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# The Bahama Journal

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VOL. 31 - NO. 103

MONDAY - JUNE 24TH, 2019

75 CENTS

# "MIDDLE CLASS BEING ELIMINATED"

## BISHOP URGES GOV'T TO REDUCE TAXES

BY LEAH COOPER  
 Journal Staff Writer

The leader of The Global United Fellowship and Senior Pastor of Mount Tabor Church, Bishop Neil C. Ellis says "the middle class in the Bahamas is being eliminated." Appearing on the JCN Radio and Television show Jones and Company yesterday, he said "the timing of the increase of Value Added Tax (VAT) was not good. I don't think enough of us spoke up at the time of the increase," he said.

"The misery index is very high. You have to sit in a seat like mines to see it. Middle class people come to Mount Tabor



▶ Bishop Neil C. Ellis

■ See page 3...

## GOSPEL ARTIST STABBED TO DEATH RECORDING ARTIST SKETCH CALLS "THE BAHAMAS A DARK PLACE"

BY LEAH COOPER  
 Journal Staff Writer

Recording Artist Chris "Sketch" Carey yesterday described the country as a "dark place" as he reflected on the brazen stabbing death of Bahamian music sensation MDeez.

MDeez was involved in a two-car collision this past Friday that ended in an altercation which killed the musical artist after being stabbed multi-



▶ MDeez, fatally stabbed during an altercation Friday past

■ See page 3...

## BPL EXPLAINS LOAD SHEDDING

BY LEAH COOPER  
 Journal Staff Writer

As Bahamians complained about a miserable weekend due to widespread power outages in New Providence, Bahamas Power and Light Company Limited (BPL) yesterday confirmed that this past

■ See page 6...

## Gov't Expects \$50 million In Gaming Taxes

BY BERTHONY MCDERMOTT  
 Journal Staff Writer

The government is seeking to collect approximately \$50 million in taxes from the lucrative gaming industry.

It is about to introduce a new regime that calls for gaming operators being taxed 11 to 15 per cent on income under \$24 million and 17.5 percent on income above that figure.

Gaming Minister Dionisio D'Aguiar gave the Bahama Journal a breakdown on what the government hopes to receive.

He said, "the gaming houses generate taxable revenue of about \$200 million, you multiply that by 11 per cent and you get

■ See page 2...

## BAHAMIANS ATTENDED FUNERAL OF FORMER JAMAICAN PRIME MINISTER EDWARD SEAGA



▶ ▶ The Hon. Elsworth Johnson, Minister for State for Legal Affairs (right), and H.E. Reuben Rahming, Bahamas Ambassador to CARICOM States (left), represented the Government of The Bahamas at the State Funeral for the Late Former Jamaican Prime Minister, the Most Hon. Edward Seaga today, Sunday, 23rd June, 2019 at Holy Trinity Cathedral, Kingston, Jamaica. Also pictured Leader of the Opposition the Hon. Philip Davis (centre), and Mr. Kevin Simmons (second right).



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ALL THE NEWS YOU NEED TO READ IN THE MORNING

# Hotel Union and Gov't

BY BERTHONY MCDERMOTT  
Journal Staff Writer

Tourism Minister Dionisio D'Aguilar last week summed up Thursday's meeting with Bahamas Hotel Catering and Allied Workers Union executives as a good one; a good mechanism for him to hear first-hand the concerns.

"They seem very passionate, they seem very resolute, but they also seem to understand that this is a business and the business needs to operate profitably at the end of the day.

"So I told them that the government's position was not really to get involved, other than to ask respectfully that everybody explores



► Tourism Minister, Dionisio D'Aguilar

every possible avenue before they think about engaging what I have often referred to as the nuclear option," he

said. Union President Darren Wood he said assured that negotiations will be in good

faith. "We have to get this right. We cannot afford at this stage, at this time to have any disruption

in any of our major resort facilities and therefore blacken the good name and enormous good will that the

Ministry of Tourism -has built up marketing the destination.

"We left in good spirits and we'll see where the journey takes us," the Tourism Minister said.

The Union has complained about an unsigned industrial agreement that proposes to eliminate the automatic 15 per cent gratuity, adjust workers holiday benefits and pay out Christmas bonuses in January not December.

Also at issue is the claim that ham and turkey are no longer a guarantee for union members. Minister D'Aguilar said the issues are not non negotiable.

# Gov't Expects \$50 million

Continued from / PAGE 1...

\$22 million.

"We projected to increase that to \$50 million. We have since revised our numbers and we expect to generate approximately \$35 million, but we've introduced an additional

tax which is the tax on winnings.

"We estimate that we will get \$15 million from that to take us back to the \$50 million.

"Obviously, we haven't done that before, so we don't know exactly how much will be generated

from that, but this is what the gaming operators estimate that this new winnings tax will generate," he said.

According to Minister D'Aguilar 3 of the 7 gaming houses are compliant with the old tax regime, representing 76 per cent of

the revenue.

"Now when you look at the book, there are wilding different numbers, because as we transitioned from what we attempted to do, to what we will do, a number of the gaming houses withheld payment, but they recognized that in

order to get their licenses they will have to pay that money up.

"So we expect in short order and we are negotiating with all of them to pay," Minister D'Aguilar said.

According to the Minister, the four not pay-

ing their taxes are putting funds aside to pay the government once all matters are settled.

He maintains that relations between the gaming industry and the government have improved. In fact, he anticipates a smooth road ahead.



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](mailto: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](mailto: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](mailto:opmodernizationunit@bahamas.gov.bs). Submit all CVs and qualification documents must be submitted Re: **Component Coordinator** to E-mail: [opmodernizationunit@bahamas.gov.bs](mailto:opmodernizationunit@bahamas.gov.bs) on or before 5:00 pm on 8 July 2019.

# “MIDDLE CLASS BEING ELIMINATED”

Continued from / PAGE 1...

because they believe Bishop Ellis will find a way,” he said.

The Pastor stated: “In the latest budget presented, I don’t see the immediate injection in the economy to the extent that it filters down. The Inter American Development Bank (IDB) says the economy turned the corner.

But our people around the corner can’t see it of feel it,” he said.

Considering the country’s soaring misery index, Bishop Ellis acknowledged that the government plays a role in the rising cost of living and the inevitable stress that comes with the territory.

The Bishop added that if he had it his way, he would decrease taxes.

He said that a lot of Bahamians are not trying to evade taxes, but that they simply cannot afford them.

He said, “the truth of the matter is, from the figures I see, in some cases if businesses pay all of their taxes, they go out of business.

“My mother used to say all the time that sometimes its better to get plen-

ty of a little,” he added.

This was a phrase, he said, that took him years to understand.

While he noted that the government removed taxes on a number of goods coming into the country, he suggested looking critically at the belief that all of the country’s knowledge sits a Cabinet table.

He said, “you have to

incorporate people from the different spheres of life and different areas of our country to find out where the Bahamian people are feeling the most pain.

“It seems to me that the government was taking in more when VAT was 7.5 per cent. The truth of the matter is that when they increased it to 12 per cent, the Minister of Finance

just reported that they didn’t meet the expected intake. That’s a heck of a lot of money! You’ve got a shortage of almost \$300 million!”

He also said that he’s not trying to suggest that the government is wrong for imposing hefty taxes.

However, he said, that if one isn’t receiving the anticipated results, they must re-evaluate.

# GOSPEL ARTIST STABBED TO DEATH RECORDING ARTIST SKETCH SAYS “THE BAHAMAS A DARK PLACE”

ple times.

Mr. Carey described MDeez as driven, talented and a musical genius as he reflected on the loss of one of his best friends.

Mr. Carey told The Journal that he’s still trying to come to grips with the untimely death of one of his best friends.

He said, “his character was just amazing, and everybody would know if you saw him or met him for the first time, you would definitely be inspired. Like, ‘who is this guy?’ He would always light up someone’s eyes. He was just amazing to

me.”

Before his untimely death, Mr. Carey revealed that MDeez was in the process of releasing a new album.

Seven months ago, the pair worked on a song entitled “Cry” dedicated to his late mother.

Mr. Carey said, “that was the last song we did, and that was about his mom who passed away.”

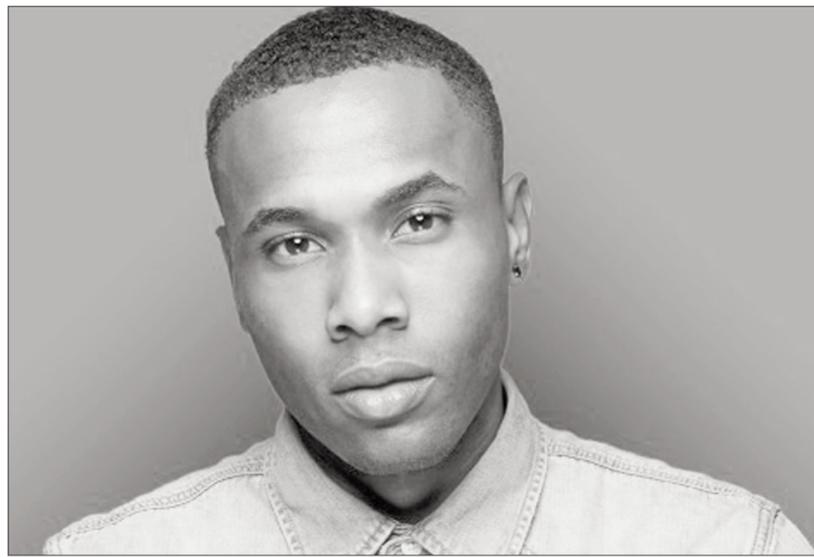
“He had already started his tour. Things were going really well for him, and it seemed like he was just getting started. However, it seems that God had better plans,” he

added.

Upon hearing what happened to his long-time friend, Mr. Carey gave a word of advice to Bahamian youth.

He said, “honestly, it’s not worth it. If an argument is happening, just walk away from it. I doesn’t make sense losing your life over something stupid and petty.”

He added, “The Bahamas seems like a dark place. There’s something in the air. These people are acting stupid over petty thing that don’t make sense. Just walk away!”



▶ Recording Artist “Sketch” Carey

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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 OPM 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 OPM, 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 OPM, 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](mailto:opmmmodernizationunit@bahamas.gov.bs). Submit all CVs and qualification documents Re: Financial Specialist to E-mail: [opmmmodernizationunit@bahamas.gov.bs](mailto:opmmmodernizationunit@bahamas.gov.bs) on or before 5:00 pm on 21 June 2019.

# FIFTEEN BAHAMIAN COMPANIES COMPLETE ONE OF A KIND PARK

## Silver Gates Community Park Declared Open



► Prime Minister, Dr. The Hon. Hubert Minnis, along with The Hon. Desmond Bannister, Cabinet Members, government officials, and members of the clergy cut the ribbon to the entrance of the country's newest state of the art park in the Silver Gates Community.

If Silver Gates appears to be a bit more crowded this summer, it is the deliberate commitment and efforts of fifteen Bahamian companies who completed the park in a record time of three months.

Prime Minister, Dr. The Hon. Hubert Minnis, along with The Hon. Desmond Bannister,

Cabinet Members, government officials, residents of Silver Gates and members of the public at large had the unique opportunity to set foot on the park at the grand opening over the weekend.

The vision to build and revitalize parks as thriving gathering places for youth, families and

adults has been embraced by the Bahamas Striping Group of Companies (BSGC) and is representative of its core tenets over the last nine years. The country's newest park, "the jewel of the south", represents the 44th park that the company has redeveloped through partnerships or gifting to

various communities.

Chairman of BSGC, Mr. Dominic Sturup, indicated that the park has two components that makes it stand out from other parks in the country. Fifteen (15) Bahamian companies partnered and worked together on completing the park to ensure that it meets the needs of the residents for generations to come. Additionally, the park includes a cushioned master walking trail which is the first of its kind in The Bahamas, as it is ideal for persons who may have health challenges and mitigated injuries to the lower extremities.

"This is what is possible when young businesses work together as a team, and Bahamas Striping Group of Companies is committed to doing out part to make the Bahamas better, one park at a time", said Sturup.

Features of the new park include a cushioned basketball court

painted in the Bahamian colors, a tennis court, a walking trail, exercise equipment, fruit trees, a great lawn, play area for the children, secure restrooms, closed circuit television cameras (CCTV) for added security, free wifi, and a unique blue hole.

The Silver Gates community has undergone notable transformations and Member of Parliament for Carmichael, and Minister of Works, The Hon. Desmond Bannister indicated that creating this park was a part of a commitment that he made to the residents, and as it is one of a kind, he challenged them to maintain the park so that it can be enjoyed by all.

The Prime Minister officially declared the park open and reminded the public that renovating and enhancing parks and green spaces throughout New Providence and the Family Islands is one of the major commitments

of the government.

"Your new park will help to foster a greater sense of community. This family park is a model for New Providence. Residents need beautiful, safe, and open spaces to relax, exercise, and host community events, and we are working through various public private partnerships (PPPs) to recreate various parks in the inner city as well as to transform Clifford Park into a central park for New Providence and to develop Junaknoo Beach, Arawak Cay, and the Western Esplanade.

The project was led by Bahamas Striping Group of Companies, K.W. Paving, Carib Construction, Terrain Design, Innovative Knowledge Designers, Riviere & Associates, Flameless Electric, Futuristic Landscaping, HLN Construction, Kelly Fencing, Kemp's Creations, ATI Electronics, True Green and BTC.



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: 21 June 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 OPMU 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 OPMU, 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 OPMU 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 OPMU and other entities of the GoBH;
- Securing the timely availability of financial resources of the loan through the direct contacts with the IADB, OPMU 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 OPMU 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: [opmodernizationunit@bahamas.gov.bs](mailto:opmodernizationunit@bahamas.gov.bs). Submit all CVs and qualification documents must be submitted Re: **Programme Coordinator** to E-mail: [opmodernizationunit@bahamas.gov.bs](mailto:opmodernizationunit@bahamas.gov.bs) on or before 5:00 pm on or before 21 June 2019.