



Buusaa Gonofaa

Microfinance S.C / W.A. Maaykrofaaynansi

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ቁጥር BG/02/25

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ለሪፖርተር ጋዜጣ ህትመት ክፍል

ሚዲያ ኤንደ ስሚኒኬሽን ሴንተር

አዲስ አበባ

ጉዳዩ፡- ለድርጅታችን የጨረታ ማስታወቂያ እንዲወጣልን ስለመጠየቅ፤

የቡሳ ጎኖፋ ማይክሮፋይናንስ አ.ማ. የአምስት ዓመታት እስተራቴጂክ እቅድ፣ መዋቅር ክለሳ እና የሥራ ክንውን ግምገማ አስተዳደር አሰመልክቶ በቀረበቅ ፕሮፖዛል መሠረት አማካሪ በለሙያዎችን አወዳድሮ ማሠራት ይፈልጋል።

ስለዚህ የፕሮፖዛሉን ማስተወቂያ አንድ ገጽ ከዚህ ሽፒ ደብዳቤ ጋር አያይዘን የለክንላችሁን መሆኑን ታውቆ ለእርብ የካቲት 5 ቀን 2017 ዓ.ም. ታትሞ አየር ላይ እንድታውሉልን ስንጠይቅ፣ የወጪውን ዋጋ አስመለከቶ እንደከዚህ ቀደሙ ካሳወቃችሁን በተጠየቀው መሠረት ክፍያውን የምንፈጽም መሆኑን እንገልጻለን።

ከሠላምታ ጋር


ተፈራ ጩላ

የድርጅቱ አስተዳደር ሥራአሰኪዎች





Buusaa Gonofaa

Microfinance S.C. / W.A. Maayikroofaayinaansii

Call for Proposal

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

Issued by: Buusaa Gonofaa Microfinance S.Co. (BG)

Issuance Date: February 10, 2025

Overview:

Buusaa Gonofaa Microfinance S.Co. (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:

1. **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
2. **Organizational Structure Review:** Review and prepare BG's organizational structure to enhance alignment with strategic objectives and improve operational efficiency.
3. **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
- **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

