



**EXPRESSION OF INTEREST NOTICE No 42/2016 - REPUBLICATION**  
**THE SELECTION AND HIRING OF EXPERT ADVICE OF LEGAL ENTITY**

Date: 16/06/2016

**THE MODERNIZATION OF THE HUMAN RESOURCES POLICY OF THE STATE OF RIO  
GRANDE DO NORTE**

RN Sustainable Project– 8276-BR

1. The Government of Rio Grande do Norte, through the State Department of Planning and Finance - SEPLAN, requested a loan from the International Bank for Reconstruction and Development (hereinafter called the “ World Bank”) for the financing of the Integrated Project of Sustainable Development of Rio Grande do Norte - RN Sustainable Project - loan Agreement 8276-BR, and intends to apply part of the proceeds of this loan to eligible payments under the Contract for hiring consultants, to support the Project Management Unit in activities related to execution of the Loan.

2. **The Management Unit of the RN Sustainable Project - PMU / SEPLAN** has come through this expression of interest to inform that a Short List of consulting companies for The Support in the Modernization of the Human Resources Policy of the State of Rio Grande do Norte is being prepared, in accordance with the procedures adopted by the World Bank and the results desired by the State Government of Rio Grande do Norte, as the Guidelines for Selection and Contracting of Consultants financed by IBRD Loans and Credits and IDA Grants by World Bank borrowers, published version in January 2011 – **Selection Method Based on Quality and Cost - QCBS.**

3. The intended services aimed specifically:

Carrying out/conducting a Diagnostic Study, the mapping and evaluation of careers, job positions and salaries/remunerations of the State, the redefinition of People Management Policy, the performance appraisals and legal framework including permanent mechanisms for contractualization of results for the State of Rio Grande do Norte, through the following specific objectives:

**Mapping and evaluation of careers, job positions and remunerations of the State:**

- ✓ Extinguished Job Positions;



- ✓ Related Job Positions;
- ✓ Creating and/or updating of Careers Path;
- ✓ Compatible Remuneration with the career and job positions.
- **Redefinition of People Management Policy;**
- ✓ Management by competence or meritocracy;
- ✓ Training/empowerment Plan and Continuous Improvement;
- ✓ Quality of live and at work.
- **The Elaboration of the Guidelines for the regulation of Probationary Period;**
- **The Structuring of the Instruments/tools for the assessment of the performance by competences and results;**
- **The Reviewing and Updating of the Legal Framework on the People Management Policy;**
- **Definition of the permanent mechanisms of contratualization/contracting of results in accordance with the new People Management Policy.**

4. The Eligible Companies that are interested in providing the services must express interest by means of correspondence accompanied by/together with information demonstrating the experience and expertise required to perform the services, attesting/showing technical capacity gleaned from conducting similar studies/services that have been completed and containing at least the following information:

GUIDELINES/CRITERIA		TYPE	POINTS (MÁX.)
<b>1.</b>	<b>BASIC REQUIREMENTS</b>		-
1.1	Proven Experience in consulting in the area on the people management	<i>Eliminatory</i>	-
<b>2.</b>	<b>GENERAL QUALIFICATIONS</b>		-
2.1	Experience in the preparation of people management policy for the public sector	Eliminatory and Classificatory	30
<b>3.</b>	<b>SPECIFIC QUALIFICATIONS</b>		-
3.1	Experience in structuring the Career Path/job positions Plans, Career and remunerations/salaries for public servants	Classificatory	30
3.2	Experience in mapping the skills/competencies and in the planning of the performance management policy	Classificatory	20
3.3	Experience in the elaboration of capacity building strategies and development of human resources	Classificatory	20



skills/competencies.		
		<b>100</b>

5. Further information may be obtained at the offices of Management Unit of the RN Sustainable Project, located in the Secretariat of State for Planning and Finance of Rio Grande do Norte (SEPLAN), Centro Administrativo do Estado, BR 101, km 0, Lagoa Nova, Natal / RN - CEP: 59064-901 - Tel: 84 3232.1818 and Fax: 84 3232.1911, or via email: [cmel.rnsustentavel@gmail.com](mailto:cmel.rnsustentavel@gmail.com).

6. The Expressions of interest must be received by 17:00 of the day July 08, 2016 - the date of posting, accompanied by all Probative Documentation required, in a sealed envelope with the following words:

Secretaria de Estado do Planejamento e das Finanças  
Unidade de Gerenciamento do Projeto RN Sustentável  
Comissão Mista Especial de Licitação do Projeto – CEML  
Componente 3: Melhoria da Gestão do Setor Público  
Subcomponente 3.3 – Gestão Estratégica e Eficiente dos Recursos Humanos, Gestão de Ativos e T.I  
Manifestação de Interesse Nº 42/2016  
Centro Administrativo do Estado  
BR 101 – Km 0 – Lagoa Nova – Natal/ RN  
CEP: 59.064-901

**José Maria de Mendonça**  
**Chairman of the Joint Special Committee on Procurement and Bidding Sustainable RN Project**