



REQUEST FOR EXPRESSIONS OF INTEREST(REOI)

Country: Pakistan
Name of Project: Pakistan Raises Revenue Program
Loan No./Credit No./ Grant No.: 6435-PK
Reference No.: 2(17)-2025-Addl.Dir(P&F)/Vol-II
Date of Publication: 9th October, 2025
Deadline for EOI's Submission: 28th October, 2025

1. The Government of Pakistan has received financing from the World Bank towards the cost of the Pakistan Raises Revenue Program (PRRP) and intends to apply part of the proceeds for procuring services of individual consultants as follows:

Assignment Title/ Position	Qualifications	Experience
Senior HR Expert (Team Lead)	<ul style="list-style-type: none">• Master's degree in HR, Public Administration, or related field	<ul style="list-style-type: none">• 15+ years of experience in HR roles with at least 5 years working or advising government /large-scale organizations in HRM related areas• Proven track record in HR reform, workforce planning, and change management• Experience managing cross-functional HR teams• Strong communication, stakeholder management and advisory skills
HR Expert	<ul style="list-style-type: none">• Master's degree in HR, Public Administration, or related field	<ul style="list-style-type: none">• 12+ years of experience in HR roles with at least 5 years working or advising government/large-scale organizations in HRM related areas• Demonstrated expertise in HR policy reform, workforce planning, and performance systems• Knowledge of labor regulations, public service rules, and best HR practices• Strong communication, change management, and facilitation skills
HR MS Expert	<ul style="list-style-type: none">• Master in IT, MIS, HR, or related field	<ul style="list-style-type: none">• 8+ years of experience in HRMS/ERP design, rollout, and support (e.g., SAP, Oracle, PeopleSoft, custom HRMS)• Hands-on experience with HR data migration, database management, and system integration• Ability to produce HR dashboards/analytics for decision-making• Strong project management and change management skills
Training &Development Expert	<ul style="list-style-type: none">• Master's in HR, Education, or Public Administration	<ul style="list-style-type: none">• 10+ years' experience in training and capacity-building, ideally in public sector or donor-funded projects• Direct experience in designing curricula, writing training manuals, and implementing e-learning• Strong facilitation and coaching track record• Knowledge of training evaluation frameworks and feedback (e.g., Kirkpatrick, ROI methodology)

Junior Associate HR Data Analytics	<ul style="list-style-type: none"> At least Bachelor's degree in Economics with specialization in Data Analysis and Econometrics. 	<ul style="list-style-type: none"> Proficiency in Microsoft Office, Python, STATA, and Excel-based financial modeling. Strong skills in communication (including written communication / report writing/ presentations etc.), teamwork, administrative support, and digital coordination.
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2. The Federal Board of Revenue now invites eligible individuals to express their interest in providing the aforementioned services. Interested individual consultants must provide:
 - a. A letter of Expression of Interest, providing information demonstrating ability, skills and experience to undertake the assignment and deliver inputs/ outputs required under the TOR.
 - b. A detailed, dated and signed Curriculum Vitae highlighting qualifications and experience in carrying out similar assignments, as well as references for possible checks.
3. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" July 2016 [revised November 2017 and August 2018] ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.
4. Consultants will be selected in accordance with the Open Competitive Selection of Individual Consultants method set out in the World Bank's "Procurement Regulations for IPF Borrowers" July 2016, revised November 2017 and August 2018.
5. Detailed/ respective Terms of Reference are available at <https://fbr.gov.pk/tenders>, in case of any query, please email at procsp.prrp@fbr.gov.pk or visit the office of Procurement Specialist, Pakistan Raises Revenue Program, Room No 277-B, 2nd Floor, FBR House, G-5, Constitution Avenue, Islamabad during business hours on any working day by/before the deadline for submission of EOI as mentioned below.
7. Further information can be obtained at address below during office hours.
8. The Expression of Interest and Curriculum Vitae must be delivered to the address below (in person, email or by surface mail) not later than 1500 hours on **28th October, 2025**. For CVs sent through email, the applicant will receive an acknowledgement mail. In absence of such acknowledgement, applicant may contact FBR on contact details provided below. In case any personal interaction is required; it would be undertaken virtually. Applicants are therefore advised to ensure that updated and complete contact information has been provided in their CV.
9. The address(es) referred to above is (are):

Procurement Specialist, PRRP
 Room No. 277-B, Second Floor, Federal Board of Revenue (FBR)
 FBR House, G-5, Constitution Avenue Islamabad, Pakistan
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