

PROCUREMENT PLAN (Textual Part)

Project information: Ethiopia Governance Modernization to Enable Efficient Service Delivery Project

Project Implementation agency: Ministry of Finance

Date of the Procurement Plan: 25 February 2025

Period covered by this Procurement Plan: March 2025 - March 2026

Preamble

In accordance with paragraph 5.9 of the “World Bank Procurement Regulations for IPF Borrowers” (July 2016) (“Procurement Regulations”) the Bank’s Systematic Tracking and Exchanges in Procurement (STEP) system will be used to prepare, clear and update Procurement Plans and conduct all procurement transactions for the Project.

This textual part along with the Procurement Plan tables in STEP constitute the Procurement Plan for the Project. The following conditions apply to all procurement activities in the Procurement Plan. The other elements of the Procurement Plan as required under paragraph 4.4 of the Procurement Regulations are set forth in STEP.

The Bank’s Standard Procurement Documents: shall be used for all contracts subject to international competitive procurement and those contracts as specified in the Procurement Plan tables in STEP.

National Procurement Arrangements: In accordance with paragraph 5.3 of the Procurement Regulations, when approaching the national market (as specified in the Procurement Plan tables in STEP), the country’s own procurement procedures may be used.

When the Borrower uses its own national open competitive procurement arrangements as set forth in Ethiopian Federal Government Procurement and Property Administration Proclamation (Proclamation No. 649/2009) or any of its revisions , such arrangements shall be subject to paragraph 5.4 of the Procurement Regulations and the following conditions.

- a. open advertising of the procurement opportunity at the national level;
- b. the procurement is open to eligible firms from any country;
- c. the request for bids/request for proposals document shall require that Bidders/Proposers submitting Bids/Proposals present a signed acceptance at the time of bidding, to be incorporated in any

resulting contract, confirming application of, and compliance with, the Bank's Anti-Corruption Guidelines, including without limitation the Bank's right to sanction and the Bank's inspection and audit rights;

- d. the Procurement Documents include sufficient provisions, as agreed with the Bank, to adequately mitigate against environmental and social (including SEA/SH) risks and impacts;
- e. contracts with an appropriate allocation of rights and obligations, risks and liabilities, informed by an analysis of which party is best placed to manage the risks, bearing in mind the costs and incentives of risk allocation;
- f. publication of contract award information;
- g. rights for the Bank to review procurement documentation and activities;
- h. an effective complaints mechanism; and
- i. maintenance of records of the Procurement Process.

When other national procurement arrangements other than national open competitive procurement arrangements are applied by the Borrower, such arrangements shall be subject to paragraph 5.5 of the Procurement Regulations.

Leased Assets as specified under paragraph 5.10 of the Procurement Regulations: Leasing may be used for those contracts identified in the Procurement Plan tables. **Not Applicable**

Procurement of Second Hand Goods as specified under paragraph 5.11 of the Procurement Regulations – is allowed for those contracts identified in the Procurement Plan tables **Not Applicable**

Domestic preference as specified under paragraph 5.51 of the Procurement Regulations **(Goods and Works)**.

Goods: is not applicable;

Works: is applicable for those contracts identified in the Procurement Plan tables

PROCUREMENT PLAN Ethiopia : Governance Modernization to Enable Efficient Service Delivery Project

General Information

Country:	Ethiopia	Bank's Approval Date of the Original Procurement Plan	2025-03-10
Project ID:	P178808	Revised Plan Date(s): (comma delineated, leave blank)	2026-09-14
Project Name:	Governance Modernization to Enable Efficient Service Delivery Project	GPN Date:	2025-02-06
Loan / Credit No:	IDA / 76190		
Executing Agency:	Civil Service Commission		

Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Procurement Process	Prequalification (Y/N)	High SEA/SH Risk	Procurement Document Type	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Draft Pre-qualification Documents		Prequalification Evaluation Report		Draft Bidding Document / Justification		Specific Procurement Notice / Invitation		Bidding Documents Issued		Proposal Submission / Opening / Minutes		Bid Evaluation Report and Recommendation for Award		Signed Contract		Contract Completion
													Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned

Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Procurement Process	Prequalification (Y/N)	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Draft Pre-qualification Documents		Prequalification Evaluation Report		Draft Bidding Document / Justification		Specific Procurement Notice / Invitation		Bidding Documents Issued		Proposal Submission / Opening / Minutes		Bid Evaluation Report and Recommendation for Award		Signed Contract		Contract Completion	
											Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
ET-CSC-472919-GO-RFB / Procurement of IT equipment	IDA / 76190		Post	Request for Bids	Open - National	Single Stage - One Envelope	N	1,000,000.00	0.00	Under Implementation					2025-03-07	2025-08-11	2025-03-24	2025-08-11			2025-04-23	2025-09-19	2025-05-23	2026-01-05	2025-06-27		2025-12-24	
ET-CSC-473328-NC-RFB / Supply, installation, and integration of data center equipment	IDA / 76190		Prior	Request for Proposals	Open - International	Single Stage - Two Envelopes	N	5,000,000.00	0.00	Canceled					2025-03-11	2025-08-18	2025-03-31	2025-08-27			2025-05-30		2025-08-27		2025-10-01		2026-05-31	
ET-CSC-477808-GO-RFB / Procurement of analytics software and related capacity building training for FCSC HR analytics unit	IDA / 76190		Post	Direct Selection	Direct - International		N	60,000.00	0.00	Canceled					2025-05-25		2025-06-15								2025-08-11		2026-02-07	
ET-CSC-482363-GO-RFQ / Procurement of laptops, printers and monitor for PIU	IDA / 76190		Post	Request for Quotations	Open - National	Single Stage - One Envelope	N	80,000.00	0.00	Canceled							2025-05-15	2025-04-15							2025-09-02		2025-12-01	
ET-CSC-477814-GO-RFB / Procurement of ICT equipment and software	IDA / 76190		Post	Request for Quotations	Open - National	Single Stage - One Envelope	N	20,000.00	0.00	Canceled							2025-11-18								2026-01-28		2026-04-28	
ET-CSC-526101-GO-RFP / Supply, installation, and integration of Data Center equipment	IDA / 76190		Post	Request for Proposals	Open - International	Single Stage - Two Envelopes	N	4,000,000.00	0.00	Canceled					2025-12-24	2025-12-08	2026-02-09			2026-03-02		2026-06-06		2026-07-13		2027-01-29		
ET-CSC-528307-GO-RFP / Supply, installation, and integration of Data Center Equipment	IDA / 76190		Prior	Request for Proposals	Open - International	Single Stage - Two Envelopes	N	4,000,000.00	0.00	Under Implementation					2025-12-19	2025-12-15	2026-02-02	2025-12-18			2026-03-04	2026-02-16	2026-06-04	2026-08-26	2026-07-10		2027-01-26	
ET-CSC-519417-CS-QCBS / Procurement of IT Equipment for Competency Assessment Centers	IDA / 76190		Post	Request for Bids	Open - National	Single Stage - One Envelope	N	400,000.00	0.00	Pending Implementation					2026-05-15		2026-06-06			2026-07-16		2026-08-17		2026-09-22		2026-12-21		
ET-CSC-519431-GO-RFQ / Procurement of furniture for Competency Assessment Centers	IDA / 76190		Post	Request for Bids	Open - National	Single Stage - One Envelope	N	300,000.00	0.00	Pending Implementation					2026-05-15		2026-06-16			2026-07-17		2026-08-17		2026-09-24		2026-12-23		

Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Procurement Process	Prequalification (Y/N)	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Draft Pre-qualification Documents		Prequalification Evaluation Report		Draft Bidding Document / Justification		Specific Procurement Notice / Invitation		Bidding Documents Issued		Proposal Submission / Opening / Minutes		Bid Evaluation Report and Recommendation for Award		Signed Contract		Contract Completion	
											Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
ET-CSC-472910-NC-DIR / Engage central statistical service for national census of government employees	IDA / 76190		Prior	Direct Selection	Direct - National		N	5,840,000.00	0.00	Signed					2025-03-16	2025-11-11	2025-04-07	2025-12-10							2025-06-04	2026-03-01	2026-03-02	

Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Contract Type	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Terms of Reference		Expression of Interest Notice		Short List and Draft Request for Proposals		Request for Proposals as Issued		Opening of Technical Proposals / Minutes		Evaluation of Technical Proposal		Combined Evaluation Report and Draft Negotiated Contract		Signed Contract		Contract Completion	
										Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
ET-CSC-473029-CS-QCBS / Consultancy service to develop occupational classification framework at the national and regional level	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		500,000.00	0.00	Canceled	2025-02-27		2025-03-30		2025-05-29				2025-06-26		2025-07-26		2025-08-30		2025-10-04		2026-10-04	
ET-CSC-473109-CS-QCBS / Consultancy service to support FCSC and selected federal and regional level institutions to review and develop behavioral and technical assessment tools	IDA / 76190		Post	Quality And Cost-Based Selection	Open - National		300,000.00	0.00	Canceled	2025-02-24		2025-03-26		2025-05-23				2025-06-20		2025-07-20		2025-08-24		2025-09-28		2026-09-28	
ET-CSC-473382-CS-QCBS / Consultancy service to develop digital job portal for public services recruitment	IDA / 76190		Post	Quality And Cost-Based Selection	Open - National		100,000.00	0.00	Canceled	2025-03-17	2025-05-13	2025-04-25		2025-06-22				2025-07-20		2025-08-19		2025-09-23		2025-10-28		2026-04-26	
ET-CSC-473390-CS-QCBS / Consultancy service for the development of software for results-based performance management system	IDA / 76190		Post	Quality And Cost-Based Selection	Open - National		150,000.00	0.00	Canceled	2025-04-10	2025-08-05	2025-05-10	2025-09-05	2025-07-07				2025-08-04		2025-09-03		2025-10-17		2025-11-21		2026-05-20	
ET-CSC-473393-CS-QCBS / Consultancy service to develop e-learning platform for public servant capacity building institutions	IDA / 76190		Post	Quality And Cost-Based Selection	Open - National		300,000.00	0.00	Canceled	2025-04-08	2025-08-05	2025-05-08	2025-09-05	2025-06-21				2025-07-19		2025-08-28		2025-10-02		2025-11-06		2026-05-05	

ET-CSC-473595-CS-CQS / Co nsultancy service to conduct a comprehensive capacity ne eds assessment of selected g overnment training/capacity building institutions with the goal of achieving international accreditation	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		500,000.00	0.00	Under Implement ation	2025-04-15	2026-05-28	2025-05-15	2025-07-14					2025-08-11	2025-09-22	2025-10-27	2025-12-01	2026-06-01	
ET-CSC-473602-CS-QCBS / C onsultancy service to design civil service reform roll out strategy and to establish delivery units in 3 ministries	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		50,000.00	0.00	Canceled	2025-06-09		2025-07-09	2025-08-22						2025-09-21	2025-10-26		2026-04-24	
ET-CSC-473114-CS-INDV / C onsultancy service to evaluat e 125 training modules of behavioral competency.	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		90,000.00	0.00	Canceled	2025-04-07		2025-05-07	2025-07-01						2025-07-31	2025-09-04		2026-03-03	
ET-CSC-473040-CS-QCBS / C onsultancy service for Condu cting Job Analysis, Establishin g Job Titles, Developing Occu pational Classification, Job De scription, Job Evaluation and Competency Framework, and Designing Career Path for Civ il Servants of Selected Feder	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		500,000.00	0.00	Under Implement ation	2025-06-15	2025-11-06	2025-07-15	2025-12-01	2025-09-12				2025-10-10	2025-11-09	2025-12-14	2026-01-18		2026-07-17
ET-CSC-473578-CS-QCBS / C onsultancy service (firm level) to undertake a comprehens ive study on civil servant pay and benefits packages	IDA / 76190		Post	Quality And Cost-Based Selection	Open - National		100,000.00	0.00	Canceled	2025-12-14		2026-01-04	2026-03-06				2026-03-21	2026-04-20	2026-05-25	2026-06-29		2026-12-25	
ET-CSC-518646-CS-QCBS / C onsultancy Services for the T raining of Trainers (ToT) on C ompetency-Based Assessme nt for Assessors with Internat ionally Accredited Certificatio n	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		200,000.00	0.00	Canceled	2025-11-24	2025-12-03	2025-12-15	2026-01-29				2026-02-26	2026-03-28	2026-05-04	2026-06-09		2026-12-06	
ET-CSC-518648-CS-QCBS / C onsultancy service to train Tr aining of Trainers (ToT) with i nternationally accredited cert ification to certify master tra iners of competency based tr aining for the public servant	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		200,000.00	0.00	Canceled	2025-11-20		2025-12-11	2026-01-26				2026-02-25	2026-03-27	2026-05-02	2026-06-08		2026-12-05	
ET-CSC-518649-CS-QCBS / C onsultancy service for the de velopment of "MESOB" desig n standards	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		100,000.00	0.00	Canceled	2025-12-03		2025-12-24	2026-02-06				2026-03-06	2026-04-05	2026-05-10	2026-06-14		2026-09-12	
ET-CSC-519385-CS-QCBS / R eview the existing performan ce management system and develop a result-oriented system	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		50,000.00	0.00	Under Implement ation	2026-02-05	2026-01-23	2026-02-26	2026-02-23	2026-04-19	2026-04-05				2026-05-04	2026-06-09		2026-09-07	
ET-CSC-520279-CS-QCBS / H uman Resource Planning Pre paration for Wave 1 & 2 Fede ral Ministries	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		100,000.00	0.00	Under Implement ation	2026-03-10	2026-01-24	2026-03-31	2026-03-17	2026-05-31					2026-06-30	2026-08-11		2027-02-07	
ET-CSC-473396-CS-QCBS / C onsultancy service for the de velopment & rollout of softw are to collect feedback on citi zens satisfaction	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		70,000.00	0.00	Canceled	2026-02-09		2026-03-02	2026-05-01						2026-05-31	2026-07-06		2026-10-04	
ET-CSC-524430-CS-CQS / De velopment of MESOB Design Standard	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		100,000.00	0.00	Canceled	2025-12-03	2025-11-26	2025-12-24	2026-02-09						2026-03-11		2026-04-16		2026-10-13
ET-CSC-526212-CS-CQS / Co nsultancy service to develop digital job portal	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		100,000.00	0.00	Canceled	2025-12-22		2026-01-21	2026-04-06						2026-05-06		2026-06-11		2026-12-08
ET-CSC-526217-CS-CQS / Co nsultancy service to underta ke comprehensive study on c ivil service pay and benefit p ackages	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		100,000.00	0.00	Under Implement ation	2025-12-10	2025-12-16	2026-01-09	2026-03-17	2026-03-02					2026-03-23		2026-04-28		2026-10-25
ET-CSC-528725-CS-QCBS / C onsultancy Service for TOT a nd Master Assessors	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		400,000.00	0.00	Under Implement ation	2025-12-26	2025-12-15	2026-01-16	2026-02-23	2026-03-02			2026-04-01	2026-05-01	2026-06-07	2026-07-13		2026-11-10	
ET-CSC-530392-CS-CQS / De velopment of MESOB Design Standard	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		150,000.00	0.00	Under Implement ation	2026-01-22	2026-01-22	2026-02-12	2026-02-23	2026-03-31	2026-05-18				2026-04-30		2026-06-05		2026-12-02
ET-CSC-473603-CS-QCBS / C onsultancy services for the d evelopment of services taxon omy (service process mappin g) and standards for FCSC an d selected ministries	IDA / 76190		Post	Quality And Cost-Based Selection	Open - International		750,000.00	0.00	Under Implement ation	2026-05-29	2026-05-18	2026-06-18	2026-07-14	2026-07-23			2026-08-07	2026-09-07	2026-10-13	2026-11-18		2027-05-17	
ET-CSC-572438-CS-CQS / Co nsultancy Service for Develo pment of JEG Software	IDA / 76190		Post	Consultant Quali cation Selection	Open - National		100,000.00	0.00	Pending Impleme ntation	2026-09-30		2026-10-22		2027-01-12					2027-02-25		2027-04-20		2027-12-08

Individual Consultants																			
Activity Reference No. / Description	Loan / Credit No.	Component	Review Type	Method	Market Approach	Contract Type	Estimated Amount (US\$)	Actual Amount (US\$)	Process Status	Terms of Reference		Invitation to Identify Selected Consultant		Draft Negotiated Contract		Signed Contract		Contract Completion	
										Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
ET-CSC-479139-CS-INDV / S election of individual consultant - Monitoring and Evaluat ion Expert for Project implem entation Unit	IDA / 76190		Post	Individual Consult and Selection	Open - National		20,000.00	0.00	Signed	2025-03-10	2025-03-10	2025-06-07	2025-09-09	2025-06-28	2025-09-09	2025-08-02	2025-09-22	2026-08-02	
ET-CSC-479140-CS-INDV / S election of a financial manag ement officer for Project Impl ementation Unit	IDA / 76190		Post	Individual Consult and Selection	Open - National		20,000.00	0.00	Signed	2025-03-10	2025-03-10	2025-06-07	2025-09-15	2025-06-28	2025-10-06	2025-08-02	2025-10-06	2026-08-02	

ET-CSC-479142-CS-INDV / 5 election of individual consult ant - Coordinator Project Impl mentation Unit	IDA / 76190		Post	Individual Consult ant Selection	Open - National		25,000.00	0.00	Signed	2025-03-10	2025-03-10	2025-06-07	2025-09-11	2025-06-28	2025-09-15	2025-08-02	2025-09-15	2026-08-02	
ET-CSC-479270-CS-INDV / 5 election of procurement office r for Project Implementation Unit	IDA / 76190		Prior	Individual Consult ant Selection	Open - National		20,000.00	0.00	Under Implement ation	2025-03-10	2025-03-12	2025-06-08	2026-01-14	2025-06-29	2026-03-30	2025-08-03		2026-08-03	
ET-CSC-473014-CS-QBS / 5 election of Senior Database Ad ministrator	IDA / 76190		Post	Individual Consult ant Selection	Open - National		15,000.00	0.00	Under Implement ation	2025-11-04	2025-11-07	2026-02-02		2026-02-23		2026-04-04		2027-04-04	
ET-CSC-477803-CS-INDV / 5 election of System Administr ator	IDA / 76190		Post	Individual Consult ant Selection	Open - National		15,000.00	0.00	Under Implement ation	2025-11-03	2025-11-07	2026-02-01		2026-02-22		2026-03-29		2027-03-29	
ET-CSC-477802-CS-INDV / 5 election of System Quality As surance Specialist	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Under Implement ation	2025-11-04	2025-11-07	2026-01-29		2026-02-19		2026-03-26		2027-03-26	
ET-CSC-474668-CS-QCBS / 5 election of individual consult ant - I to support the FCSC in the management of custome r satisfaction system	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Canceled	2026-05-28		2026-08-27		2026-09-17		2026-10-23		2027-10-23	
ET-CSC-473107-CS-INDV / 5 election of individual consult ant - II to support the FCSC in the management of custome r satisfaction system	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Canceled	2026-05-28		2026-08-26		2026-09-16		2026-10-21		2027-10-21	
ET-CSC-473608-CS-INDV / 5 election of individual consult ant - I to support the FCSC in the management of custome r satisfaction system	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Canceled	2026-05-28		2026-08-27		2026-09-17		2026-10-23		2027-10-23	
ET-CSC-474656-CS-INDV / 5 election of individual consult ant - I to support FCSC in the management of complaint ha ndling system	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Canceled	2026-05-28		2026-08-26		2026-09-16		2026-10-22		2027-10-22	
ET-CSC-473609-CS-INDV / 5 election of individual consult ant - II to support FCSC in the management of complaint ha ndling system	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Canceled	2026-05-28		2026-08-27		2026-09-17		2026-10-23		2027-10-23	
ET-CSC-475493-CS-INDV / 5 election of individual consult ant - I to support the prepara tion of technical competency framework in eight federal ins titutions	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Under Implement ation	2025-12-24	2025-11-13	2026-04-03		2026-04-24		2026-05-29		2027-05-29	
ET-CSC-518894-CS-INDV / 5 election of Individual Consult ant to conduct comprehensiv e assessment of training pro grams delivered by Federal Ministries and training Institu tes	IDA / 76190		Post	Individual Consult ant Selection	Open - National		25,000.00	0.00	Canceled	2025-11-28		2026-02-26		2026-03-19		2026-04-24		2026-07-23	
ET-CSC-544241-CS-INDV / 5 election of Individual Consult ant for Monitoring, Customiz ing, and developing Software.	IDA / 76190		Post	Individual Consult ant Selection	Open - National		40,000.00	0.00	Under Implement ation	2026-05-08	2026-05-15	2026-07-07		2026-07-28		2026-09-04		2027-09-04	
ET-CSC-544238-CS-INDV / 5 election of Individual Consult ant for Technology Governan ce	IDA / 76190		Post	Individual Consult ant Selection	Open - National		40,000.00	0.00	Under Implement ation	2026-05-08	2026-05-15	2026-07-07		2026-07-28		2026-09-04		2027-09-04	
ET-CSC-475486-CS-INDV / 5 election of individual consult ant - II to support the prepar ation of technical competenc y framework for eight federal institutions	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Pending Impleme ntation	2026-06-15		2026-08-14		2026-09-04		2026-10-12		2027-10-12	
ET-CSC-475491-CS-INDV / 5 election of individual consult ant - III to support the prepar ation of technical competenc y framework in eight federal i nstitutions	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Pending Impleme ntation	2026-06-15		2026-08-14		2026-09-04		2026-10-12		2027-10-12	
ET-CSC-518655-CS-INDV / 5 election of Individual Consult ant - to Reform Implementati on Monitoring and Analytic U nit Coordinator	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Pending Impleme ntation	2026-05-19		2026-07-17		2026-08-03		2026-09-08		2027-09-08	
ET-CSC-480679-CS-INDV / 5 election of Special Advisor to FCSC to support the impleme ntation of civil service reform actions	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Pending Impleme ntation	2026-06-16		2026-08-14		2026-09-04		2026-10-10		2027-10-10	
ET-CSC-473024-CS-INDV / 5 election of individual consult ants to assist FCSC in HR ana lytics activities	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Pending Impleme ntation	2026-06-08		2026-08-06		2026-08-27		2026-10-02		2027-10-02	
ET-CSC-553694-CS-INDV / 5 election of procurement spec ialist	IDA / 76190		Post	Individual Consult ant Selection	Open - National		20,000.00	0.00	Pending Impleme ntation	2026-05-25		2026-07-24		2026-08-14		2026-09-18		2027-09-18	