

23<sup>rd</sup> September 2016.

REF: GDC/DO/OT/019/2016-2017

TO: All Bidders

Dear Sirs,

### **ADDENDUM 1: CLARIFICATION**

**RE: REQUEST FOR EXPRESSION OF INTEREST (EOI) FOR CONSULTANCY SERVICES FOR CONDUCTING JOB EVALUATION REF: GDC/HRPS/EOI/019/2016:2017**

In response to interested consultants request for clarifications, GDC provides the following clarifications;

**Q1.** We note there is reference to skills audit in the description of the scope of assignment: this is however not listed as part of the activities expected to be conducted by the consultant. Please clarify if a skills audit to identify skill gaps is part of the assignment scope.

#### **GDC Response**

The skills audit to identify skill gaps is part of the assignment scope.

**Q2.** On the description of the assignment scope, the consultant is expected to review and evaluate both management and lower cadre jobs to ensure alignment of the structures and functions; we observe that on the activities list it is indicated that the consultant will review alignment of the organizational structure. Kindly clarify if it is expected that the consultant will review alignment of the organization structure to the organization's strategy in addition to reviewing alignment of the jobs.

#### **GDC Response**


The consultant will be expected to review the alignment of the organization structure to the organization's strategy in addition to reviewing alignment of the jobs.

**GDC Clarification:**

The detailed Terms of Reference (ToR) will be provided in the next stage of tendering process of Request for Proposal (RFP) to the shortlisted firms. Therefore, interested firms are required to meet the *qualification requirements (3.0)* in the advertisement notice in order to qualify in the EOI stage.

All other Instructions remain unchanged.

Regards,



**DORIS KYAKA**  
**MANAGER, SUPPLY CHAIN**

