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THURSDAY - JUNE 27TH, 2019

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BPL OUTAGES VEXING

BY LICEC BASTIAN
 Journal Staff Writer

Deputy Prime Minister Peter Turnquest weighed in on the recent bout of load-shedding at Bahamas Power and Light and acknowledged that "not having access to electricity has been an unfortunate and regrettable circumstance".

Mr. Turnquest added that the government and BPL are continuing to work on solutions to this vexing issue, particularly with the acquisition of several new engines.

However, the deputy prime minister also said the "issues with BPL and



▶ Deputy Prime Minister, Peter Turnquest

Viral Voice Note Suggests RBPF Corruption

National Security Minister Denies Claims

BY BERTHONY MCDERMOTT
 Journal Staff Writer

A scandalous voice note making its rounds on social media is fueling serious concerns about the procedures followed during police arrests and investigations.

Reportedly, the voice of an ex-police officer, who identified himself as Bernard Swann, in the voice note spoke to fixed police reports, without proper investigations.

Holding nothing back,



▶ National Security Min., Marvin Dames

■ See page 4...

Shark Attack Leaves Tourist Dead

A shark attack on Wednesday has left an American woman dead.

According to police, shortly after 2 p.m. a woman was snorkeling in waters near Rose Island when she was attacked by sharks. The woman was transported to shore and taken to hospital where she was pronounced dead.

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Work Permit Fees Worries Mitchell



▶ Senator, Fred Mitchell

BY LEAH COOPER
 Journal Staff Writer

The 2019/2020 Budget Debate wrapped up yesterday in the Upper Chamber with Senator Fred Mitchell, who addressed concerns regarding the increase in work permit fees.

He said these fees have now become a revenue center for the gov-

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CLERGY - DAME MARGUERITE 'RAISED THE BAR'



▶ Governor General, Dame Marguerite Pindling

BY DEANDRE WILLIAMSON
 Journal Staff Writer

As well-wishers salute Governor General Dame Marguerite Pindling for her stellar service to The Bahamas, New Covenant Baptist

Church Pastor Emeritus Bishop Simeon Hall lauded her as an exemplary woman who raised the bar of womanhood to another level.

Bishop Hall joined many others who praised Dame Marguerite yesterday during a service of

Thanksgiving at St Agnes Church in recognition of her tenure as governor general.

"Dame Marguerite your personal style and the grace and poise with which you have worn the

■ See page 8...

Man Charged with M-Deez Murder

BY BERTHONY MCDERMOTT
 Journal Staff Writer

Five days after allegedly committing his death, 32-year-old Shamano Cooper was formally arraigned in connection with the stabbing death of Bahamian artist Davon Alistair

Knight, affectionately known on the music scene as 'M-Deez'.

It is alleged that on June 21, Cooper, during an altercation with M-Deez fatally stabbed him. He died en route to hospi-

■ See page 2...



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ALL THE NEWS YOU NEED TO READ IN THE MORNING

Families Plan Funerals for Italy Murder Victims

John to be laid to rest on Saturday

BY LEAH COOPER
Journal Staff Writer

Funeral preparations are underway for Alrae Ramsey and Blair John, two Bahamian men whose bodies were pulled from the Po river in Turin, Italy this month.

The Bahama Journal understands that plans are being made for John to be buried this coming Saturday at Evangelistic Temple Assemblies of God at 1 p.m.

Foreign Affairs Minister Darren Henfield told reporters yesterday that he has been speaking with family members of both men two to three times a day.

He said, "We're in the process of repatriating the bodies home to The Bahamas. Hopefully, they'll be here by the end of the week. I think their families are preparing for

the funerals. So, that's where we are at the moment."

"No official word from the toxicology report or anything from the investigator to indicate more than what we've heard thus far," he added.

Drowning has been cited as the cause of death for both men, and the government has come under fire for how it has handled the matter with former Foreign Affairs Minister Fred Mitchell charging that more needs to be done.

The strongest efforts, he said, must be made to ensure a proper official investigation to be done.

In response to his comments, Minister Henfield said, "I have been engaged with the Italian government in Rome, with whom I speak as leads arise with the deputy foreign minis-

ter. He's at the end of my phone. I can reach out and touch him anytime.

"My officials have been in Turin since this incident occurred. Right now, my director general is in Turin. She will accompany the bodies home. I think that as a government, we have done all that is humanly possible to determine what happened, to keep the families engaged, and to return our sons to The Bahamas so that we can have them properly buried."

He said there will always be criticisms, but he thinks the government has been doing its best to get to the bottom of the circumstances.

Ramsey, a foreign service officer, was in Turin on study leave in Vienna.

John was there attending a psychology conference.



▶ Alrae Ramsey



▶ Blair John

Man Charged with M-Deez Murder

Continued from / PAGE 1...

tal.

Appearing before Deputy Chief Magistrate Subusola Swain, Cooper was not required to enter a plea and was remanded to the Bahamas Department of Corrections until August

15, when he will be served a voluntary bill of indictment.

Prior to his death, M-Deez was on tour and was working on a new album.

Friends, family and fans remember him as a musical giant.



▶ MDeez



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Change Management/Communications Specialist

Country: The Commonwealth of The Bahamas
Supporting Institution: Inter-American Development Bank
Programme: Government Digital Transformation to Strengthen Competitiveness
Project Number: BH-L1045
Loan Number: LO-4549 / OC-BH
Sector: Reform / Modernization of the State
Sub-Sector: E-Government
Deadline: 8 July 2019

Post: Change Management/Communications Specialist
Reports to: The Programme Coordinator

The Office of the Prime Minister (OPM) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness and intends to apply part of the proceeds for the consulting services of a Communications/Change Management Specialist. The consulting services ("the Services") include developing a framework for change management. The consultancy will guide employees and the public through the change process, proffer recommendations for resistance management strategies, and support the roll out of the digital transformation in areas that may or will affect stakeholders. The consultancy must also develop effective strategies for public awareness and education. The duration of the contractual position is 12 months renewable annually based on satisfactory performance.

Main responsibilities include:

- Examining the key stakeholders and administrative/operational structures in Government to determine the transformation initiatives and change management approaches necessary to transition from one system to the next;
- Working collaboratively and effectively with the senior Government officials and Unions to construct the appropriate framework/guidelines to address the key features and initiatives which underpin change management (eg) communication strategies/plans, stakeholder engagement, inter-disciplinary teams, readiness assessments, dealing with resistance to change;
- Implementing effective change management strategies with a monitoring and evaluation component designed to achieve the goal of the Programme;
- Building support for the Project by assisting in the communication to stakeholders of the project development goals, objectives, activities and benefits using all forms of media possible through a strategy for public awareness, education sensitization and training interventions
- Liaising with the Director of Communications and Media Houses to promote the Programme and individual project components;
- Making changes as necessary to the strategies upon evaluation of progress or identification of risks;
- Facilitating regular monthly meetings to monitor changes and their correct implementation, identifying risks associated with change, facilitating discussions and finding solutions on issues that might hinder change initiatives;
- Guiding the process with teams of by engaging them in analyzing the progress, exploring root causes of issues, experimenting with solutions, and documenting lessons learnt and assisting each team with work plan development of work plans, timelines and milestones with clear responsibilities
- Developing Standard Operating Procedures as per the job function;
- Working with training institutions to embed capacity training sessions to ensure the sustainability of the Project and develop Standard Operating Procedures so that the change is institutionalized;
- Supporting managers and supervisors and building their skills capacity for effective management of staff and stakeholders;
- Organizing support meetings, and workshops and training sessions for stakeholders and acting as Facilitator in strategy and planning meetings.

The successful candidate should have the following

- Minimum of a Bachelor's Degree in Change Management, Communications, Human Resources Management / Development, Public Administration / Management, or Business Administration. A minor in Public Relations, Marketing or Psychology would be an asset.
- Minimum of 5 years of relevant work experience in proven national project initiatives within the private / public sector or with international development institutions. Demonstrated superior communications skills (written and verbal), team-building skills within a diverse cultural and multi-disciplinary background, and networking skills.
- Previous knowledge and exposure to IDB's administration and project management policies and procedures are desired.

The Office of the Prime Minister now invites eligible 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. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's Policies for the Selection and Contracting of Consultants financed by the IDB and is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the National Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents must be submitted Re: **Communications/Change Management Specialist** to E-mail: opmodernizationunit@bahamas.gov.bs on or before 5:00 pm on 8 July 2019.



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Component Coordinators / Components 1 and 2

Country: The Commonwealth of The Bahamas
Supporting Institution: Inter-American Development Bank
Programme: Government Digital Transformation to Strengthen Competitiveness
Project Number: BH-L1045
Loan Number: LO-4549 / OC-BH
Sector: Reform / Modernization of the State
Sub-Sector: E-Government
Deadline: 8 July 2019

Post: Component Coordinator
Reports to: The Programme Coordinator

The Office of the Prime Minister (OPM) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness and intends to apply part of the proceeds for the consulting services of a Component Coordinator. The consulting services ("the Services") include serving as the technical lead for one Component of the Project and assisting the Programme Coordinator in ensuring that activities are addressed effectively so as to achieve project goals within the prescribed timeframe.

Main responsibilities include:

- Clearly envisioning and communicating what determines Component success and advising on methodology, infrastructure and applications, inter alia to achieve success
- Ensuring PEU compliance with the IDB/GoBh loan agreement w.r.t Component execution by developing, managing and executing the project plan, in phases, from inception to completion across The Bahamas using the MS Projects software tool.
- Preparing, updating, managing and controlling Component implementation by developing and/or determining cost, quality and risk assessments, project proposals and requirements, required documentation, effective use of the required resources (human, financial and technical), and performance measurements
- Communicating project status to stakeholders through presentations as needed fortnightly project performance reports, intermediate reports on phases and a final report on the individual projects and the Component.
- Supervising and evaluating PEU staff assigned to the component as well as designing and implementing a plan for the continuous transfer of skills to permanent staff to include skills' development and certification.
- Creating and maintaining Standard Operating Procedures (SOPs) for the job function as well as leading project exercises designed to adjust, organize and streamline project procedures/schedules/plans
- Ensuring effective coordination with, and reporting to, the Programme Manager with particular respect to the procurement, financial and project staff to ensure that disbursement projections are accurately updated in line with GoBh and IDB timelines.
- Leading and directing working groups developed to expedite project implementation.
- Participating in regular project evaluation and post mortem meetings to identify current and future bottlenecks/challenges/risks, successful and unsuccessful project elements and initiate resolutions.
- Managing organizational and process change in a planned coordinated and structured manner by including all stakeholders

The successful candidate should have the following

- A minimum of a Master's Degree in an Information and Communications Technology Field or Engineering. ICT certifications are required. Project Management Certification, PMP considered an asset. At least five (5) years working experience with project management within the private / public sector or with international development institutions. Sound working knowledge of project management techniques, tools and software including MS Projects.
- Proven People Management and Communication skills across diverse team members, vendors and contractors
- Ability to employ analytical and problem-solving capabilities to effectively prioritize and execute multiple tasks in a high-pressure environment and react to project adjustments and alternations promptly and efficiently in the context of shifting priorities, demands and timelines

The Office of the Prime Minister now invites eligible 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. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's Policies for the Selection and Contracting of Consultants financed by the IDB and it is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the International Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents must be submitted Re: **Component Coordinator** to E-mail: opmodernizationunit@bahamas.gov.bs on or before 5:00 pm on 8 July 2019.

BTVI and Georgia State University Forge Ties

Following a visit by Georgia State University to The Bahamas last October, the institution and the Bahamas Technical and Vocational Institute (BTVI) have since signed a Memorandum of Cooperation to initiate formal discussions on a collaboration that would afford BTVI students the option to continue their studies at the tier one research institution in Atlanta, Georgia.

The agreement was signed at Georgia State University during a recent visit by a BTVI delegation including the President, Dr. Robert W. Robertson; Chairman, Kevin Basden; Academic Dean, Dr. Pleshette McPhee and Dean of Student Services, Racquel Bethel.

The agreement will also facilitate discussions on the development of faculty training opportunities for BTVI instructors, as well as faculty and student exchanges.

Georgia State University's Associate Provost for International Initiatives, Dr. Wolfgang Schlor, hosted the delegation and expressed his admiration of BTVI's

vision and its contributions to skills development in The Bahamas. He noted that there is a good alignment between Georgia State's College to Career focus and BTVI, highlighting the participation of the university's Perimeter College and online campus. He expressed anticipation for what he hopes will be a productive partnership with BTVI.

In response, Dr. Robertson expressed the importance of collaborating with Georgia State, a university that uniquely confers associate degrees alongside other degrees in the United States. This attribute, in his opinion, is a highlight of this developing collaboration and speaks to the value of a BTVI education.

According to Dr. Robertson, "Georgia State University is a top quality comprehensive, research institution in the Atlanta area and is highly respected for its research and student success efforts. We are excited about this partnership and look forward to BTVI students transitioning smoothly to this university in the future."



► President of Georgia State University, Dr. Mark Becker and President of the Bahamas Technical and Vocational Institute, Dr. Robert W. Robertson (BTVI), recently signed a Memorandum of Cooperation as BTVI's Chairman, Kevin Basden looks on.



► A BTVI delegation recently visited Georgia State University in Atlanta to sign a Memorandum of Cooperation which will facilitate discussions on the development of faculty training opportunities for BTVI instructors, as well as faculty and student exchanges. Shown from left to right are: Vice Consul, Bahamas Consulate General Atlanta, Charlene Johnson; BTVI's Dean of Student Affairs, Racquel Bethel; Georgia State University's Associate Provost, International Initiatives, Dr. Wolfgang Schlor; BTVI's President, Dr. Robert W. Robertson; President of Georgia State University, Dr. Mark Becker; BTVI's Chairman, Kevin Basden; BTVI's Dean of Academic Affairs, Dr. Pleshette McPhee; Georgia State University's Director, International Partnerships & Agreements, Kike Ehigiator and Georgia State University's Education Attache, Bahamas Consulate General Atlanta, Rochelle Russel.



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Financial Specialist

Country: The Commonwealth of The Bahamas
Supporting Institution: Inter-American Development Bank
Programme: Government Digital Transformation to Strengthen Competitiveness
Project Number: BH-L1045
Loan Number: LO-4549 / OC-BH
Sector: Reform / Modernization of the State
Sub-Sector: E-Government
Deadline: 8 July 2019

Post: Financial Specialist
Reports to: The Programme Coordinator

The Office of the Prime Minister (OPM) of the Commonwealth of The Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness Project and intends to apply part of the proceeds for the consulting services of a Financial Specialist. The consulting services ("the Services") include responsibility for the overall financial administration and control of the resources of the Programme, including the effective operation of the financial reporting systems, related to accounting, budgeting administration, treasury, and asset management activities, and for ensuring the presence of the necessary control environment for effective and transparent, financial reporting in compliance with IADB and national regulations. The Financial Specialist will have a key and pivotal responsibility in the design and implementation of the financial mechanisms and controls for the electronic platform, so as to ensure the proper disbursements, accounting and financial reporting, following the Project Operational Manual (POM) of the Facility, and in direct integration with the PEU financial management system. The duration of the contractual position is 12 months renewable annually based on satisfactory performance.

Main responsibilities include:

- Managing, in an effective and transparent manner, the financial resources of the Programme and undertaking the corresponding fiduciary responsibilities as well as the implementation and operation of the necessary internal and external controls by ensuring that appropriate financial and accounting systems and controls are implemented so that all Programme activities are executed in accordance with the applicable GoBh and the Bank's financial and accounting requirements. In particular, establishing and maintaining adequate financial, accounting, and internal control systems to ensure the integrity, compliance and transparency of all transactions undertaken by the PEU.
- Leading the implementation and operation of an Enterprise Resource Planning (ERP)/Accounting Software to conduct the integrated cash management, accounts payable, general ledger (GL), bank reconciliation and financial reporting, and directly linked to commitments and corresponding purchase orders.
- Providing for the integration and/or parallel deployment of the GoBh "Financial Accounting System", as required by the OPM, Ministry of Finance, and the Bank including developing and implementing the Chart of Accounts (CoA) of the Programme to provide for the proper recording and tracking of all Programme revenues, expenditure, assets and other financial information.
- Creating, maintaining, reviewing and conducting internal audits for Standard Operating Procedures
- Facilitating the activities of the Internal Audit Department of the OPMMU with respect to the periodic monitoring of the financial administration system (budget, accounting, treasury and asset management), the preparation of the financial statements, and the operation of the internal control systems of the Programme, by providing all pertinent information, and undertaking the necessary corrective actions based on Internal Audit's recommendations.
- Facilitating the discharge of the internal audits by the OPMMU, as PEU, to ensure that recommendations made from such reviews are assessed and acted upon within an agreed timeframe including participating in the selection of the Programme's external auditors, coordinating and preparing for the independent financial audits and providing the necessary information and documentation, and ensuring that audited financial statements are prepared to meet the Bank requirements and that the final reports are available for subsequent stakeholder review.
- Assisting the Programme Manager with Financial monitoring activities and the preparation of periodic financial and physical implementation reports, including the Programme Annual Operational Plan (AOP) along with supporting documentation in accordance with the POM and as required by the OPMMU, Ministry of Finance and the Bank.

The successful candidate should have the following

- A minimum of a Bachelor's Degree in Finance, Accounting, Economics, or Business Administration (with a concentration in Accounting or Finance), and must be a CPA or the equivalent.
- A minimum of 5 years of work experience in accounting/bookkeeping and/or auditing. Previous knowledge and exposure to IDB's fiduciary, procurement, financial administration and project management policies and procedures is desired.

The Office of the Prime Minister now invites eligible 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. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's Policies for the Selection and Contracting of Consultants financed by the IDB and is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the National Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmmmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents Re: Financial Specialist to E-mail: opmmmodernizationunit@bahamas.gov.bs on or before 5:00 pm on 21 June 2019.

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BPL OUTAGES VEXING

Continued from / PAGE 1...

its legacy BEC have been long running and it's unfortunate at the turn of events that has happened with that once very proud and reliable institution".

"It points out the affect that policy can have on these state-owned enterprises, [and] in that particular circumstance a decision was made, I think in 2010, that affected its financial standing," Mr. Turnquest

said.

"Since then, BPL has been struggling to maintain its engines and to provide for the replacement of its equipment as technology has changed and developments have evolved.

"Hopefully, with the installation of these new engines we will start a new path and Bahamians will come to rely and have confidence in the services of BPL going forward."

The deputy prime

minister in the meantime apologized for the inconveniences that have occurred adding that there's no acceptable answer or solution to it, save to say, they are addressing the issue and expect some resolution

by early fall.

Bahamas Electrical Workers Union President Paul Maynard meantime has put that timeline at December.

BPL has since paid out some \$2 million for rental generators.

Voice Note Suggests RBPF Corruption

Continued from / PAGE 1...

Mr. Swann further charged that the Royal Bahamas Police Force conducts no proper investigation and that officers only beat people and lie to send persons to jail.

The issue was brought to the attention of National Security Minister Marvin Dames yesterday, who in turn brushed off the claims as nonsense that does not warrant attention.

"Investigations are driven evidence. If someone it arrested and charged, it's laid before the courts that evidence is produced," Mr. Dames said.

"It goes before the Office of the Attorney General and the Office of Public Prosecution because there is a process.

"His comments are totally out of place because he cannot be speaking for the agency that has been in place well over a century."

The idea, he said that there is a culture of falsifying evidence in police investigations is ridiculous and advised that Police Commissioner Anthony Ferguson and his team will investigate the matter.

"I have heard the voice note and I'm sure members of the public heard it also and I intend to dispatch a team to conduct an

investigation into it," Mr. Ferguson said.

"I would be interested to know what it is that he really is saying to see if there is any validity to it."

In a statement, human rights group Rights Bahamas said it was appalled by the shocking revelation, agreeing that the incident be investigated vigorously and comprehensively even if this means bringing in foreign investigators.

The statement added that every case, Mr. Swann would have investigated must be reinvestigated.

However, according to Minister Dames, Mr. Swann was not an investigator.

"He cannot be speaking for the Royal Bahamas Police Force, not the force I know and not the force that many distinguished men and women would have passed through," Mr. Dames said.

"He may have been speaking for himself, but as I have said before there is no record that this guy was any kind of investigator of any sort.

"So we have to be careful sometimes of these pronouncements and voice notes on social media."

Still, Rights Bahamas said it is ready to represent any victim of this alleged abuse.

Work Permit Fees Worries

Continued from / PAGE 1...

ernment to the extent of some \$50 million per year.

He added there is no incentive for any government to turn down work permit applications because these boil down to a loss in revenue.

Mr. Mitchell added that the government has doubled the cost of work permit fees over the past year.

"I think they [the government] did not proceed in last year's budget, to raise the cost of work permits for caregivers because many people argue that it is difficult to get Bahamian care-

givers," he said.

"So, the work permit fee was kept at \$1,000. I thought that was a wise decision because many people struggle to even make that, but now that has gone up to \$2,000," he added.

Last year, the former immigration and foreign affairs minister urged the government to reconsider increasing work permit fees and instead double permanent residency requirement costs.

He added that the government has to ensure that it does not inflict damage on various sectors, causing a black market to develop.



REQUEST FOR EXPRESSIONS OF INTEREST

INDIVIDUAL CONSULTANT



Government Digital Transformation to Strengthen Competitiveness: Programme Coordinator

Country: The Commonwealth of The Bahamas
Supporting Institution: Inter-American Development Bank
Programme: Government Digital Transformation to Strengthen Competitiveness
Project Number: BH-L1045
Loan Number: LO-4549 / OC-BH
Sector: Reform / Modernization of the State
Sub-Sector: E-Government
Deadline: 8 July 2019

Post: Programme Coordinator
Reports to: The Permanent Secretary

The Office of the Prime Minister (OPM) of the Commonwealth of the Bahamas has received financing from the Inter-American Development Bank (IDB), toward the cost of the Government Digital Transformation to Strengthen Competitiveness Project and intends to apply part of the proceeds for the consulting services of a Programme Coordinator Consultant. The consulting services ("the Services") include providing the strategic, organizational, financial and technical direction to the PEU, and serving as the main focal point of the Programme within OPMMU and other public and private institutions. Reporting to the Permanent Secretary of the Modernization Unit, the Programme Coordinator will provide leadership, coordination and guidance to all matters pertaining to the successful administration and implementation of the "Government Digital Transformation to Strengthen Competitiveness" Programme (BH-L1045), through the efficient management of the PEU, in accordance with the stipulations contained in the Loan Contract and the Project Operations Manual (POM). The Programme Coordinator will play a pivotal role in supporting the overall governance and institutional arrangements agreed upon between the Bank, the GoBH, and the public and private stakeholders. The duration of the contractual position is 12 months renewable annually based on satisfactory performance.

Main responsibilities include:

- Ensuring the effective compliance with the "Conditions Prior to First Disbursement", as well as ongoing compliance with requirements established in the Loan Contract between the IDB and the GoBH;
- In close coordination with the various technical and administrative personnel of OPMMU, leading the undertaking of the strategic operations planning and execution activities, including the development of the Project Annual Execution Plan (PEP), the Annual Operations Plan (AOP), Project Operations Manual (POM) the Procurement Plan (PP), the Financial Plan (FP), and other periodic physical and financial progress reports, in compliance with the requirements of OPMMU and the Inter-American Development Bank (IADB); and ensuring the proper alignment of the budget and procurement projections;
- Ensuring that SOPs are created, approved, maintained and audited for all of the projects and/or job functions
- Defining and establishing the inter-institutional coordination mechanisms with other public organizations related and/or beneficiaries of the Programme, as well as private sector and other stakeholders;
- Leading the preparation of a communications strategy among beneficiaries, public entities, and other stakeholders and effectively communicating the goal and progress of the Programme to all stakeholders;
- Coordinating the monitoring of activities of the Programme in compliance with its global strategic objectives and those of its individual components, as well as the targets established in the AOP;
- Collaborating with the Procurement Specialist to ensure timely processing of procurements through the IADB, governmental tenders committees and other relevant agencies, according to established procedures;
- Preparing for the Bank the required data, reports and other documentation of the Programme as its individual components, as established in the Loan Contract;
- Supervision and performance evaluation of PEU Staff, ensuring effective coordination of all personnel;
- Designing and implementing an effective organization structure, and developing and leading teams to ensure the timely delivery of the Programme's goals.
- Leading the development--and updating as deemed necessary--of the norms and procedures of the Programme with respect to planning, administration, operations and technical management applicable to the execution of the Programme, and introducing such updates in the POM;
- Overseeing and ensuring that the Programme's activities are being performed adequately, on schedule, within the scope and budget in accordance with contractual agreements including, the respective Loan Agreement, and other relevant documents such as the POM;
- Ensuring the compliance with the Bank and national norms and procedures with respect to, among others, financial administration, internal controls, procurement, administration, and technical management;
- Leading the inter-institutional coordination with OPMMU and other entities of the GoBH;
- Securing the timely availability of financial resources of the loan through the direct contacts with the IADB, OPMMU and Ministry of Finance;
- Ensuring the attainment of the global objectives of the Programme by carrying out a close coordination of the institutional strengthening, technical, and infrastructure development activities of the Programme; Ensuring the effective compliance with the financial and physical implementation targets of the Programme, in relation to the AOP of the individual components as well as the consolidated Programme;
- Ensuring the reliability and transparency of the procurement processes of the Programme;
- Ensuring the timely and accurate preparation of terms of reference, standard bidding documents, contracts and other procurement documents for the recruitment of consultants/contractors or suppliers to carry out Programme or Project activities;
- Submitting appropriate written comments and recommendations to the PEU, the OPMMU and the Bank where required;
- Ensuring the dependability and transparency of the financial administration and internal control systems;
- Leading the effective and timely execution of the monitoring, evaluation and auditing activities contemplated in the Programme including updating and maintaining the overall risk management and mitigation framework;
- Guaranteeing the effectiveness of the monitoring activities of the Programme based on concrete performance targets consistent with the Results Framework agreed within the AOPs and Progress Monitoring Reporting (PMR) to the IADB;
- Providing for sound human resources administration practices (i.e. recruitment, selection, contracting, evaluation and remuneration) of the personnel of the PEU, in accordance to agreed Bank and national procedures for personnel administration;
- Following sound fiduciary procedures, establishing and maintaining an efficient filing system (electronic and paper-based) to support the needs of the Programme;
- Implementing appropriate procedures for the inspection, monitoring and performance evaluation with respect to the work of consultants, contractors and partners, so as to certify that works and services are satisfactorily accomplished in compliance with Terms of Reference and contract specifications;
- Conducting periodic field and monitoring visits to assess implementation of the Programme;
- Following Bank procedures, leading the contracting of the Programme's External Auditors, and ensuring that adequate arrangements are in place to facilitate the conduct of audits (internal and external) and that recommendations arising from them are appropriately reviewed and acted upon.

The successful candidate should have the following:

- A minimum of a Master's Degree in an Information and Communications Technology Field, Economics, Engineering, Business Administration or Management with a concentration in ICT, Economics or Engineering. ICT and Project Management Certifications or equivalent are required.
- A minimum of ten years of relevant work experience in programme management within the private / public sector or with international development institutions. Previous experience in the ICT sector is required if degree is other than ICT, as well as exposure to IADB's fiduciary, procurement, financial administration and project management policies and procedures.

The Office of the Prime Minister now invites eligible 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. Consultants will be selected in accordance with the National Competitive Bidding Selection procedures set out in the IDB's Policies for the Selection and Contracting of Consultants financed by the IDB and is open to all eligible bidders as defined in these policies. Consultants will be selected in accordance with the National Competitive Bidding Selection method set out in Selection and Contracting of Firms Policies. Further information can be obtained by E-mail: opmmmodernizationunit@bahamas.gov.bs. Submit all CVs and qualification documents must be submitted Re: **Programme Coordinator** to E-mail: opmmmodernizationunit@bahamas.gov.bs on or before 5:00 pm on or before 8 July 2019.

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