

NATIONAL BANK OF PAKISTAN

Expression of Interest

Human Resource (HR) Consultancy Services

National Bank of Pakistan (NBP) is interested in engaging the services of experienced and reputable Human Resources Consulting firms to submit Expression of Interest (EOI) for Human Resources Consultancy Services by following the Procurement of Consultancy Services Regulations, 2010.

As part of NBP's ongoing organization development / change management initiatives, NBP (Human Resource Management Group) intends to engage the services of reputable HR consultancy firms to support its strategic initiatives.

The selected firms / consultants may be engaged in one or more than one of these services based on their area of expertise:

- Conduct an assessment of the current HR policies, processes and procedures comparing these with international best practices in financial institutions / banks in order to develop detailed and updated HR Policies keeping regulatory compliance in mind;
- Conduct an in-depth evaluation of the existing Performance Management System in light of market best practices and implement improvements that will help develop a performance driven culture such as Balanced Scorecard and revised Key Performance Indicators (KPIs) for all positions;
- Conduct a study of the Bank's Compensation and Benefits policies and practices including Company-wide analysis of the Grading structure, job descriptions, job evaluations and corresponding remuneration policies to develop an effective Compensation and Benefits system for the Bank;
- Implementation of remuneration guidelines issued by State Bank of Pakistan such as Market Risk Takers (MRTs) & Market Risk Controllers (MRCs);
- Design and develop a Competency-based Assessment and Development Center for identifying the best talent along with ascertaining key development areas of HR employees with suggestions for development activities;
- Conduct an Organizational Restructuring exercise at the Bank including thorough research of current organizational systems and structures, identifying areas of inefficiency and proposing new structural changes which enhance efficiency and profitability;
- Assess and expound a Learning & Development strategy aligning the businesses' strategic goals with learning outcomes utilizing the Learning and Development infrastructure currently employed by the Bank such as Staff Colleges;
- Design and conduct an Employee Engagement Survey identifying the expectations and motivations of employees;
- Conduct complete background checks of all employees;

Submissions:

Applications submitted must contain following details:

- Experience and past performance (duly supportable by list of clients)
- CVs of Team Leads and Associates for assessment of managerial capacities to develop strategic plans and management frameworks in financial & banking sector / large sector Government / Semi-Government & private organizations
- Relevant Tax registration certificates
- Legal Status
- History of litigations, if any and other documents in support of eligibility criteria

Interested consulting firms must deliver their Expression of Interest (EOI) to the address given below not later than 15 days after publication of this advertisement. Only short-listed firms will be issued Request for Proposal (RFP) documents for soliciting Technical & Financial Proposals following the procedure laid out in the Procurement of Consultancy Services Regulations, 2010.

NBP reserves the right to accept or reject any or all proposals in the light of PPRA 2004, read with Procurement of Consultancy Services Regulations, 2010 due to lack of requisite formalities.

The advertisement is also available on NBP and PPRA websites.

In case of any query, please contact:

Human Resources Management Group

Email: eoi-hrcs@nbp.com.pk

Ph: +92-021-99220564



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National Bank of Pakistan
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