



## **Expression of Interest for Performance Management System Consultant**

The **Development Bank of Mauritius Ltd (DBM)**, is a Public Company operating under the aegis of the Ministry of Finance, Economic, Planning & Development (MOFEPD). The object of the Bank among others is to carry out the business of a Development Finance Institution.

The DBM is inviting Expression of Interest from qualified and experienced Consultants to implement a robust Performance Management System across all units of the DBM Group. The successful Consultant will be responsible for developing and implementing Key Performance Indicators (KPIs) tailored to each unit's objectives.

### **Scope of work**

- (1) Conduct a comprehensive assessment of the current performance management practices within the Bank
- (2) Design and customize a Performance Management System suitable for DBM
- (3) Develop Key Performance Indicators (KPIs) for each unit, aligning them with the overall strategic goals of the Bank
- (4) Provide training to relevant staff on the new Performance Management System
- (5) Implement a system for ongoing monitoring and evaluation to ensure continuous improvement

### **Qualifications and Experience**

- (1) Proven track record in successfully implementing Performance Management Systems for financial institutions
- (2) Expertise in developing and implementing KPIs tailored to diverse business and support units
- (3) Strong understanding of the banking industry and its specific performance management challenges
- (4) Demonstrated ability to provide effective training and support during system implementation

Interested consultants should submit their expressions of interest, including the following:

- (1) Company's or Consultant's profile
- (2) Overview of relevant experience in implementing Performance Management Systems
- (3) Proposed approach and methodology for implementing the system
- (4) References from previous clients for similar projects

Expression of Interest in sealed envelope, clearly marked "**Expression of Interest for Performance Management System Consultant**" should be addressed to the Chief Executive Officer, DBM and deposited in the **Tender Box located on 1<sup>st</sup> Floor, DBM Building, Chaussée, Port Louis by 23<sup>rd</sup> February 2024 at 14:00hrs at latest**. Expression of Interest received after the closing date and time will be rejected.

DBM shall not incur any obligation with regard to this Expression of Interest exercise, and reserves the rights to accept or reject any interest expressed, or annul the whole procurement exercise without any explanation or justification and without incurring any liability whatsoever.

**Development Bank of Mauritius Ltd**  
**08 February 2024**