MoIT/ACCESS-Bhutan/PMU-03/02 **July 11, 2025**

ACCELERATING TRANSPORT AND TRADE CONNECTIVITY IN EASTERN SOUTH ASIA (ACCESS) – BHUTAN PROJECT

REQUEST FOR EXPRESSION OF INTEREST (REoI)
for
Hiring National Individual Gender/GBV Consultant

1. Royal Government of Bhutan has received the financing from the World Bank towards the cost of the proposed **Accelerating Transport and Trade Connectivity in Eastern South Asia (ACCESS)-Bhutan Project**, to be implemented partly the Department of Surface Transport (DoST), Ministry of Infrastructure and Transport (MoIT) and Government Technology (GovTech) Agency and intends to apply a part of the proceeds of this financing for the services of hiring of National Individual Gender/GBV Consultant.

2. Scope of Services

Under the supervision of the Project Director, PMU DoST, the Gender/GBV Consultant will ensure that Gender/GBV-SEA/SH risk issues are considered in the implementation of all activities of the ACCESS Bhutan Project and rolled out according to the project ESCP commitments and timelines agreed upon in the Gender/GBV-SEA/SH Action Plan. In addition, s/he will also carry out the following activities, but not limited to:

2.1. Implementation of Gender Action Plan and SEA/SH Action Plan.
2.2. Identification of Gender Gaps and SEA/SH Risks, and GBV Risks, as needed.
2.3. Capacity Assessment of Implementing Agency.
2.4. Implementation of Gender/GBV and SEA/SH risk prevention, mitigation and response activities.
2.5. Monitoring and reporting.

3. Duration and Estimate of Services

The Consultants will be intermittently engaged for seventy (70) person days in a year. The contract will be initially for one year with possible extension based on the consultant's performance and project needs.
The consultant shall report to the Project Directors, PMU-DoST. He/she shall prepare reports, maintain timesheets and slide presentations on the assigned tasks.

4. Selection Procedures

The Project Management Unit, DoST, ACCESS Bhutan Project now invites the eligible Applicants to submit the Expressions of Interests (EoI) for providing the services. The Interested Applicants need to provide information demonstrating that s/he has the required qualifications and relevant experience to perform the services. The selection criteria are:

Education

- Holder of a master's degree or equivalent, in gender, social sciences, law, project management, or any other similar discipline

Experience

- At least eight years of overall professional experience.
- At least five years of experience in overseeing implementation of GBV prevention, conducting awareness-raising campaigns on women's rights, gender equality and response activities; experience in preventing and responding to SEA/SH and GBV would be an asset will be an added value.
- Good knowledge of the World Bank's environmental and social framework policies, including the Bank approach to SEA/SH risk management, is an asset.
- Excellent knowledge of the guiding principles and ethics that govern working with GBV survivors and good practices in the implementation of SEA/SH prevention and response activities.
- Good experience with safe and ethical GBV data collection, management, and analysis methods.
- Capabilities in situational analysis of GBV issues.
- Experience in developing and facilitating training and capacity building activities.
- High socioemotional intelligence to handle sensitive cases.
- Working experience in humanitarian settings would be a valuable addition to the qualifications for a GBV consultant.
- Good knowledge of national legislation and accountability on GBV as well as women's and children's rights.
- Experience of working in the field of child protection and knowledge on prevention of child sexual exploitation, abuse and sexual harassment would be considered an asset preferred.
- An excellent command of English and a good ability to write reports.
- Knowledge of an additional language locally spoken would be an asset; and
- A good command of computer tools (word processing, spreadsheets, Internet and Intranet, etc.).

Female applications will be strongly encouraged to apply in general.

Applicants are required to submit their Expressions of Interest (EOI), comprising of a CV (including employment history with duties and responsibilities) and a forwarding letter describing briefly the reasons that the applicant considers him/her-self best suited to perform the assignment.

5. The attention of interested Consultants is drawn to paragraphs 3.13, 3.14, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers, September 2023" ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

6. Detailed Terms of Reference (TOR) and other information will be available upon request from the address provided below either through email or in person. TOR is also available in www. moit.gov.bt.

7. The consultant will be selected following the Selection of Individual Consultant method of the World Bank Procurement Regulations.

8. Expression of Interest needs to be submitted (either through e-mail or in person or by mail) to the following address by **15:00 hours (GMT + 6 hours)** on or before **August 11, 2025**. Please clearly mention "Expression of Interest (EoI) for Selection of National Individual Gender/GBV Consultant in the e-mail's subject line or on the top of the envelope.

9. The authority reserves the right to accept or reject any or all EOIs without assigning any reason, whatsoever.

10. For any clarifications contact following during office hours;

- Dechen Norbu, Procurement Specialist at dechennorbu@moit.gov.bt