

REQUEST FOR EXPRESSIONS OF INTEREST CONSULTING SERVICES

Hiring a consultancy firm to develop and implement a Strategic Human Resource Plan for N.V. Surinaamsche Waterleiding Maatschappij

Institution: N.V. Surinaamsche Waterleiding Maatschappij (SWM)

Country: Suriname

Project: Water Supply Modernization Program

Sector: Water and Sanitation

Abstract: The call for expressions of interest has the explicit purpose of compiling a short list of Consultancy firms to develop and implement a Strategic Human Resource Plan for the N.V. Surinaamsche Waterleiding Maatschappij (SWM) under the *Water Supply Modernization Program* SU-L1058.

Loan No.: SU-L1058

Contract / Bid No: Client Portal reference number SU-L1058-P00050

Deadline: **Monday, August 04, 2025, at 17.00 hours Suriname Time**

The Government of Suriname has received financing from the Inter-American Development Bank (IDB), toward the cost of the *Water Supply Modernization Program* SU-L1058 and intends to apply part of the proceeds for HR-consulting services to assist the SWM (Suriname Water Company) in developing and implementing a Strategic Human Resource Plan.

Objectives of the Consultancy

The primary objective is to strengthen the HR function within the SWM by developing and implementing an Strategic Human Resource Management plan. This involves a comprehensive restructuring of the HR Department, conducting an Employee Satisfaction Survey and the implementation of Management development programs. Additionally, this also includes the implementation of a company-wide training program and the establishment of effective Corporate Communication strategies. The recommending improvements should align with best practices and organizational goals and also include supporting and ensuring sustained advisory assistance throughout the execution phase.

NV Surinaamsche Waterleiding Maatschappij (SWM) 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.

Short lists shall comprise firms with a wide geographic spread not fewer than five (5) and not more than eight (8) eligible firms.

REQUIREMENT OF THE FIRM

The consultant must be a firm with experience in consultancy related to Human Resource Management in the following areas:

1. Proven and updated track record in HR consulting with at least ten years of experience, demonstrating expertise in organizational restructuring, HR strategy development and Management Development Programs;
2. Expertise in providing HR solutions across multiple industries;
3. Certification in local labor law compliance and HR practices;
4. Experience in designing and implementing HR strategies and programs.

The duration of the assignments is expected to last no more than eighteen months.

The Expression of Interest (EOI) does not have a specific format or template, but should include:

- (i) a letter of interest from the firm to participate in the assignment,
- (ii) profile of the firm (including evidence of the requisite expertise and skills),
- (iii) list of similar assignments executed during the last five years, and
- (iv) proof of legal status of the firm (the Firm must be established in one of the IDB member countries; In this context, evidence will need to be included showing in which IDB member country the firm is formally established).

Consultants will be selected in accordance with the procedures set out in the Inter-American Development Bank: Policies for the Selection and Contracting of Consultants financed by the Inter-American Development Bank GN-2350-15 and is open to all eligible bidders as defined in the policies.

Consultants may associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications. For the purpose of establishing the short list, the nationality of a firm is that of the country in which it is legally incorporated or constituted and in the case of Joint Venture, the nationality of the firm appointed to represent it.

A Consultant will be selected in accordance with the Quality and Cost-Based Selection (QCBS) method set out in the Consultant Policies.

NO COST PROPOSAL SHOULD BE SUBMITTED IN RESPONSE TO THIS REOL.

Further information can be obtained by e-mail.

Expressions of interest must be delivered by email by **Monday, August 04, 2025, before or at 17.00 hours Suriname Time.**

Program Execution Unit *Water Supply Modernization Program* (WSMP)

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