

**REQUEST FOR EXPRESSION OF INTEREST (REOI)**  
**for hiring a Human Resource Agency for facilitating recruitment of Senior Specialists**  
**for the World Bank aided Assam Agribusiness and Rural Transformation Project (APART)**

1. The Government of Assam (GoA) has applied for a loan from the World Bank to implement Assam Agribusiness & Rural Transformation Project (APART), which is likely to start from early 2017. The Project Development Objective (PDO) is “increasing value-added and improve resilience in the production and processing of selected agricultural commodities, focusing on small holder farmers and agro-entrepreneurs in targeted districts”
2. There are four components to the APART. The first component is Enabling Agri enterprise Development, with sub components being (i) enhancing state capacity to attract private investments, (ii) setting up of an Enterprise Development and Promotion Facility (EDPF) (iii) setting up of an Agribusiness Investment fund (iv) establishing stewardship councils. The second component is Facilitate Agro Cluster Development with sub-components being- (i) support establishment of Industry Associations (IAs), (ii) supply chain infrastructure support to establish a modern supply chain. The third component is Fostering Market Led Production and Resilience Enhancement with sub components being (i) developing climate resilient production clusters (ii) setting up Farmer Common Service Centres (CSCs) and market intelligence cell (iii) Facilitating access to and responsible use of financial services. The fourth component is project Management, Monitoring and Learning.
3. The project will be managed through a Project Coordination Unit (PCU) of the ARIAS Society headed by a State Project Director (SPD) *inter alia* supported by senior subject matter specialist for to lead critical activities viz. **(A) For the Project Coordination Unit (PCU)** of ARIAS Society: 1) Post Harvest Management Specialist; 2) Financial Services Specialist; 3) Private Sector Development Specialist; 4) Procurement Specialist; 5) Chief Financial Specialist; 6) Enterprise Clusters Specialist; 7) Project MIS Specialist; 8) Communications Specialist cum Public Information Officer; 9) Human Resource Specialist; 10) Value Chain Development Specialist; **(B) For the Project Implementing Units:** 1) Sector Specialists for Assam Bureau of Investment Promotion (ABIP) (5 nos.); 2) Investment Promotion Specialist; 3) IT Specialist; 4) Agribusiness Specialists (2 nos.); 5) Cluster Development Specialist; 6) Agri Marketing Specialists (2 nos.); 7) Marketing Specialist (Fisheries).
4. The State Project Director (SPD), ARIAS Society, intends to hire a qualified Human Resource (HR) Agency for executing a turn-key mandate for recruitment of the senior specialists i.e. publishing of advertisement for the positions in national & regional dailies and in job portals (e.g. Devnetjobs.org, Indevjobs.org, Devex.com); receive applications; carry out preliminary screening of resumes; conduct first round of interviews; and provide a list of at least four (4) shortlisted candidates for each position to the SPD for final round of assessment and interviews by the ARIAS Society and recruitment.
5. Interested HR agencies should provide information demonstrating that they have the required qualifications and relevant experience to provide these Services. An indicative draft TOR for the assignment is available on the project website ([www.arias.in/notification](http://www.arias.in/notification)). Interested consulting firms shall furnish the following duly self-certified information in a clear & concise manner:
  - a. Name, complete postal address, fax number, e-mail address along with a note on the Ownership and organizational structure, core business area, including Organizational experience for the last 3 years (2015-16, 2014-15 & 2013-14);
  - b. Details of atleast 3 similar assignments executed in the last 3 years (2015-16, 2014-15 & 2013-14) (with client references); including experience, if any, of having worked with public sector agencies/ projects funded by International Multilateral/ Bilateral sources;
  - c. Chartered Accountant certified Annual Financial Turnover for each of the last 3 years (2015-16, 2014-15 & 2013-14);
  - d. In-house available expertise with domain knowledge and experience in similar assignments.
6. **The short-listing criteria are:**
  - a. Annual Financial Turnover of minimum **Rs.1.0 (one) crore** for last three financial years (2015-16, 2014-15 & 2013-14);
  - b. At least 5 years of existence and experience in the area of facilitating recruitment of senior professionals;
  - c. Experience of having successfully completed at least 3 similar assignments in the last 3 years (2015-16, 2014-15 & 2013-14);
  - d. Availability of qualified technical HR professionals with the agency;
  - e. Experience of hiring professionals for public sector agencies and Multilateral/Bilateral funded projects will be an advantage;
7. The HR Agency will be selected in accordance with the Least Cost-based Selection (LCS) method set out in the World Bank’s “Procurement Regulations for IPF Borrowers; Procurement of Goods, Works, Non-Consulting & Consulting Services, July 2016”, available at [www.worldbank.org](http://www.worldbank.org). Attention of the interested HR agencies is drawn to paragraph 3.14 of the said Regulations relating to the Conflict of Interest. Consultants may associate with other firms in the form of a joint venture (JV) or a sub-consultancy to enhance their qualifications. However, nature of association i.e. whether JV or Sub-Consultant, must be clearly mentioned in the Expression of Interest.
8. Expression of Interest (EOI) by interested HR Agencies in a written form in English Language must be delivered to the address given below on or before **27<sup>th</sup> January 2017** in hard copy as well as a soft copy by email before the given date. Further information can be obtained at the address of the SPD given below from 10.30 am – 04.00 pm (IST) on all working days.