



# STATE BANK OF PAKISTAN BANKING SERVICES CORPORATION (BANK)

No. GSD (Proc.) / 7161 / Engagement Survey BSC / 2014

December 23, 2014

## Expression of Interest

State Bank of Pakistan, Banking Services Corporation intends to engage the services of a reputable management Consulting Firm to conduct Employee Engagement Survey for OG-1 and above officers of SBP-BSC. As part of its ongoing commitment, SBP BSC has always focused to strengthen its HR base through adoption of best practices. Further, it views maintenance of its Employees' motivation, satisfaction & engagement as one of its top priority. The requisite services may include but not limited to:

### **Scope of the Survey:**

- To help SBP BSC management understand what drives its employees to become fully involved in and enthusiastic about their work and what makes them willing to act in a way that furthers their interests.
- To identify set of drivers/factors that causes employee engagement at SBP BSC.
- To understand current level of employees' engagement/motivation/satisfaction.
- To identify what employees at SBP BSC value, in terms of personal interests and incentives.
- To understand the internal state of employees that induces them to engage in particular behaviors.

### **Eligibility Criteria**

- Registered with Income Tax/Sales Tax Departments
- Minimum 5 years of general management consultancy experience
- Minimum 3 years of relevant consultancy experience in financial sector or large Govt. / Private Organizations of comparable scale and stature
- Relevant experience of Core / permanent staff (Team Lead + Associates)

### **Submissions:**

Brochures containing details of:

- Legal status
- Experience and past performance (duly supported by verifiable Clientele)
- CVs of Team Lead and Associates for assessing appropriate managerial capacity
- Audited financial statement of last three years
- Relevant tax registration certificate/s,
- History of litigation if any, and other documents in support eligibility criterion given above.

Interested HR Consulting firms must deliver the Expressions of Interest to the following address not later than January 13, 2015. Only pre-qualified Firms will be issued the Request for Proposal (RFP) for soliciting Technical and Financial Proposals on Quality and Cost based method.

### **Joint Director**

(Procurement Division-II)

General Services Department

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