MINISTRY OF FOREIGN AFFAIRS, FOREIGN EMPLOYMENT & TOURISM
REQUEST FOR EXPRESSIONS OF INTEREST (REOI)
(CONSULTING SERVICES – FIRMS SELECTION)
Tourism for Heritage, Resilience, Inclusion and Value-driven Employment (THRIVE) Project
Grant Facility for Project Preparation (GFPP) - Grant No.: E572-LK
Ref No.: LK-MOFAFET-577469-CS-CQS
Consultancy for Human Resource Audit and Process Mapping for SLITHM

The Government of Sri Lanka has received a grant amounting to US $1.1 Million from the World Bank toward the cost of the Tourism for Heritage, Resilience, Inclusion and Value-driven Employment (THRIVE) Project, and intends to apply part of the proceeds for consulting services.

The Project Management Unit (PMU) of the THRIVE Project, on behalf of the Ministry of Foreign Affairs, Foreign Employment and Tourism (Tourism Section), now invites **eligible consulting firms** ("Consultants") to submit Expressions of Interest for the following assignment:

Consultancy Opportunity

Consultancy Service for Focused Organizational and Human Resource Review, Priority Cadre Development, Process Mapping and Strengthening of Human Resource Policies and Procedures for the Sri Lanka Institute of Tourism and Hotel Management (SLITHM)

Scope of Services

The consulting services ("the Services") are intended to strengthen SLITHM's institutional effectiveness and its capacity to deliver relevant, high-quality tourism and hospitality education and training. Key objectives include:

- Addressing priority organizational, staffing, and human resource management gaps.
- Supporting SLITHM in aligning its organizational and cadre arrangements with its current operational requirements, strategic priorities, and anticipated future workforce and skills needs.
- Strengthening SLITHM's ability to recruit, deploy, develop, and retain qualified personnel, particularly academic and non-academic staff.
- Improving accountability, consistency, and organizational effectiveness across the Head Office and provincial schools.

Duration

It is estimated that the assignment will be completed within a period of **three (03) months**.

Shortlisting Criteria

Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:

- **Core business and years in business** – legal establishment of the firm, number of years in operation, and alignment of the firm's core business with the assignment, etc.
- **Relevant experience** – experience of the firm, mainly in assignments of a similar nature during the last 10 years, will be considered for evaluation.
- **Technical and managerial capability of the firm** – availability of permanent professional staff, organizational structure, quality assurance systems, project management systems, and **technical equipment, facilities and resources available for Process Mapping and assessing Human Resource Policies and Procedures**, etc.

Key Experts will not be evaluated at the shortlisting stage.

Conflict of Interest

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" September 2025, setting forth the World Bank's policy on conflict of interest. In addition, please refer to the following specific information on conflict of interest related to this assignment: **Prior and Current Obligations, Unbiased Execution and Conflicting Relationships**.

Association and Selection Method

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.

A Consultant will be selected in accordance with the **Consultant's Qualifications-based Selection (CQS)** method set out in the World Bank's Procurement Regulations.

Terms of Reference

The detailed Terms of Reference (TOR) for the assignment can be found at www.mfa.gov.lk **(Ministry of Foreign Affairs / Procurement Notices / Ministry Procurements),** or by scanning the **QR code** in this advertisement, or can be obtained at the address given below.

EOI Submission Method

Request for Expressions of Interest (REOI) must be delivered in written form to the address below by Register Post, Hand Delivery or Courier.

Deadline: 19th November 2026, 11.00 am (Sri Lankan Time)

Clarifications and Submission Address

Further information can be obtained at the address below during office hours up to 18 November 2026 from 0900 to 1500 hours (Sri Lankan Time).

The Project Director
Project Management Unit (PMU), Grant Facility for Project Preparation (GFPP)
Ministry of Foreign Affairs, Foreign Employment & Tourism (Tourism Section)
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The Secretary of the Ministry reserves the right to accept or reject any or all proposals, or offers, in whole or in part, to waive any informalities or technicalities, and to award or not to award the contract, as deemed to be in the best interest of the Government.

The Secretary
Ministry of Foreign Affairs, Foreign Employment and Tourism, Sri Lanka
Date: 05th November 2026