



REQUEST FOR EXPRESSIONS OF INTEREST (REoI)
(INDIVIDUAL CONSULTANT)

CONSULTANT SERVICES FOR FINANCIAL MANAGEMENT SPECIALIST

Country: Kingdom of Lesotho
Project: Public Sector Foundations for Services Delivery Project
(P174171)
Loan No.: 74920 -LS
Assignment Title: Financial Management Specialist
Activity Reference No.: LS-MOFDP-540532-CS-INDV
Issue Date: March 06, 2026

The **Kingdom of Lesotho through the Ministry of Finance and Development Planning (MoFDP)** has received financing from the World Bank towards the cost of the **Public Sector Foundations for Service Delivery Project** and intends to apply part of the proceeds for procurement of consulting services for **Financial Management Specialist**.

The **Financial Management Specialist** consulting services (“the Services”) include to provide expert lead assistance and oversight of the project’s overall financial management, comprising planning, budgeting, implementation, financial monitoring, auditing and reporting of the project’s financial activities, and to ensure compliance with financial rules and regulations, in accordance with the project’s governing documents.

The **Financial Management Specialist** will be responsible for:

- Responsibility for the overall financial management of LPSFSDP.
- Ensuring that all project activities are adequately funded
- Supporting the Project Coordinator on all financial management aspects of the project, including coordination with other divisions within MFDP and other

project implementing departments within Government of Lesotho, namely MPS, MICSTI, MLGCHAP and any other stakeholders.

- Liaising with the World Bank on coordination of funds disbursements and replenishments
- Assisting in the establishment and implementation of satisfactory financial and accounting policies and procedures for the project and ensure adherence to these policies and procedures in accordance with both the GOL and the Bank financial regulations.
- Ensuring timely preparation of reports and other documentation needed and submission of appropriate requests to Government of Lesotho/ MFDP / Central Bank of Lesotho and the Bank to ensure timely flow of funds to the projects.
- Ensuring that adequate financial controls are in place for proper accountability of expenditure.
- Ensuring that the financial transactions are accurately captured and documented/recorded to facilitate timely preparation of project annual financial statements and their audits.
- Leading the preparation of budgets and financial cashflow projections/ forecasts for the project.
- Ensuring that an effective system of internal controls is operational and the internal audit system for the project is working satisfactorily.
- Following-up on issues arising out of internal and external audit.
- Ensuring smooth flow of funds to all levels of the project, payments to various parties, and adherence to service standards.
- Ensuring effective cash management including short-term forecasting.
- Liaising with auditors to ensure timely audit and publication of financial statements.
- Preparing the project accounts and documents for external audit and submitting audit management notes and following management recommendations.
- Preparing the project's financial closing statements and reconciling them with the World Bank's Systematic Tracking of Exchanges in Procurement system.
- Maintaining proper documentation of the project, contracts as required by the laws and regulations of the Government of Lesotho and satisfactory to the Bank.
- Processing of vouchers for payment.
- Conducting quarterly analysis of Expenditure.
- Maintaining and managing a complete filing system for financial records of the project.
- Establishing a complete and accurate fixed asset register, arising out of project activities.
- Working with Project teams to ensure the financial data management is synchronized with the physical progress of the project components.
- Supporting the project to acquire financial management systems required for financial management.

- Carrying out any other work-related tasks assigned by the Project Coordinator.

The duration of the assignment is two years, subject to satisfactory performance.

The expected commencement date is not later than **June 01, 2026**.

The detailed Terms of Reference (TOR) for the assignment can be accessed at the following website: [Tenders - Government of Lesotho](#)

or

can be obtained at the address given below.

or

by sending a request to the email addresses below.

The **Ministry of Finance and Development Planning** now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (attach curriculum vitae with description of experience in similar assignments, similar conditions, etc.). Firms’ staff may express interest through the employing firm for the assignment and, under such situation, only the experience and qualifications of individuals shall be considered in the selection process.

The criteria for selecting the Consultant are:

a) Academic Qualifications

- Masters degree, in Accounting, Business Administration, Economics, Public Finance Management or any related field. A professional accounting qualification from an accredited institution will be an added advantage.

b) Professional Experience

- At least five (5) years demonstrated relevant work experience as a financial expert for a donor funded project, preferably in World Bank funded projects.
- Proven track record in working effectively within multi-disciplinary teams
- Experience with financial management/reporting software – TOMPRO, ACCPAC, etc

- Demonstrated experience in preparation of financial reports and budget variance analysis
- Experience in providing expert advisory and/or consultancy services in Finance, Accounting, Business Administration, or in a relevant field of the assignment.
- Sufficiently experienced to manage project finances, prepare essential financial management reports including annual financial statements and monitor project financial progress.
- Experience in preparing budgets and cash flow statements.
- Familiarity with annual project audits.
- Previous experience in public finance related projects will be an added advantage.
- Experience in delivering projects at an international level.
- Demonstrated high experience in contract management at managerial level.

c) Knowledge and Skills

- Excellent knowledge of financial management policies and systems of multilateral financial institutions including the World Bank and the GoL.
- Sound understanding of principles underlying good procurement practices and national and international procurement guidelines.
- Strong conceptual, analytical and administrative skills
- Strong organization skills and ability to work in a team-oriented, dynamic, and diverse environment.
- Ability to plan and organize effectively and build alternative actions into plans, deploying resources effectively and reviewing priorities.

d) Other Competencies

- Timeliness and accuracy in carrying out his/her role, personal energy and enthusiasm and willingness to exceed expectations in his/her role.
- Ability to make sound judgments on capacity issues that require management referral and guidance.
- Ability to communicate ideas and analyses clearly and tactfully, both orally and in writing.
- Ability to assist and support the development of useful financial processes and procedures effectively.
- Ability to adapt to challenges and changes in the workplace.

e) Communication Skills

- Strong communication and coordination skills and ability to establish good working relationships with colleagues and stakeholders in a professional environment.

- Strong interpersonal and motivational skills and sensitivity to the local environment as well as the ability to work with minimal supervision.

f) Computer literacy

- Proficiency in Microsoft Suite (Word, Excel, Project, and Power-point).

g) Language

Proficiency in English is a requirement.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.13, 3.15, and 3.16 of the World Bank's "Procurement Regulations for IPF Borrowers" Fifth edition, September 2025 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with Individual Consultant Selection (INDV) method as set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours from 0900 to 1600 hours.

Expressions of interest must be submitted not later than **4:00 pm** on **March 19, 2026** in a written form as follows:

- Hard copies - 1 Original and five (5) copies in the **LPSFSDP Tender Box**
3rd Floor,
Finance House,
Government Complex,
Kingsway
Maseru
Lesotho

Or

- Submit by e-mail at finance.hr@gov.ls copy mamaseko.lefothane@gov.ls

Submissions must include

- a) Curriculum vitae
- b) Certified academic certificates
- c) Certified identity documents

Submissions must be clearly titled (including on the submission envelope where applicable) **Financial Management Specialist**.

Contact Details:

Attn: Director Human Resource
Ministry of Finance and Development Planning,
3rd Floor,
Finance House,
Government Complex,
Kingsway
Maseru
Lesotho
Tel: +266 22324115
E-mail: finance.hr@gov.ls