



REQUEST FOR EXPRESSIONS OF INTEREST (INDIVIDUAL CONSULTING SERVICES)

The Republic of the Marshall Islands
Strengthening Public Financial Management II (P510280)

Loan No./Credit No./ Grant No.: IDA – E5100

Assignment Title: FMIS Specialist

Reference No. (as per Procurement Plan): MH-PFM PMO-523472-CS-INDV

The Government of the Republic of the Marshall Islands (GoRMI) has received financing from the World Bank (WB) toward the cost of the Strengthening Public Financial Management II (P510280) and intends to apply part of the proceeds for consulting services. The FMIS Specialist will be responsible for initiating and driving improvements in budget management, monitoring, and the accuracy, timeliness, and transparency of financial reporting through the effective implementation of the FMIS.

The assignment involves ongoing customization and configuration of the FMIS, continued rollout of the system to additional entities, and decentralization of FMIS modules and functions to line ministries. It also includes providing training and mentoring on FMIS use, as well as supporting the implementation and training for a centralized online tendering system, in collaboration with the project's IT Specialist and Procurement Specialist.

The consulting services ("the Services") include serving as the project focal point for FMIS decentralization and customization under PFM II, supporting further automation and improved efficiency of public finance functions, and designing customized reports based on findings and recommendations from formal reviews and assessment reports, the IT audit of FMIS, and the requirements of GoRMI. Key activities include carrying out a business process review (including year-end processes) to propose more efficient FMIS workflows for MOFBPS; supporting the establishment of an in-house technical advisory team through mentoring and on-the-job learning for FMIS and IT staff; providing ongoing support in FMIS customization and configuration; and facilitating the integration of GASB Concepts and Standards into the system. The work also involves arranging and conducting Bisan-led trainings and Change Management workshops; supporting MOFBPS in developing a team of "super users"; assisting in the decentralization of FMIS functions to line ministries and entities; formulating a strategy for remaining CUs/SOEs; and contributing to the preparation of budget and accounting manuals, including chart-of-accounts maintenance. Additionally, the consultant will be responsible for FMIS knowledge transfer to the national FMIS Officer through day-to-day mentoring, support GoRMI in developing reporting templates and year-end processes, coordinate with the FMIS vendor to enable successful implementation, and assist MOFBPS in managing the vendor's deliverables and performance.

The detailed Terms of Reference (TOR) for the assignment:

can be found at the following website: <https://www.worldbank.org/en/about/careers> OR <https://mof.gov.mh/category/job-vacancies/>

OR

MIR room 219 or E-mail: rwoff727@gmail.com

The (MOFBPS) now invites eligible individuals ("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 (attach curriculum vitae (CV) with description of experience in similar assignments, similar conditions, etc.).

The criteria for selecting the Consultant are:

Evaluation Criteria

CVs of all applicants will be evaluated as follows: all CVs will be scrutinized against the assignment's minimum requirements. The CVs of candidates that meet the minimum requirements will then be scored according to the set scoring criteria. The three candidates with the highest scores will be invited to an interview. The candidate then identified by the interview panel as the most suitable will be invited to negotiate the contract. Referees of the selected candidate may be contacted to verify prior experience, performance, and character traits.

Mandatory Requirements:

- At least 10 years of experience in working with FMIS
- Bachelor's degree, preferably in computer science, finance/accounting or a technical or numerate subject
- Proven experience managing FMIS implementation (Bisan experience would be a great advantage) and coordinating change requests with vendors.
- Strong background in financial reporting and budget execution within public finance or government settings.
- Demonstrable ability to transfer technical knowledge and build capacity in local staff.
- Familiar with GASB Concepts and Standards and their application in financial systems.
- Skilled in developing and implementing reporting templates and system adjustments.
- Proficient in coordinating with IT departments and ensuring data security and system accessibility.

Desirable Requirements:

- Demonstrable ability to work and adjust effectively within teams with diverse cultural and multi-disciplinary background
- Good interpersonal and communication skills
- Experience on implementation of projects with significant IT components, especially with Financial Management Information Systems
- Good computer skills in all Microsoft platforms, MS Office, Cloud computing, Visio and a good understanding of open-source cybersecurity software and tools that support network controls, monitoring and protection

The attention of interested Consultants is drawn to paragraph 3.14, 3.16 and 3.17 of the

WB's *Procurement Regulations for IPF Borrowers* under Investment Project Financing dated **February 2025** ("the Regulations"), setting forth the WB's policy on conflict of interest. A Consultant will be selected in accordance with the Individual Consultant Selection method set out in the Procurement Regulations.

Applications should include the following documents and be submitted before **5:00 pm Majuro Time, December 19th, 2025**. The email subject line should state: "(PFM II) FMIS Specialist Position- full name of the candidate."

- Cover Letter
- CV

The submission must be addressed to:

Jerry Nathan
CIU Program Manager
Jerrynathan09@gmail.com
Phone number: +692 625 5968

And cc the following:

Malie Tarbwillin
Director of DIDA
mtarbwilin@gmail.com
Phone number: +692 625 5968

Neri Wase
Deputy Secretary of MOFBPS
Neri13wase@gmail.com
Phone number: +692 625 5413

