

REQUEST FOR EXPRESSIONS OF INTEREST CONSULTING SERVICES

Publication Reference Number: IDB-5959OCBH-P00020-EOI

Institution: Inter-American Development Bank
Executing Agency: WATER AND SEWERAGE CORPORATION
Country: Bahamas
Project: The Bahamas Water Supply and Sanitation Systems Upgrade Program
Operation or Grant Number: BH-L1061
Loan Contract N.º: 5959/OC-BH
Title of the Request for Proposals: Institutional Strengthening Of Wsc: Implement Strategy To Improve Human Capital
Procurement Process Number: BH-L1061-P00020
Sector: Water And Sanitation
Summary: Institutional strengthening of WSC: implement strategy to improve human capital
Submission Deadline: 26 August 2026 at 16:00

Bahamas has requested financing from the Inter-American Development Bank (IDB) for the The Bahamas Water Supply and Sanitation Systems Upgrade Program and intends to apply part of the funds to contracts for consulting services.

The consulting services ("the Services") include:

modernizing The Corporation's human capital through a comprehensive workforce assessment across New Providence and the Family Islands, identifying skills gaps, organizational challenges, and future workforce needs. Based on the assessment, the Consultant will develop a Workforce Transformation Roadmap and support the implementation of priority reforms through frameworks, policies, tools, training, technical advice, and change management.

The WATER AND SEWERAGE CORPORATION invites eligible Consulting Firms to express their interest in providing the requested Services. The shortlist must include a minimum of five (5) and a maximum of eight (8) eligible firms.

The selection of consultants will be conducted in accordance with the procedures set forth in the [Policies for the Selection and Contracting of Consultants Financed by the Inter-American Development Bank](#) (applicable edition according to the loan contract). Participation is open to firms from eligible countries, as specified in these Policies.

Consulting firms may associate with other firms in the form of a Joint Venture or may engage subconsultants to enhance their qualifications. For the purpose of establishing the shortlist, the nationality of a firm shall be determined by the country in which it is legally incorporated. In the case of a Joint Venture, the nationality of the firm appointed as the representative shall apply.

Consultants will be selected using one of the Selection Methods outlined in the Consulting Policies.

Interested consultants may obtain further information by sending an inquiry via email or visiting the address provided at the end of this notice, during 09:00 to 17:00

Expressions of Interest must be submitted in writing to the address indicated below, no later than 26 August 2026 at 16:00. Electronic submission **will** be permitted.

Interested consultants must provide information demonstrating that they possess the required qualifications and relevant experience to perform the Services.

Experience in human capital transformation, workforce modernization, HR, performance management, and change management, including relevant workforce or organizational change initiatives and donor-funded or multi-stakeholder projects. The team should include qualified specialists across key human capital areas, relevant HR experience in The Bahamas or comparable LAC contexts.

<https://bahamas.bonfirehub.com/>

Address: Thompson Boulevard

Executing Agency: WATER AND SEWERAGE CORPORATION

Attn: Fane Austin

Telephone: 326-5048

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