



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

CONSULTANT SERVICES FOR MONITORING AND EVALUATION SPECIALIST

Country: Kingdom of Lesotho
Project: Public Sector Foundations for Services Delivery Project
(P174171)
Loan No.: 74920 -LS
Assignment Title: Monitoring and Evaluation 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 **Monitoring and Evaluation Specialist**.

The **Monitoring and Evaluation Specialist** consulting services (“the Services”) include to provide strategic and technical guidance and assistance to the MFDP, which is the lead implementing agency for the PSFSDP, on monitoring, evaluation and reporting activities for the project, in line with the project’s Results Framework.

The **Monitoring and Evaluation Specialist** will be responsible for:

- Supporting the preparation of quarterly project reports and the project mid-term review, which will take stock of progress related to the project objectives and outcomes, and planned outputs and activities and with special regard to cross-cutting issues of gender and climate.

- Supporting the preparation of the borrower's implementation completion report when the project has closed.
- Providing technical support for the overall coordination and implementation of M&E activities for the project against the Results Framework
- Reviewing and assessing the adequacy of the existing M&E framework and tools with a view to fine tuning them as necessary
- Preparing and operationalizing an M&E plan.
- Providing periodic updates periodic and tracking and monitoring progress on the execution of Implementation Plans for all ongoing and pipeline project activities
- Regularly collecting data for quantitative and qualitative analyses of achievements against the project Results Framework
- Managing the project's information management system to ensure the proper flow of information to and from the operational level to the PIU, and especially the provision of timely and adequate information for decision-making by the PIU and the other implementing counterparts.
- Reviewing on a regular basis the status of Project implementation to identify corrective measures, bringing to the attention of project management any problems/issues arising thereof which may hinder implementation of the Project or achievement of the project development objective and related indicators.
- Participating in the World Bank's implementation support missions, including prior mission arrangements and providing all M&E information required by the mission, especially reports related to the project's M&E.

- Adhering to the Project Implementation Unit's reporting obligations, through preparation and submission of periodic M&E reports as prescribed in Project's statutes and validated by the Project's Steering Committee.
- Supporting other generic reporting requirements to factor in M&E issue Support preparation of the Implementation Completion Report Liaising with the communications strategist for dissemination of M&E information
- Establishing protocols for and operationalize M&E database.
- Establishing and validating baselines and targets, where necessary.
- Leading and coordinating the collection of data from implementing Ministries and the PIU team for reporting the status of indicators biannually along with project progress reports to include, inter alia, the status of procurement processes and contract management issues.
- Verifying the data collected on the project's progress.
- Validating progress on the result indicators with the Project Steering Committee.
- Maintaining proper documentation of the project's results.

- 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

- At least a Master's Degree in the Social Sciences, Economics, Statistics, Project Management, Public Administration or related discipline. Specialized postgraduate training in project management/M&E

b) Professional Experience

- Minimum of five (5) years of working experience in the public sector or with bilateral or multilateral donor-funded programs with at least 3 years of specific responsibility as an M&E specialist
- Thorough knowledge of Government of Lesotho and donor institutional and organizational structures and operations in general.
- Experience in report writing in a concise, lucid, and comprehensible manner.

c) Knowledge and Skills

- Knowledge of and practical experience in the M&E field, systems, methods, approaches, tools, [M&E plans](#), [indicators](#), reporting etc.
- Strong analytical skills, oral and written communication skills.
- Strong interpersonal and motivational skills and sensitivity to the local environment as well as the ability to work with minimal supervision.
- Ability to work effectively under pressure and ability to multi-task.

d) Communication Skills

- Strong communication and coordination skills and ability to establish good working relationships with colleagues and stakeholders in a sensitive environment.
- Strong conceptual and analytical skills and excellent interpersonal skills, strong verbal and written communication skills in Sesotho and English.

e) Computer literacy

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

f) 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) **Monitoring and Evaluation Specialist.**

Contact Details:

Attn: Director Human Resource
Ministry of Finance and Development Planning,
3rd Floor,
Finance House,
Government Complex,
Kingsway
Maseru
Lesotho
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