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MONDAY - JULY 1ST, 2019

75 CENTS

Brent Symonette Resigns

BY LEAH COOPER
 Journal Staff Writer

Member of Parliament for St. Anne's Brent Symonette tendered his resignation as minister of financial services, trade and industry and immigration, effective July 1, 2019.

Cabinet Office made the announcement of Mr. Symonette's resignation yesterday and indicated that Yamacraw Member of Parliament Elsworth Johnson will take on Mr. Symonette's responsibilities as the new minister,



▶ Brent Symonette

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Mass Shooting in Montel Heights

Four Minors Among 17 Injured

BY LEAH COOPER
 Journal Staff Writer

A house party took a tragic ending on Sunday morning as 17 attendees found themselves hospitalized following a mass shooting in the Montel Heights community.

According to Commissioner of Police Anthony Ferguson, officers received information that the incident hap-



▶ Commissioner, Anthony Ferguson

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Englerston MP: Level of Violence Serious

'Crime Down Statistics Have No Relevance'

BY DEANDRE WILLIAMSON
 Journal Staff Writer

Following the mass shooting that shocked the Montel Heights community on Sunday, Englerston Member of Parliament Glenys Hanna-Martin said recent statistics that crime is down have 'no relevance,' as she believes the country has a serious problem of violence,

which has caused an increase in the fear of crime.

According to Hanna-Martin, the mass shooting has highlighted the vulnerability of law abiding citizens to wanton violence in their own communities.

"Fear is now heightened," she said. "The time must now come for



▶ Englerston M.P., Glenys Hanna-Martin

■ See page 7...

Double Homicide in Star Estates

BY BERTHONY MCDERMOTT
 Journal Staff Writer

A brazen daylight shooting on Friday has left two men dead and two families in mourning.

According to Chief

Superintendent Solomon Cash, police received a call shortly after 12:30 p.m. of gunshots in the area of Jupiter Way, Star Estates, just off Prince Charles Drive.

Upon arrival, they

found the lifeless bodies of two males both believed to be in their forties just in front of a residence.

"Those officers sum-

■ See page 4...

11TH GOVERNOR GENERAL SWORN IN



▶ The Hon. Cornelius A. Smith was sworn in as the nation's 11th Governor General on Friday, June 28, 2019 before a large audience of Bahamians from all walks of life. His swearing in ceremony was held in Rawson Square amidst much pomp and colourful pageantry. (BIS Photos/Letisha Henderson)

CONTINUES ON pg. 2



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ALL THE NEWS YOU NEED TO READ IN THE MORNING

11th Governor General Sworn In

BY BERTHONY MCDERMOTT
Journal Staff Writer

The 11th governor general of The Bahamas was sworn in on Friday and dedicated himself to helping to promote and renew a greater national commitment to community service.

With the Bible in his right hand, Cornelius Alvin Smith took the oath of office to become the next governor general.

A son of Snow Hill, Long Island and a longtime

resident of Grand Bahama, the former educator, business consultant, cabinet minister and diplomat arrived in Parliament and Rawson Squares, only moments after Dame Marguerite Pindling did final the inspection of honour guards, followed up by a ceremonial 21-gun salute and a final wave goodbye before leaving to resume private life.

Her successor – having taken the oath – was in turn bestowed the title the Most

Honorable and robed as such.

Lauding the new governor general on his ascension was Prime Minister Dr. Hubert Minnis, who said given his long and distinguished public, diplomatic and community service and love of country, he was happy to recommend CA Smith's appointment.

"We look forward to your tenure and the role you will play in fostering national unity and a

greater commitment to community service," the prime minister said.

"We are confident that Your Excellency will represent our country with distinction both at home and abroad. We offer you our full loyalty and affection."

In his first address as governor general, Mr. Smith expressed thanks to the prime minister and Dame Marguerite for her lifetime of service including in high office, which

he said, she executed with diligence, dignity, compassion and grace.

As The Bahamas nears its 50th Independence, he called on Bahamians to not only celebrate the country's accomplishments, but its potential.

"We should also take stock of the road that we must still thread to be better, promote the values of inclusiveness, stability, fairness and national harmony," he added.

"Let us also pledge to

renew bedrock values such as ultraism, empathy and generosity of spirit, which are necessary in fostering one Bahamas."

Like his predecessors, the new governor general further pledged to promote national unity, to be faithful to his oath and to his discharge his duties with impartiality.

Following the swearing in, Mr. Smith was chauffeured to his now official residence, Government House.



► Photos show moments during the pageantry. The new Governor General has served the people of The Bahamas as a senior Minister with the portfolios of Minister of Education (1992-1995), Minister of Public Safety and Immigration (1995-1997), Minister of Tourism (1997-2000) and Minister of Transport and Local Government (2000-2002). (BIS Photos/Letisha Henderson)



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.

WSC Chairman Refutes Victimization Claims

BY LEAH COOPER
Journal Staff Writer

Water and Sewerage Corporation Executive Chairman Adrian Gibson refuted claims of victimization this past Friday from APEX Underground Utilities and Construction Company Ltd. President Georgy Miller.

During a press conference, Mr. Gibson stressed that WSC's board has nothing to do with deciding the winning bidder for three contracts recently awarded for Family Island water supply projects.

"My late uncle was a building contractor. I can remember him preparing bids. I can also remember him accepting that he would win some and lose some, but he would put his best foot forward," Mr. Gibson said.

"He expressed to me that he entered every bid hoping to win, but knew that it was not automatic, that he had no entitlement and I never saw him conduct himself in an uncouth, unprofessional, disrespectful and wholly immature manner if he did not win."

Mr. Gibson insisted that the Caribbean



► W&S Chairman, Adrian Gibson

Development Bank is completely responsible for the procurement process – a process which follows bid submissions.

"After the bid opening, a third-party independent assessor collects the bids to conduct the evaluation. For the CDB Project, Noel Whyte & Associates Ltd. (NOWAL) are the contracted Engineering Services Consultants (ESC). One of the primary responsibilities of the ESC is to prepare bid evaluation reports relating to tenders for the various work components," Mr. Gibson explained.

"NOWAL is an engineering firm based in Jamaica. Representatives

from NOWAL ensure that evaluations, contracts and site works are undertaken to the client's specifications and in accordance with industry best practices."

For the Crooked Island project, the chairman said all bidders with the exception of Bahamas Hot Mix were disqualified.

He added that the evaluators found that Apex was nearly \$350,000 less than the engineers estimate, which is the combined, rock bottom estimate of what WSC and the independent consultants believed would carry the project.

"We have seen many incomplete projects

throughout the islands and also seen contractors bid extremely low to win a job only to return for several change orders. Beyond this, upon their evaluation of the bids, Noel Whyte and Associates found that Apex's bid was largely unresponsive and that Apex had 10 non-conformities in their bid submission," he said.

"This was with both Crooked Island and Long Island. Apex was previously awarded works in Pinewood Gardens. In that project, which was also a part of the CDB loan package, I was advised that by project managers that the contractor returned to the corpo-

ration for a change order. The contractor was also 150 days behind schedule."

Mr. Gibson said Mr.

Miller is welcome to revise the proper channels to have whatever investigation he wishes, as WSC has nothing to hide.

PM Travels to St. Lucia for CARICOM Meeting

Prime Minister Dr. Hubert Minnis is scheduled to travel to Gross Islet, St. Lucia today for the 40th Regular Meeting of the Conference of the Heads of Government of the Caribbean Community (CARICOM).

The prime minister will lead a delegation of senior government officials to the three-day meeting. The delegation includes Minister of Foreign Affairs Darren Henfield, Minister of Tourism Dionisio D'Aguiar and High Commissioner of The Bahamas to CARICOM Reuben Rahming.

Prime Minister Minnis will also be accompanied by his wife Patricia Minnis.

Discussion items on the meeting's agenda include security, the situation in Venezuela, blacklisting and the CARICOM Single Market and Economy.

Caribbean leaders are also scheduled to discuss matters related to regional tourism and finance.

During the trip, the prime minister will meet with Prime Minister of Norway Erna Solberg to discuss matters of mutual interest to The Bahamas and Norway.

Deputy Prime Minister and Minister of Finance K. Peter Turnquest will act as prime minister in Dr. Minnis' absence.

Prime Minister Minnis returns to The Bahamas on July 6, 2019.



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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Gov't Renews 52-week National Job Creation Programme

Hundreds of participants of the government's National Job Creation and Skills Enhancement Programme have been re-engaged for the second year of the employment initiative, beginning July 8, 2019, said Minister of Public Service and National Insurance Brensil Rolle.

The programme, better known as the 52-week job programme, started in August 2018 and came to an end on 30 June 2019. One thousand participants have benefited from the initiative so far, according to Minister Rolle.

"Because of the hard work performed by the programme's participants and the feedback we've received from the employers, the government has decided to renew the programme for another year," said Mr. Rolle.

"We made a commitment that we would re-engage all participants who received a satisfactory report from the various government ministries and departments, and the

private sector."

Mr. Rolle said his ministry is in the process of disseminating re-engagement letters to participants who are scheduled to return to work on Monday, July 8.

The National Job Creation and Skills Enhancement Programme is a job initiative of the Government of The Bahamas established to provide the unemployed between the ages of 19 and 30 with hands-on skills aimed at enhancing their ability to find gainful employment.

The programme is designed to include elements of classroom learning through partnerships with the Ministry of Education and the Bahamas Technical and Vocational Institute (BTVI), paid internships in the areas of construction, plumbing, electrical installation, hospitality, fashion design, business and information technology and opportunities for professional certifications.

The National Training Agency provides participants with soft skills and hospitality training, and BTVI provides additional workforce readiness training and a 22-week internship with independent professionals.

Private sector companies provide training for participants in a variety of

areas, including law, construction, customer service and home maintenance.

Mr. Rolle said programme participants were placed in the public and private sector in New Providence, Grand Bahama and all of the Family Islands.

He estimated that about

200 participants, engaged by the Ministry of Health, Ministry of Education, Ministry of Youth, Sports and Culture, the Passport Office and the Registrar General's Department, will work through the week-long break due to the demands of the agencies.

Minister Rolle said a

direct result of the National Job Creation and Skills Enhancement Programme, many participants have been offered full-time employment in the private sector and government ministries and departments, including the Water and Sewerage Corporation and the National Insurance Board.

Double Homicide in Star Estates

Continued from / PAGE 1...

moned EMS who came to the scene and examined both victims and pronounced them dead. We have launched a comprehensive investigation into this area," Superintendent Cash said.

"The only information we are working with at thus far is that shortly around that time, as I mentioned early, two persons emerged in a yard and they approached the two victims who were exiting the vehicle parked behind me and opened fire on both persons, subsequently shooting them. They succumbed to their injuries."

Police could not release any details as to the vic-

tim's relationship, however according to residents, the men were best friends.

Police confirmed that the men were known to police. Police are appealing to the public to assist in solving this investigation.

"We are appealing to members of the public who live in this area or who may have been walking in the area during the time of this incident to contact the police with any information they get at 911, 919 or the Central Detective Unit at 502-9991/2," he said.

According to The Bahamas Journal's records, the homicides place the country's murder count at 49 for the year.

BTC Restores Landline Services

After complaints of landline interruptions, Bahamas Telecommunications Company announced yesterday that the New Providence node is back in service and all landline services have been restored.

"We sincerely apologize to our customers who were affected by an interruption in their fixed line and mobile voice services," a statement issued by BTC read.

"The disruption was the result of a critical fault which occurred on June 29, on our transmission ring between Grand Bahama and New Providence. Our local technical teams and international teams inclusive of C&W Communications and our vendor partners

worked all day and night, and the root cause of the issue was resolved earlier this morning."

According to the statement, while BTC's broadband data services, Flow TV and mobile data, were not impacted by the service disruption, there were intermittent issues with BTC mobile voice services as customers were unable to reach some off-net destinations.

"BTC strives to provide best in-class products and services," the statement read.

"We sincerely apologize again to our customers for the inconvenience and our teams are now engaged in a comprehensive review to understand what occurred and to mitigate against further re-occurrences."



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.