

REQUEST FOR EXPRESSIONS OF INTEREST CONSULTING SERVICES – INDIVIDUAL CONSULTANT

Republic of Serbia

**STATE OWNED FINANCIAL INSTITUTIONS STRENGTHENING PROJECT
(SOFI)**

Project ID No. P156837

Assignment Title:

Individual Consultant (Local full time) – Senior Business Analyst 2, Reference No. SER-SOFI-IC-CS-21-30

The Republic of Serbia has received financing in the amount of US\$ 50,000,000 equivalent from the World Bank toward the cost of the SOFI Project, and it intends to apply part of the proceeds to payments for consulting services to be procured under this project. This project will be jointly financed by the Ministry of Finance of Serbia (MoF) in the amount of US\$ 6,000,000.

The scope of work of the Senior Legal Consultant shall include, but not be limited to the following:

- Providing assistance in evaluating business processes, anticipating requirements, uncovering areas of improvement, and developing and implementing solutions in BPS in line with the government conclusions;
- Performing research, analysis and synthesis of the relevant market information to develop quantitative and qualitative research papers aimed at enabling creation of actionable plans for the management of distressed capital within SOFIs;
- Play an active role in the working group for Capital Markets Development, preparing diagnostics report, consolidation and synthesis of various report received from working group members, etc.;
- Benchmark the findings of the analysis in accordance with Capital Market Development Strategies and respective implementation plans in similar countries;
- Participate in working group meetings with other stakeholders and representatives of other line ministries and relevant institutions regarding Capital Market Development;
- Actively participate in performing of all analysis and preparation of different reports regarding to Capital Market Development;
- Assessing, documenting and validating business user requirements, including current/future state process maps, business use cases, data and reporting requirements;
- Work collaboratively with different partners, operational areas, and business stakeholders to plan, analyze, document, communicate and manage business requirements;
- Clarify problem and/or opportunity statements from business units;
- Cooperation with the National bank of Serbia, the Deposit Insurance Agency and other relevant institutions;
- Based on the research, propose study visits and/or training programs;
- Work closely with other consultants engaged in the realization of the Project and representatives of international financial institutions;

- Other relevant activities and duties as instructed by the Acting Assistant minister in charge in the MoFFS (hereinafter: the Assistant minister).

The Consultant shall provide full time service for the life of the Project, i.e. July 31, 2022.

Required qualifications and skills:

- University/Professional degree in economics, business or finance; master’s degree or higher will be considered as a distinct advantage;
- Minimum 7 years of professional experience in financial institution (public, or private) and/or business analyst or financial analyst in field of the capital market and/or corporate sector, specializing in financial or business analysis/risk assessment, or other related professional engagement;
- Experience of project/s or contract work with international financial organizations or international reputable companies in the field of business analytics and risk management will be considered as a distinct advantage;
- Knowledge of local regulations related to capital and financial market is essential;
- Advanced user of MS Office (especially Excel);
- Strong communication skills and excellent knowledge of written and spoken Serbian and English languages;
- Proven teamwork skills;
- Ability to work under pressure and meet deadline.

The Central Fiduciary Unit (CFU) of the MoF now invites eligible Consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (scanned diplomas to be sent with CV).

The evaluation criteria for each assignment:

- Specific Experience relevant to the Assignment (60 Points)
- Qualifications and Competence relevant to the Assignment (40 Points)

The attention of interested Consultants is drawn to paragraph 3.16 and 3.17 of the *World Bank’s Procurement Regulations for IPF Borrowers – Procurement in Investment Project Financing Goods, World, Non-Consulting and Consulting Services, July 2016, revised November 2017* (“the Regulations”) setting forth the World Bank’s policy on conflict of interest.

A Consultant will be selected in accordance with the *Open Competitive Selection of Individual Consultants* as set out in the Regulations.

Further information can be obtained at the address below during office hours 09:00 to 15:00 hours.

Expressions of interest in English language must be delivered in a written form to the **e-mail address below, by December 27, 2021, 12:00 hours, noon**, local time.

Contact:	E-mail:	Address:
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To:	<u>zorica.petrovic@mfin.gov.rs</u> Ms. Zorica Petrovic Procurement Specialist	Ministry of Finance Central Fiduciary Unit 3-5 Sremska St
Cc:	<u>ljiljana.dzuver@mfin.gov.rs</u> <u>ognjen.popovic@mfin.gov.rs</u>	11000 Belgrade, Serbia Tel/Fax: (+381 11) 202-15-30

TERMS OF REFERENCE
Senior Business Analyst

Background

The International Bank for Reconstruction and Development (hereinafter: the IBRD) has granted to the Republic of Serbia (hereinafter: RoS) a EUR 40.1 million results-based loan to finance the State-Owned Financial Institutions Strengthening Project (hereinafter: the Project) with its implementation period lasting four years. According to the Loan Agreement, the disbursement of about EUR 34.57 million of the loan amount will be through several installments based on achieving respective Disbursement Linked Results (hereinafter: the DLRs). Within the Project IBRD also provides a technical assistance component of EUR 5.43 million to help with the achievement of the DLRs. The technical assistance component also includes consulting services which should help develop capacity of the Ministry of Finance (hereinafter: the MoF) as one of the competent bodies for creating financial stability in the RoS through stabilization of the banking sector, especially with respect to state-owned institutions.

The Ministry of Finance of the RoS (hereinafter: the MoF) is the implementing entity responsible for all technical aspects of implementation of the Project. The Project provides financing for technical assistance (hereinafter: the TA) for strengthening institutional capacity through Component 2, in support of the achievement of the agreed DLRs. Component 2, among other things, includes funding of individual consultants which will be engaged to help the MoF unit of Financial Sector (hereinafter: the MoFFS) to meet respective DLRs, as the unit in charge for overseeing the RoS financial sector. The Project provides that MoFFS shall be the unit within the MoF responsible for collecting data required for monitoring and evaluation and coordination of the Project's activities related to fulfilment of the DLRs.

The Project implementation by the MoFFS with its current resources (existing lack of qualified staff being a serious issue) could jeopardize the Project realization, so recruitment of additional consultants under the TA component of the Project represents necessity. In accordance with the organization structure of the MoFFS, its constituent Banking Unit (hereinafter: the BU) in particular, is primarily competent for carrying out activities related to the banking sector, particularly, monitoring business activities in state-owned banks through the financial indicators, supervision over management bodies of mentioned banks, as well as carrying out reorganization processes of the same. Beside mentioned activities, MoFFS most preciously Group for securities and capital markets in particular, is primarily competent for carrying out activities related to the normative tasks related to the preparation of laws and other regulations governing the issuance and trading of securities and other financial instruments, business and legal position of stock exchanges, investment funds, voluntary pension funds and other participants in the financial market, takeover of joint stock companies, monitoring and harmonization of regulations in the field of securities and capital markets with the standards of international organizations, agreements and conventions; tasks related to the work of the body formed for the supervision of participants in the securities market, as well as professional organizations in this field, as well as other tasks.

Having in mind that the MoFFS is currently understaffed with Senior Business Analyst, the engagement of consultant is very important for the Project realization in good manner with focus on strengthening the MoFFS's capacity to properly improve Serbian capital markets and State owned Financial Institutions (hereinafter: the SOFIs).

Objectives of the Project

The main objective of the Project is to improve the performance of Banka Postanska Stedionica AD Beograd (hereinafter: BPS) and promote the reform of Development Finance Institutions and other SOFIs. The Project aims to support the reform of the SOFIs by contributing to the government's reform program through executing a strategy for SOFIs that decreases fiscal costs, minimizes the potential for soft budget support to state-owned enterprises, improves the performance of those institutions that the government chose to retain, supports the divestiture of all

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others, and develops a strategy for development finance and further NPL resolution. Within that broader objective, further developments of the financial sector and the capital markets are important.

Given the aforementioned, the Ministry of Finance spearheaded the capital markets development efforts by establishing a Working Group tasked with creating a strategy for capital markets development. The Working Group has a broad institutional support, with representatives of the Ministry of Economy, National Bank of Serbia, Securities Commission, Central Securities Depository and Clearing House, Treasury, Belgrade Stock Exchange and Serbian Development Agency actively involved.

In line with that the Capital Market Development Strategy for the period 2021-2026 has been adopted by the Government on its session held on October 21, 2021. Mentioned strategy will lay foundation for the development of regulatory, institutional and support frameworks aimed at strengthening the Serbian capital market in service of increased economic activity and growth in the coming decade.

The Senior Business Analyst (hereinafter: the Consultant), along with other business and financial consultants, should perform activities which are focused on: (i) overseeing the restructuring process of the BPS which is the core part of the government's state-owned banking sector reform strategy, (ii) providing benchmark analysis of capital markets development and regulatory framework in other countries, (iii) actively participate in performing of all analysis and preparation of different reports regarding to capital market development, (iv) supporting in improving the oversight of SOFIs. Beside mentioned activities, another very important objective of the Senior Business Analyst assignment is to: (i) build and enhance capacity for implementation of main segments of the Project through activities in the MoFFS and (ii) cooperation with different financial institutions, both state and international etc.

Bearing in mind all above mentioned, it is necessary to secure TA to the MoFFS in order to create conditions for engagement of consultants, who will be in charge for further upgrade of performance and capacity of the MoFFS for capital market development and overseeing and implementing the reform strategy for SOFIs.

Scope of Work – Senior Business Analyst

The scope of work of the Senior Business Analyst shall include, but not be limited to the following:

- Providing assistance in evaluating business processes, anticipating requirements, uncovering areas of improvement, and developing and implementing solutions in BPS in line with the government conclusions;
- Performing research, analysis and synthesis of the relevant market information to develop quantitative and qualitative research papers aimed at enabling creation of actionable plans for the management of distressed capital within SOFIs;
- Play an active role in the working group for Capital Markets Development, preparing diagnostics report, consolidation and synthesis of various report received from working group members, etc.;
- Benchmark the findings of the analysis in accordance with Capital Market Development Strategies and respective implementation plans in similar countries;
- Participate in working group meetings with other stakeholders and representatives of other line ministries and relevant institutions regarding Capital Market Development;
- Actively participate in performing of all analysis and preparation of different reports regarding to Capital Market Development;
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- Clarify problem and/or opportunity statements from business units;
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- Based on the research, propose study visits and/or training programs;
- Work closely with other consultants engaged in the realization of the Project and representatives of international financial institutions;

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- Other relevant activities and duties as instructed by the Acting Assistant minister in charge in the MoFFS (hereinafter: the Assistant minister).

Reporting requirements

The Consultant will report to the Assistant minister in charge. In addition, the Consultant shall regularly inform the Assistant minister in charge on the progress of the Projects realization and assist in the preparation of the progress reports for reporting to the World Bank.

Profile of the Senior Business Analyst

The Senior Business Analyst should possess:

- University/Professional degree in economics, business or finance; master's degree or higher will be considered as a distinct advantage;
- Minimum 7 years of professional experience in financial institution (public, or private) and/or business analyst or financial analyst in field of the capital market and/or corporate sector, specializing in financial or business analysis/risk assessment, or other related professional engagement;
- Experience of project/s or contract work with international financial organizations or international reputable companies in the field of business analytics and risk management will be considered as a distinct advantage;
- Knowledge of local regulations related to capital and financial market is essential;
- Advanced user of MS Office (especially Excel);
- Strong communication skills and excellent knowledge of written and spoken Serbian and English languages;
- Proven teamwork skills;
- Ability to work under pressure and meet deadline.

Length of assignment

The Consultant shall provide full time service for the life of the Project, i.e. July 31, 2022.

Facilities to be provided to the Consultant

MoF will provide the Consultant with suitable office space and office equipment (PC, telephone, internet connection, etc.) and access to office services as required.

Services are to be performed predominantly in Belgrade.

Confidentiality

The Consultant undertakes to maintain confidentiality on all information that is not in the public domain and shall not be involved in another assignment that represents a conflict of interest to the prevailing assignment.

Selection of Consultant

The Senior Business Analyst will be selected applying Open competition method.

The candidates will be evaluated applying the following evaluation criteria:

- Qualifications and General experience (40 Points)
- Specific Experience relevant to the Assignment (60 Points)

The Consultant is eligible and his selection does not create any conflict of interest as provided in the Bank's Procurement Regulations.

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