

## REQUEST FOR EXPRESSION OF INTEREST (CONSULTING SERVICES - FIRMS SELECTION)

<b>Country:</b>	<b>The Republic of Kenya</b>
<b>Name of Project:</b>	<b>Kenya Green and Resilient Expansion of Energy (Green) Program</b>
<b>Credit No:</b>	<b>IDA-73430</b>
<b>Reference No.</b>	<b>KE-KPLC-471028-CS-QCBS</b>
<b>ASSIGNMENT TITLE:</b>	<b>PROCUREMENT OF CONSULTANCY SERVICE FOR PREPARATION OF A SUCCESSION PLANNING, COMPETENCY ASSESSMENT, AND TALENT POOL AND CAPACITY DEVELOPMENT POLICY FRAMEWORK COVERING KPLC'S SENIOR MANAGEMENT</b>

The Government of Kenya (GOK) has signed a loan agreement with the World-Bank (WB) for the Kenya Green and Resilient Expansion of Energy (GREEN) Program. This Program is a pivotal Government initiative aimed at restoring financial sustainability to KPLC and the broader energy sector, while supporting the Government's goal of achieving universal access to clean energy by 2030.

In a bid to turn around and transform the performance of the Company; improve efficiency and enhance customer experience, KPLC is focused on transforming one of its most valuable asset; its people, by engaging a consultant to develop and deploy a competency framework, undertake leadership assessment against the competency framework, leadership capacity building i.e. development and deployment of level specific learning journeys and succession planning framework and leadership succession mapping as well as impact assessment that includes metrics for monitoring and evaluation.

The consulting services ("the Services") includes consultancy service for preparation of a succession planning, competency assessment, and talent pool and capacity development policy framework covering KPLC's senior management.

The detailed scope of service shall be as per the Terms of Reference-ToR which can be accessed on The Kenya Power and Lighting Company PLC website ([www.kplc.co.ke](http://www.kplc.co.ke)).

The Kenya Power and Lighting Company PLC, now invites eligible Consulting Firms ("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. The shortlisting criteria are:

1. **Relevance and suitability of the applicant firm's core business to this assignment.**
2. **Interested consultancy firms must have at least ten (10) years of experience.**
3. **The firms must have undertaken similar assignments in a developing country within the last five (5) years.**
4. **Successful delivery of minimum of two (2) similar nature, complexity and sized assignments.**
5. **The firm's overall organizational competence, capability and qualifications as demonstrated through its overall technical experts' size and mix, financial, technical and managerial strengths and good will in the industry.**
6. **ISO 9001 certification is required.**

### **Key Experts will not be evaluated at the shortlisting stage.**

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 Rev. November 2017, Rev. August 2018 and Rev. November 2020 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

Consultants may associate with other firms to enhance their qualifications but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected and each member should meet the shortlisting criteria.

If the consultant is a Joint Venture (JV), the Expression of Interest shall include a copy of the JV Agreement entered into by all members (Maximum three (3) members only). Alternatively, a letter of intent to execute a JV Agreement in the event of a successful proposal shall be signed by all members and submitted with the Expression of Interest, together with a copy of the proposed Agreement.

A Consultant will be selected in accordance with the QCBS method set out in the Procurement Regulations. Among the submitted applications, The Kenya Power and Lighting Company PLC will shortlist on the basis of the above listed criteria a maximum of Eight (8) consultants to whom the Request for Proposals to carry out the Services shall be sent.

Expressions of Interest (hard copies) shall be submitted in sealed envelopes, delivered to the address below and be clearly marked "Expression of Interest for Consultancy Service for Development of Competency Framework, Leadership Assessment & Capacity Development Roadmap/Framework and Succession Planning Framework & Leadership Succession Mapping no later than **10<sup>th</sup> June, 2025 at 10:30 am East African Time**.

Attention:

**General Manager, Supply Chain & Logistics  
The Kenya Power and Lighting Company PLC  
Stima Plaza, Kolobet Road, Parklands  
Floor: 7th Floor, Room No.3  
P.O. Box 30099 - 00100 Nairobi, Kenya**

Expression of Interest submitted via e-mail shall not be accepted.

Consultants who wish to witness the opening of the expression of interest may do so on **10<sup>th</sup> June, 2025 at 10.30 hours East African Time at Stima Plaza, Auditorium, Kolobet Road, Parklands, Nairobi.**

Interested consultants may obtain further information at the address below during office hours between 0900 to 1200 and 1400 to 1630 hours (East Africa time).

**Manager, Green Program  
Infrastructure Development  
Electricity House, 11<sup>th</sup> Floor  
Harambee Avenue, City Centre  
P.O. Box 30099 - 00100  
Nairobi, Kenya  
Tel. +254 711031620  
E-mail: [Soniek@kplc.co.ke](mailto:Soniek@kplc.co.ke)  
Copy: [Smucheke@kplc.co.ke](mailto:Smucheke@kplc.co.ke)  
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**GENERAL MANAGER  
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