



The New Development Bank

Request for Proposal

(This is not a Purchase Order)

1. Introduction

The New Development Bank (NDB) is issuing a Request for Proposal (RFP) to invite qualified suppliers to provide proposals to NDB's S-HR-2021-00332 Performance Assessment Process of Management of the New Development Bank project. Please refer to the following information or attached TOR (Service Scope) for detailed requirements.

Those interested and qualified companies please register into NDB's [e-procurement system \(EPS\)](#) to be **NDB's registered suppliers** and participate in the bidding process (**please be noted the contact information provided in registration especially email address must be correct as all communications regarding the bid including RFP distribution and award notice will be sent through it**). NDB will choose the most suitable one(s) from the shortlisted suppliers. NDB at its sole discretion reserves the right to reject all proposals in accordance with its internal policy and guidelines.

2. RFP Schedule

Please be noted the following activities could take place in the RFP process. NDB will inform the specific arrangements in advance and the suppliers are requested to respond timely.

Activity	Date
Distribution of RFP	May 7 ,2021
Deadline for Questions	May 27, 2021
Proposal Response Due*	May 31, 2021
Negotiation on contract	TBC
Signing Contract	TBC
Project Kick Off	TBC

*Decision about second round can be done based on the results of first proposals review.

3. Instruction to bidders

3.1 Contact Information

Please use the following contact information for all correspondence with NDB concerning this RFP. **Suppliers who solicit information about this RFP either directly or indirectly from other sources will be disqualified.**

Mr. Ivan Nepeivoda

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Email: nepeivoda.ivan@ndb.int

3.2 Submission of Proposals

Proposals shall be prepared in English. Both hard copy and electronic version is acceptable. Hard copy (6copies at least) is **optional** and shall be sent in sealed covers. Electronic version is **obligatory** and shall be submitted online via Electronic Procurement System.

For submission of proposal, the qualified suppliers should register to NDB's e-procurement system to be **NDB registered suppliers** (subject to NDB's internal approval) in advance. Then registered suppliers need to **ENROLL** in the procurement notice (for open competitive bidding) or **ACCEPT** the invitation (for limited competitive bidding) before submitting proposal online according to the timeline. (<https://www.ndb.int/data-and-documents/corporate-procurements/>)

The mentioning of deadline, due time, closing date, etc. herein means Beijing time; and NDB's business time is from 9:00AM to 5:15PM in working days.

3.3 Questions

Please submit questions in writing by e-mail. Vendors should refer to the specific RFP paragraph number and page and should quote the questioned passage. NDB will be prompt in responding to questions. All questions will be responded to as a group and sent to all vendors.

3.4 Ownership of Materials

All materials submitted in response to this RFP become the property of NDB. Proposals and supporting materials will not be returned to vendors.

3.5 Proposal Costs

NDB is not responsible for any costs incurred by the vendor in the preparation of the proposal or the site visit.

3.6 Proposal Format (if applicable)

NDB recommends that the proposal should contain two parts as follows. **The vendor may choose other format if you desires so.**

Volume 1 – Main Proposal

Section 1 Executive Summary

Section 2 Functional Section

Section 3	Technical Section
Section 4	Project Management Section
Section 5	Support Section

The above format is only a recommendation. Suppliers could use other formats if you desire so.

Volume 2 – Price Proposal – Should be separate but integral part of the proposal. The currency is USD; if quoting in other currencies, the exchange rate should be clearly defined. **The price shall be inclusive of applicable taxes (if not, please specify);** and other charges shall also be clearly defined. Note: The payment will be done by international wire transfer, then NDB recommends that the tax fee must be included in the proposal, with respective details. Payment terms applicable - not less than 30 days.

3.7 Validity Period

The proposal including pricing quotation shall be valid at least for 120 days.

3.8 RFP Amendments

New Development Bank reserves the right to amend this RFP any time prior to the closing date. Amendments will be issued only to vendors who are going to complete a proposal.

3.9 Sub-contractor

NDB expects to negotiate and sign contract with one winning vendor. NDB will accept only complete solutions from a primary vendor, and will not accept any proposals that are on only one item or a combination of items from the RFP. The prime vendor will be responsible for the management of all subcontractors. NDB will not accept any invoices from subcontractors or become part of any negotiations between a prime vendor and a subcontractor.

3.10 Award Notification

NDB could negotiate with all shortlisted suppliers before deciding the winning vendor. And NDB reserves the right to negotiate further with the winning supplier before and in the contracting process. The remaining vendors will be notified in writing of their selection status.

4. Evaluation Criteria

The proposals will be reviewed and evaluated by NDB’s team in accordance with the related policy and guidelines, especially the six principles (Economy, Efficiency, Competition, Transparency, Value for Money, Fit for Purpose) contained in NDB’s corporate procurement policy. NDB is interested in obtaining a complete solution to the requirements contained in this RFP. Proposals that meet the proposal instructions and requirements will be given a thorough and objective review. Proposals that are late, or do not comply with proposal instructions, or take exceptions to mandatory requirements will be eliminated without further consideration. The following are the key factors that would be taken into consideration for evaluating the proposals.

i. Technical Approach and Methodology or Software Solution

Primary consideration will be given to meet the mandatory requirements as listed in this RFP.

The following are factors in the evaluation.

1. Meeting the requirements as stated in this RFP;
2. Understanding of the work to be performed;
3. Technical approach and methodology to accomplish the work;
4. Completeness and competence in addressing the scope of work.

ii. Project Management

NDB also believes that effective project management is essential for a successful implementation. Vendors will be evaluated on the completeness and responsiveness of their project management plans and the project team assigned.

As part of the project management plan, vendors must demonstrate adequate experience in developing and implementing the requested project. NDB's confidence in the vendors' ability to meet deadlines and successfully manage similar projects will be a primary consideration.

Special consideration is given to vendors who propose a detailed project plan with sufficient breakdown of tasks and steps to demonstrate a complete understanding of the project.

iii. Pricing

NDB will consider pricing as part of the evaluation criteria. **Lowest price is not essential to win**; however, large pricing differentials between vendors will be carefully examined. Price will be used as a final indicator for determining the vendor finalists when all other criteria have been normalized.

iv. Presentation and Demonstration

The results of Presentation and Demo will be evaluation factors.

v. Support and Maintenance

NDB believes the ability to perform timely support is also an important factor for the success of this project. Therefore, vendors should provide adequate information to demonstrate their capabilities to fulfill this task.

5. Contract

The participant shall review the service agreement template provided by NDB in advance. The use of NDB's version of the agreement is preferable. Template agreement and general terms and conditions can be found on the NDB's official web-site <https://www.ndb.int/data-and-documents/corporate-procurements/>

Attachment:

**Term of Reference:
Performance Assessment Process of Management of the New Development Bank**

I. Background and Objectives

The New Development Bank (“NDB” or “Bank”) is a multilateral development bank established by five countries (Brazil, Russia, India, China and South Africa – BRICS) to mobilize resources for infrastructure and sustainable development projects in BRICS and other emerging economies, as well as in developing countries.

NDB’s Management team comprises the President and four Vice-Presidents, who are appointed by the Board of Governors. The President and each Vice-President shall serve for a non-renewable, five-year term, except for the first term of the first Vice-Presidents, whose mandate shall be for six years. More information on the Management profiles and organizational structure is available on the NDB website at <https://www.ndb.int/about-us/organisation/governance/> and <https://www.ndb.int/about-us/organisation/organisation-structure/>.

NDB requests proposals from qualified global consulting firms to assist in designing and implementing a performance evaluation mechanism for the NDB President and Vice-Presidents (“Management”).

To put in place an evaluation mechanism that encourages the active participation and engagement of the Board of Directors (“Board”) as well as the Management, it is imperative that both parties jointly and collaboratively have input into the design and development of the performance expectations and measures (i.e., Key Performance Areas, Key Performance Indicators and Performance Targets), goal setting, performance monitoring mechanism, and performance appraisal mechanism. The selected global consulting firm (“Consultant”) will be working in close consultation with key stakeholders and under the guidance of the NDB Board of Directors.

II. SCOPE OF WORK

The selected Consultant will establish a two-phased process to operationalize an initial facilitated performance evaluation for the Management.

1. Consultation and Design of Performance Objectives

- 1) Develop and refine in consultation with the Board and the Management the Key Performance Areas (“KPA’s”), Key Performance Indicators (“KPI’s”) and Performance Targets of the Management in alignment with the consensuses reached by the BoD, General Strategy, business plans and objectives of the Bank;
- 2) Design the performance monitoring and appraisal approach, methodology, tools and procedures;
- 3) Establish processes timelines and a schedule for an annual performance appraisal; and
- 4) Deliver a workshop to the NDB Board of Directors and other stakeholders to reach alignment on the two-phased process.

2. Implementation of Performance Appraisal

- 1) Facilitate a holistic performance review exercise between the Board and the Management based on agreed KPAs, KPIs and Performance Targets a year after the establishment of performance objectives;

- 2) Prepare briefing materials and present finding and recommendations to the Board on the result of the completed performance appraisal and how the appraisal result translates into incentives, merit increases, and development areas; and
- 3) Suggest the way forward for ongoing effective performance appraisal administration.

III. DELIVERABLES

Deliverables should include but not limited to:

- 1) Timeline and Milestones for a Two-phased process;
- 2) Key Performance Areas and Key Performance Indicators;
- 3) Performance Targets (Board of Directors to determine);
- 4) Evaluation Tools such as surveys, interviews, 360 feedback, etc.;
- 5) Engagement/Communication Plan;
- 6) Executive Summary and Full Report; and
- 7) Briefing materials and presentations for at least two workshops to be organized for the Board of Directors (initial consultation/design and an evaluation/wrap-up session)

IV. REQUIREMENTS

- 1) Submission of application

The proposal should include the following:

- Company profile and experience in providing similar services/projects;
 - Track record, qualifications and experience of the Consultant's principal who will be responsible for supervising the project and other personnel proposed to be assigned to the project and their responsibilities;
 - A technical part demonstrating the Consultant's understanding of the scope of the work, the proposed methodology of work and work plan for performing the assignment; and
 - Client references which include multilateral development banks and/or international financial institutions.
- 2) The Consultant should possess the following minimum qualifications:
 - Proven expertise in organizational development, executive performance evaluation, strategic planning, and/or related fields; and
 - Previous work with multilateral development banks and/or international and development organizations is essential.
 - 3) The consultation, design, and implementation of the project will be conducted in English.
 - 4) The consultation and design work is to be carried out primarily off-site. Regular video-conference calls and e-mail exchanges will be held with designated staff from the NDB. The Consultant may be required to travel to the NDB office during implementation as needed.

V. SCHEDULE (dates to be determined in consultation with Board and Management)

The term of the contract is expected to begin shortly after conclusion of the corporate procurement process and Board Approval of Award of Contract.

The first Workshop on Key Performance Areas and Key Performance Indicators is expected to take place at the earliest before June 28, 2021.