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EXPRESSION OF INTEREST

Salary Benchmarking and Review of Job Grading

A local development finance organisation working with banks and microfinance institutions to finance smallholder farmers and agribusinesses invites interested Consultants (individuals or institutions) to express interest to conduct a Salary Benchmarking Exercise and review its Job Grading. The objectives of this assignment will be threefold: (a) to review the current jobs' grading using the Paterson job grading system and update as necessary, (b) to grade new job positions using the Paterson job grading system. Job grading should take into account the duties, tasks and responsibilities of each job including the necessary skills, knowledge and abilities a person needs to adequately perform the job; and (c) to conduct and provide a benchmark for appropriate remuneration packages and salary scales for the full-time employee roles within the organisation.

Interested Consultants are expected to submit their applications indicating their capacity and relevant experience in carrying out similar assignments. The detailed terms of reference to prepare and submit the technical proposals including budget are available upon request on consultin@gmail.com

Deadline for Submission of Applications : **0900 hours on 26 January 2018**

Applications can be submitted to the following email : consultin@gmail.com