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**ብ.ኩ. ገኩፋ**  
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Addis Ababa, Ethiopia

ቍጥር: BG/02/25  
ቍ/ 03/06/2017

**ለጊዜተኛ ምክንያት ክፍል**

**ማረዳ አንድ ከሚናከርና ስንተር**

**አዲስ አበባ**

**ጥናር: - ለደረጀታችን የሚረጋገጫ ማስተወቂያ እንዲወጠልን ስለማጠየች፣**

የባንክ ገኩፋ ማይክሮፋይናንስ እ.ማ. የአምስት ዓመታት እስተራከዣ እቅዱ፣ መቀበር ከለሰ እና የሚሸጠውን ትንተና አስተዳደር አስመልክቶ በቀረበው ተደርሱል መሠረት አማካይ በለማያወችን አውቆዎች ማሠረት ይፈልጋል::

ስለዚህ የተደርሱትን ማስተወቂያ እንደገኛ ከዚህ ስና ይበትኝበት ጥሩ እያወዙን የለከንላቻን መሆኑን ተወቁ ለእራት የካተት 5 ቀን 2017 ዓ.ም. ተቋም አያር ላይ እንደታወቁ-ለልን ስነጠዬ፣ የወጪውን ቀን አስመለክቶ እንደከሠ ቅዱሙ ከሰማችቻን በተጠየቀው መሠረት ክፍያውን የምንፈጽም መሆኑን እንገልጽለን::

**ከዚህ የወጪው ተረጋግጧል**

**የደረጀታ አስተዳደር ሥራአስተዳደር**





# Buusaa Gonofaa

**Microfinance S.C. / W.A. Maayikrofaayinaansii**

## Call for Proposal

### Strategic Plan Development, Organizational Structure Review, and Compensation & Performance Management System Review

**Issued by:** Buusaa Gonofaa Microfinance S.C. (BG)

**Issuance Date:** February 10, 2025

#### Overview:

Buusaa Gonofaa Microfinance S.C. (BG), a leading microfinance institution in Ethiopia invites proposals from qualified consultants or consulting firms to support the development of a new strategic and business plan, enhance its organizational structure, and review its performance management and compensation systems. This initiative is aimed at ensuring BG's sustainable growth and operational efficiency.

#### Scope of Work:

The engagement will consist of the following key components:

- Strategic Plan Development:** Lead the development of a comprehensive five-year strategic and business plan, including measurable goals and specific time frames to ensure clear direction and accountability
- Organizational Structure Review:** Review and prepare BG's organizational structure to enhance alignment with strategic objectives and improve operational efficiency.
- Compensation & Performance Management System Review:** Evaluate BG's current performance management system, branch grading, and compensation framework to ensure they are competitive, equitable, and aligned with BG's strategic goals.

#### Contract Type:

This will be a one-lot contract agreement, with consultants submitting a proposal to cover all components of the assignment. A fixed price for the entire service will be provided.

#### Submission Deadline:

All proposals must be submitted by **February 20, 2025**. Proposals can be submitted via:

- Email:** gebremichaela@bgmfi.com
- In Person:** BG General Manager's Office, Debrezeit Road, in front of Temenja Yaj Commercial Bank of Ethiopia branch, Bethsaida Building, 5th Floor.

#### How to Obtain the Detailed TOR:

- Visit:** the BG website. [www.bgmfi.com](http://www.bgmfi.com)
- Email:** Request the detailed TOR from the contact person, Gebremichael Abomsa (gebremichaela@bgmfi.com).
- Pick Up:** Collect the TOR in person at the BGMFI office.

#### Eligibility Requirements:

Proposals must demonstrate:

- A clear understanding of the project objectives.
- Relevant experience in strategic planning, organizational reviews, performance and compensation system review, and microfinance sector consulting.
- A strong methodology for achieving project goals and meeting deadlines.

#### Project Timeline:

The contract will begin on **March 3, 2025**, and conclude by **June 2, 2025**.

#### Contact Information:

For any clarifications or additional information, please contact:

- Email:** gebremichaela@bgmfi.com
- Phone:** 0911186142/0911350262

