



REQUEST FOR EXPRESSIONS OF INTEREST (EOI)

1. **TITLE:** ENGAGEMENT OF A FULL TIME INDIVIDUAL FINANCE CONSULTANT
2. **EOI NUMBER:**EOI/02/2024 - Retender
3. **PURPOSE OF EOI:** PRE-QUALIFICATION

4. BACKGROUND

The People's Own Savings Bank (POSB) wishes to invite interested and qualified full time Individual Finance Consultant to express his or her interest in providing financial consultancy services to the Bank.

5. TERMS OF REFERENCE (TORs)

Detailed Terms of Reference (TORs) will be issued to only successful and shortlisted consultants upon signing of Non-Disclosure Agreements (NDAs).

6. PREQUALIFICATION CRITERIA

Prospective Individual Consultant(s) must meet the specified qualifications, key experience, skills and competencies required.

7. CLARIFICATION

For more information and/ or clarification regarding this request for expression of interest, the prospective consultant may do so in writing on or before 1600 hours of 4 April 2025 and should be directed to the Procurement Management Unit, through this email: procurement@posb.co.zw

Title	Finance Consultant	
Nature of Contract	Individual Consultant	
Nature of Job	Full-time	
Duration of Contract	12 months	
Place work	Harare	
Qualifications	Key Experience	Skills & Competencies
<ol style="list-style-type: none"> 1. Bachelor's Degree in Finance or Accounting 2. Master's Degree in Business or equivalent an added advantage 3. Certifications (desirable): <ul style="list-style-type: none"> • Chartered Accountant 	<ol style="list-style-type: none"> 1. Minimum of 15 years' experience 2. Minimum of 5 years' experience at senior levels or a consulting firm or as an independent consultant 3. Financial Modelling: Ability to build complex financial models to forecast the impacts of digital initiatives and guide decision-making. 	<ol style="list-style-type: none"> 1. Financial Analysis and Reporting: Strong ability to analyse financial statements, statement of financial positions and cash flow to assess the bank's current financial position and ensure stability during the transformation. 2. Risk Management: Knowledge of how to manage financial risks during a transformation, including credit, market, operational, and cybersecurity risks. 3. Data Analytics and Business Intelligence: Competency in leveraging data analytics to enhance decision-making, customer segmentation, and predictive analytics in banking operations. 4. Process Re-engineering: Ability to identify and redesign inefficient processes to ensure

		<p>they are digital-first, automated, and optimized for performance.</p> <p>5. Understanding of Financial Technology (Fintech): Familiarity with the latest fintech trends, such as AI-based credit scoring, payment gateways, robo-advisors, and regtech solutions.</p> <p>6. Report Writing and Documentation: Competence in creating clear reports, proposals, and presentations that explain financial implications, project updates, and results.</p>
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7. SUBMISSION OF EXPRESSION OF INTREST.

- a) Prospective Individual Consultant(s) should submit detailed CVs demonstrating how they meet the eligibility criteria electronically in PDF format to the email address below, no later than the date and time of indicated below.
- b) The consultants are required to attached stamped reference letters on the previous client's letterhead where the prospective consultant(s) successfully carried out the relevant projects.
- c) Only projects that are supported by the client's stamped references letters shall be considered and evaluated during pre-qualifications.
- d) Late responses shall be rejected.
- e) **Date of deadline:** 11 April 2025
- f) **Deadline Time:** 1000hrs Zimbabwean Time

g) **Submission address:** tenders@posb.co.zw

h) **Means of acceptance:** Electronically through email. The EOI documents should be scanned as a single document bearing the Expressions Of Interest (EOI) number bearing the consultant position on the subject line.