019-06-20 | 2019-05-15 |            |
| SO-OPM-52349-CS-INDV / Cluster -2. The purpose of this assignment is to provide technical assistance to support the development of 3 years strategic plans (2018-2020) for each of the CIP BIs in the FG-5 (through a consultative and participatory process).                         | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 140,000.00   | 0.00         | Canceled     | 2018-03-14 | 2018-03-19 | 2018-04-09 | 2018-05-14 | 2018-11-10 |            |            |            |            |
| SO-OPM-76689-CS-INDV / Monitoring and Evaluation (M&E) Specialist-Duties and Responsibilities:Under the overall supervision of the Project Coordinator the M&E Specialist will be responsible for the develop and implement a M&E system for the project.                              | TF / A0415 | Project Management  | Prior | Individual Consultant Selection | Open    | 360,000.00   | 284,160.00   | Signed       | 2018-09-10 | 2018-09-04 | 2018-10-29 | 2018-05-23 | 2018-11-19 | 2018-09-27 | 2018-12-24 | 2018-09-01 | 2019-06-22 |
| SO-OPM-87439-CS-INDV / Specialist will manage the procurement activities of the project in strict compliance with the requirements of the Agreement between the World Bank and the Federal Government of Somalia. The Project Implementation Manual for the                            | TF / A0415 | Project Management  | Prior | Individual Consultant Selection | Open    | 120,000.00   | 280,546.64   | Signed       | 2018-11-23 | 2018-11-26 | 2019-01-11 | 2019-02-01 | 2019-04-08 | 2019-03-08 | 2019-04-13 | 2019-09-04 |            |
| SO-OPM-110674-CS-CDS / The development of a comprehensive long-term training program for the FGS CS employees to improve their capacity for public administration and management.  | TF / A5472 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Direct Selection                | Direct  | 1,100,000.00 | 1,534,867.89 | Under Review | 2019-04-25 | 2019-07-15 | 2019-05-05 | 2019-08-22 | 2019-07-09 | 2020-08-17 | 2020-01-05 |            |            |
| SO-OPM-46233-CS-INDV / Technical assistance supporting the capacity for policy development and cabinet processes at the center of government for developing a cabinet manual and guidelines for public policy formulation process and procedure.                                       | TF / A5472 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Open    | 108,000.00   | 0.00         | Canceled     | 2019-07-23 | 2019-09-08 | 2019-09-10 | 2019-10-01 | 2019-11-05 | 2020-05-03 |            |            |            |
| SO-OPM-73588-CS-INDV / Cluster -2. The purpose of this assignment is to provide technical assistance to support the development of 3 years strategic plans (2018-2020) for each of the CIP BIs in the FG-5 (through a consultative and participatory process).                         | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Open    | 140,000.00   | 0.00         | Canceled     | 2018-08-14 | 2018-09-24 | 2018-10-02 | 2018-10-23 | 2018-11-27 | 2019-05-26 |            |            |            |
| SO-OPM-73585-CS-INDV / The purpose of this assignment is to provide technical assistance to support the development of 3 years strategic plans (2018-2020) for each of the CIP BIs in the FGS (through a consultative and participatory process).                                      | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Individual Consultant Selection | Open    | 140,000.00   | 0.00         | Canceled     | 2018-08-15 | 2018-09-24 | 2018-10-03 | 2018-10-24 | 2018-11-28 | 2019-05-27 |            |            |            |
| SO-OPM-47825-CS-INDV / Team Leader for Group 2 Consultant 1. The objective of this assignment is to provide technical assistance to develop policies, procedures and regulations to govern the civil service of the Federal Government of Somalia.                                     | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 60,000.00    | 0.00         | Canceled     | 2018-02-28 | 2018-02-27 | 2018-03-05 | 2018-03-26 | 2018-04-30 | 2018-10-27 |            |            |            |
| SO-OPM-47824-CS-INDV / Group 1 Cluster 3. The objective of this assignment is to provide technical assistance to develop policies, procedures and regulations to govern the civil service of the Federal Government of Somalia.  | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 44,000.00    | 0.00         | Canceled     | 2018-02-15 | 2018-02-26 | 2018-02-20 | 2018-03-13 | 2018-04-17 | 2018-10-14 |            |            |            |
| SO-OPM-47823-CS-INDV / Group 1 Consultant 2. The objective of this assignment is to provide technical assistance to develop policies, procedures and regulations to govern the civil service of the Federal Government of Somalia.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 44,000.00    | 0.00         | Canceled     | 2018-02-15 | 2018-02-20 | 2018-03-13 | 2018-04-17 | 2018-10-14 |            |            |            |            |

|  |            |   |       |                                 |         |            |            |                      |            |            |            |            |            |            |            |            |            |
|--|------------|---|-------|---------------------------------|---------|------------|------------|----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| SO-OPM-47826-CS-INDV / Group 2 Cluster 3 The objective of this assignment is to provide technical assistance to develop policies, procedures and regulations to govern the civil service of the Federal Government of Somalia.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 44,000.00  | 0.00       | Canceled             | 2018-02-15 | 2018-02-26 | 2018-02-20 | 2018-03-13 | 2018-04-17 | 2018-10-14 |            |            |            |
| SO-OPM-47828-CS-INDV / Group 2 Cluster 3 The objective of this assignment is to provide technical assistance to develop policies, procedures and regulations to govern the civil service of the Federal Government of Somalia.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 44,000.00  | 0.00       | Canceled             | 2018-02-15 | 2018-02-26 | 2018-02-20 | 2018-03-13 | 2018-04-17 | 2018-10-14 |            |            |            |
| SO-OPM-47829-CS-INDV / Cluster 7 Lawyer Provide legal drafting support to Team 1 and Team 2. The objective of this assignment is to provide technical assistance to develop policies, procedures and regulations to govern the civil service of the Federal Government of Somalia. | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 44,000.00  | 0.00       | Canceled             | 2018-02-15 | 2018-02-26 | 2018-02-20 | 2018-03-13 | 2018-04-17 | 2018-10-14 |            |            |            |
| SO-OPM-47818-CS-INDV / Team Leader of group 1-Cluster 1: The objective of this assignment is to provide technical assistance to develop policies, procedures and regulations to govern the civil service of the Federal Government of Somalia.                                     | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 60,000.00  | 0.00       | Canceled             | 2018-02-15 | 2018-02-26 | 2018-02-20 | 2018-03-13 | 2018-04-17 | 2018-10-14 |            |            |            |
| SO-OPM-47801-CS-INDV / Legal consultant to provide legal support strengthening civil service management policies and for the development of administrative regulations and organisational ordinance.   | TF / A0415 | Developing Civil Service Capacity for Key Cross-Cutting Government Functions      | Prior | Individual Consultant Selection | Limited | 54,000.00  | 0.00       | Canceled             | 2019-10-06 | 2019-09-02 | 2019-10-11 | 2019-10-05 | 2019-11-01 | 2019-12-06 | 2020-06-03 |            |            |
| SO-OPM-47802-CS-INDV / Development of administrative regulations for the civil service management of FGS under the civil service law No.11 its policies.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 36,000.00  | 54,000.00  | Signed               | 2019-10-13 | 2019-09-02 | 2019-10-18 | 2019-10-05 | 2019-11-08 | 2019-12-10 | 2019-12-13 | 2019-12-10 | 2020-06-10 |
| SO-OPM-47810-CS-INDV / Legal Consultant to Provide Legal Support for Strengthening Civil Service Management Policies of FGS.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 54,000.00  | 72,000.00  | Signed               | 2019-11-07 | 2019-11-06 | 2019-11-12 | 2019-10-09 | 2019-12-03 | 2019-12-10 | 2020-01-07 | 2019-12-10 | 2020-07-05 |
| SO-OPM-47811-CS-INDV / Individual Consultancy Service for Digital Platform System for Monitoring Performance & Delivery of the Government Institutions, FGS.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Limited | 71,500.00  | 72,000.00  | Signed               | 2019-12-23 | 2020-01-14 | 2019-12-28 | 2020-02-02 | 2020-01-18 | 2020-05-18 | 2020-02-22 | 2020-05-20 | 2020-08-20 |
| SO-OPM-47812-CS-INDV / Consultant for Reviewing the proposed Amendment for the Pension Law including transition provisions for the retired civil servants  | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 16,000.00  | 0.00       | Canceled             | 2020-03-09 |            | 2020-03-14 |            | 2020-04-04 | 2020-05-09 | 2020-11-05 |            |            |
| SO-OPM-47813-CS-INDV / Individual Consultant Service for Reviewing the proposed Amendment for the Pension Law including transition provisions for the retired civil servants.  | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Direct  | 12,000.00  | 12,000.00  | Signed               | 2020-03-12 | 2020-03-10 | 2020-03-22 | 2020-04-02 | 2020-04-12 | 2020-04-07 | 2020-05-17 | 2020-04-09 | 2020-11-13 |
| SO-OPM-47814-CS-INDV / Technical Assistance on supporting the development of cabinet business processes (cabinet manual/handbook) and Guidelines for public policy formulation process and procedure at the Center of Government, Office of the Prime Minister.                    | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Open    | 108,000.00 | 177,000.00 | Signed               | 2020-10-15 | 2020-10-18 | 2020-12-03 | 2021-02-02 | 2020-12-24 | 2021-03-22 | 2021-01-28 | 2021-03-23 | 2021-07-27 |
| SO-OPM-47803-CS-INDV / The development of organizational Ordinance for the 48 MDAs of the Federal Government of Somalia.   | TF / A0415 | Establishing Management Frameworks and Structures to Support Capacity Development | Prior | Individual Consultant Selection | Limited | 36,000.00  | 0.00       | Canceled             | 2019-10-21 |            | 2019-10-26 |            | 2019-11-16 | 2019-12-21 | 2020-06-18 |            |            |
| SO-OPM-47817-CS-INDV / Development of Administrative Regulations & Procedures for the Public Service Pension & Gratuity Law for strengthening Civil Service Management of FGS.   | TF / A0415 | Strengthening Policy Management Capabilities                                      | Prior | Individual Consultant Selection | Open    | 84,000.00  | 0.00       | Under Implementation | 2022-02-15 | 2022-03-09 | 2022-04-05 |            | 2022-04-26 | 2022-05-31 | 2022-11-27 |            |            |
| SO-OPM-87440-CS-CDS / The Project Financial Management Specialist shall undertake the following tasks in collaboration with EAFS and the Head of the PCU/PMU and implementing entities.  | TF / A0415 | Project Management  | Prior | Individual Consultant Selection | Limited | 28,700.00  | 0.00       | Under Implementation | 2022-06-01 | 2022-06-13 | 2022-06-06 |            | 2022-06-27 | 2022-08-01 | 2023-01-28 |            |            |