

Request for Expression of Interest (ROEI)

Training on Human Resource, Civic Education and Public Participation

Background

The Kenya Devolution Support Program (KDSP) is a four year program of USD 200M financed by the World Bank to support capacity building and technical assistance at the county level.

KDSP is a performance-based grants — from the central government to counties. The 2015 Budget Policy Statement (BPS) states that the national government will design a performance grant framework “to support county governments as the centres for service delivery and economic expansion, especially in the areas of public financial management (PFM), good governance practices and supporting the counties to be fully operational,” as well as to enhance fiscal responsibility principles.

The program support capacity building and institutional strengthening in the five key result areas of Human Resource, Public Finance, Monitoring and Evaluation, Civic Education and Public Participation and Environment and Social Safeguards, as identified in the national capacity building framework. The NCBF was developed in 2013 to identify the capacity needs of county governments. It was further revised in 2015 to cover emerging areas of capacity building like technical assistance, on the job learning and knowledge and learning exchange programs.

Objective and scope of the work

The objective of this consultancy is to support the county government of Nakuru to build the capacity of its workforce specifically in two areas:

1. Human Resource. Areas to be covered include but not limited to labour relations, performance contracting and appraisal, staffing plan, scheme of service, code of conduct, public (customer) relations, recruitment, placement and promotion.
2. Civic Education and Public Participation. Areas to be covered include training subcounty and ward administrators on the constitution of Kenya, especially the devolution act that establishes the foundation for civic engagement in project identification and implementation; empower the subcounty administrators on the curriculum developed for civic education and public participation by the Council of Governors, Ministry of Devolution and ASAL, Non-Governmental organizations among others.

Shortlisting criteria

- At least three years of practical experience in working in the field of training, more so, on human resource development
- Demonstrate sound record in providing consulting services for respected organizations
- Excellent planning, organizational and creative skills
- Excellent communication skills both oral and written

- Experience in working with World Bank will be an added advantage.

Expression of interest must be deposited at the tender box marked ROEI/KDSP/1/2019 at the county head quarter by 31st July 2018. ROEI submitted in any other way will not be accepted.