

REQUEST FOR EXPRESSIONS OF INTEREST

SAINT LUCIA

Assignment Title: Consultancy for the Organizational Development of the Central Statistics Office (CSO)

Reference No.: SLU-DDM-OD-CS-QCBS-04-24

The Government of Saint Lucia (GoSL) has received financing from the World Bank toward the cost of the OECS Data for Decision Making Project and intends to apply part of the proceeds for the Consultancy Services for the Organizational Development of the Central Statistics Office (CSO). The project aims to enhance the capacity of national statistical systems to produce and disseminate high-quality, timely, and relevant statistical data. The Central Statistics Office (CSO), under the Department of Economic Development and Youth Economy, is Saint Lucia's key institution responsible for the generation and coordination of official statistics.

To meet growing data demands and address institutional challenges, the CSO seeks to undergo significant organizational transformation. In line with this, and to support its planned transition into a National Statistical Institute (NSI), the CSO requires a strategic review and restructuring aligned with international best practices and national development strategies.

The consulting services ("the Services") is intended to provide expert organizational development support to the CSO, including the design and implementation of a new organizational structure, succession planning, modernization of business processes, capacity building, and the development of sustainable operational strategies. This will enable the CSO to effectively deliver on its mandate and transition towards becoming a National Statistical Institute.

The consulting firm will work under the direction of the Department of Economic Development and Youth Economy to:

- Support the definition of strategic goals and objectives in alignment with Saint Lucia's National Strategy for the Development of Statistics.
- Assess and document the current organizational structure, functions, workforce competencies, and operational workflows.
- Propose a new organizational structure and change management strategy, including detailed succession planning, job descriptions, and budget forecasts.
- Recommend enhancements to data governance frameworks, statistical methodologies, and IT infrastructure.
- Develop a capacity-building and professional development strategy, including orientation modules for new staff.
- Provide recommendations on regional and international cooperation to support statistical capacity.
- Propose sustainable financing and operational strategies to strengthen CSO's long-term resilience.

The detailed Terms of Reference (TOR) for the assignment can be obtained at the address given below and also attached with the REOI.

The Department of Economic Development and Youth Economy now invites eligible consulting firms (“Consultants”) to indicate their interest in providing the Services.

The shortlisting criteria are:

1. At least 5 years’ experience in providing consulting services in planning and implementation of statistical projects, organizational development and modernization of a national statistical office, evaluation of statistical systems and capacity building in statistics;
2. Demonstrated experience in planning and implementing at least 2 projects on Organizational Development or Human Resource Management for official statistics;
3. Demonstrated experience in planning and implementing at least 2 projects on enhancement of IT and statistical infrastructure, use of administrative data and new data sources for statistical purposes;
4. Demonstrated experience in at least 2 similar activities in the preparation of succession plans and job description and training plans.

Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. In the assessment of submissions, consideration will be given to technical competence, qualifications and experience including local and regional. Key Experts will not be evaluated at the shortlisting stage.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.15, 3.16 and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” Fifth Edition, September 2023 (“Procurement Regulations”), 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: Consultants shall not be hired for any assignment that would be in conflict with their prior or current obligations to other clients, or that may place them in a position of being unable to carry out the assignment in the best interests of the Borrower (paragraph 3.17 of the Procurement Regulations).

Consultants may associate with other firms to enhance their qualifications but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.

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

Further information can be obtained at the address below during office hours 8:00 a.m. - 4:30 p.m. (0800 to 1630 hours, local time). Expressions of Interest must be submitted using *Government of Saint Lucia Electronic Government Procurement (e-GP) System* - <https://in-tendhost.co.uk/goslprocurement/> no later than **0930 hours on Wednesday April 23, 2025**. Submissions shall include a cover page displaying the name and address of the Consultant and shall be clearly marked **“Consultancy for the Organizational Development of the Central Statistics Office (CSO).”**

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