

**Request for  
Expression of Interest  
For  
INDIVIDUAL CONSULTANTS**

Name of Project: *Accelerating Growth and Reforms Multi-Donor Trust Fund Grant for Strengthening Tax Systems and Building Tax Policy Analysis Capacity.*  
Grant No: **TFOA4946**

The Government of Pakistan has received grant from World Bank towards the cost of the Project Strengthening Federal Board of Revenue's Capacity in Information Technology and Fiscal Research & Tax Policy Analysis.

The Federal Board of Revenue intends to hire consulting services for the following assignment and apply portion of the proceeds of this grant towards eligible payments under this contract.

<b>Position</b>	<b>Scope of Work</b>	<b>Qualification</b>	<b>Experience</b>
<b>Director, Market Monitoring &amp; Intervention</b>	He will be responsible for identifying growth sectors which are potential revenue spinners and design a matrix of sector/ industry classification based on Tax type and size of all Enterprises. He should have experience of industry classification, industry analysis with ability to document processes and workflows. Be able to suggest innovations by identifying gaps and proposing/ regulating measures for Public Sector Enterprises as well. Suggesting ways for reforming them into performing units (generating taxes) from non functional enterprises (declaring losses). having knowledge of taxation mechanisms, statistical/ financial expertise for setting up Industrial/ sector benchmarks for risk profiling taxpayers will be a +. Understanding of Pakistan's Federal and Provincial taxation system and fiscal & economic policy analysis for integrating and correlating this work to the overall fiscal system of Pakistan is required.	PhD in Economics or a Masters in Economics from HEC recognized university or, related fields such as Public Policy, Fiscal policy design/ analysis, accountancy. Knowledge of taxation and related laws will be a +	A minimum of 3 years research experience in case of PhD degree or 5 years' experience in case of Masters' degree. The experience should be highly relevant to the areas identified above.
<b>Economist, Market Monitoring &amp; Intervention</b>	Under the overall guidance and directions of Director, MMI he should have the abilities to carry out industry specific analysis ranging from industry processes to benchmarking for tax risk analysis purposes. He should be able to analyse industry specific reports, compare available market data with FBR and suggest ways for recovery	Masters in Economics from HEC recognized university or, related fields such as Public Policy, Fiscal policy design/ analysis, accountancy. Knowledge of taxation and related laws will be a +	A minimum of 2 years research experience in case of PhD degree or 4 years' experience in case of Masters' degree. The experience should be highly relevant to the areas identified above.

<b>Director, Tax Intelligence Unit</b>	He will be responsible for conducting research for identification of prevalent tax avoidance and tax evasion patterns. He will examine the factors and policy loopholes which encourages the users/taxpayers to avail such schemes without changing behavioral patterns. He will research the emerging business models (such as Uber) where taxation is a complex phenomena. The impact of such taxations and returns it can bring to tax administration. After studying the off shore evasions and policy interventions for controlling such tax avoidance/ evasion. He will suggest policy options and amendments in existing fiscal laws. He will be also responsible for developing a robust performance management/measurement system for all FBR operations/processes.	PhD in Economics or a Masters in Economics from HEC recognized university or, related fields such as Public Policy, Fiscal policy design/ analysis, tax laws. Knowledge of Accountancy will be highly valued. Chartered accountants and those holding equivalent accounting and financial designations (CFA) are equally eligible for the position.	A minimum of 3 years research experience in case of PhD degree or 5 years' experience in case of those with accounting or financial certifications. Knowledge of taxation and related laws will be a +. The experience should be highly relevant to the areas identified above for running a tax administration.
<b>Tax Economist, Tax Intelligence Unit</b>	Under the overall guidance and directions of Director Tax Intelligence Unit, he will identify tax avoidance and tax evasion patterns. He will examine the factors and which encourages the users/taxpayers to avail such schemes. He will research the emerging business models (such as Uber) and the impact of such taxations along with off shore evasions and policy interventions for controlling such tax avoidance/ evasion.	A minimum of 2 years research experience in case of PhD degree as above or 3 years' experience in case those with accounting or financial certifications	Knowledge of taxation and related laws will be a +. The experience should be highly relevant to the areas identified above for tax administration
<b>Sector Specialist For Track &amp; Trace System</b>	Consultant will be the key resource on all technical matters on tax stamp for cigarettes and successful implementation of Track and Trace System in Pakistan. He will work under the overall guidance of FBR's Project Director (T&T), FBR and ensure that project goals and objectives are realized efficiently and effectively.	The consultant shall have sufficient knowledge of tax stamp use in the tobacco industry and its tax matters. He should posses at least master degree related discipline like Management, Supply, Chain & Taxation.	He should have at least 10 years of hands on working experience of tobacco industry and with three years of work experience on track and trace system in the industry. Experience of working with government and /or donors. FBR and tobacco industry would be an added advantage.

Federal Board of Revenue now invites eligible individual Consultants to indicate their interest in providing the said services. Interested Consultants must submit **Expressions of Interest (EOIs)** for the above assignments for the contract will be till the completion of the WB project. EOI must contain details of your professional work and all degrees/qualifications, along with references from previous employees if applicable. Any details of consultancy or services provided. Why are you eligible for the said job and how would you contribute during the contract period.

Consultants will be selected in accordance with the procedures set out in World Bank's World Bank Procurement Regulations for IPF Borrowers (Regulations) [July 2016].

Interested Consultants may obtain further information regarding Terms of Reference (TORs)/ Scope of assignment and detailed Job descriptions posted from FBR's Website at [www.fbr.gov.pk/tenders](http://www.fbr.gov.pk/tenders) or email at [steptagr@fbr.gov.pk](mailto:steptagr@fbr.gov.pk) or visit the office of Chief-TAGR-Procurement, Room No 142, First Floor, FBR House, G-5, and Constitution Avenue, Islamabad between 0900 hours to 1600 hours on any working day. The Expression of Interest must be delivered to the address below not later than 1500 hrs on **14<sup>th</sup> December, 2018**.

**(Syeda Adeela Bokhari)**

**Chief (TAGR-Procurement)**

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