

## New Vision Printing and Publishing Company Ltd

### Notice of Expression of Interest for Provision of HR Consultancy Services

#### NV/SRVCS/2019-20/0043

1. The New Vision Printing and Publishing Company Ltd has allocated/received funds to be used for the acquisition of the consultancy services described below.
2. The Entity now invites eligible consultants to submit sealed expressions of interest for HR consultancy services.

#### Background:

The New Vision Printing and Publishing Company Limited is a multi-media business comprising of; newspapers, magazines, internet publishing, radio & television stations, commercial printing services, advertising and distributions services.

The company was established in 1986 and is a listed company on the Uganda Stock Exchange.

The Company has embarked on an initiative designed to effect significant improvement in its overall performance.

Management have defined a new strategy premised on digital content production and distribution which has been adopted by the board. The company is interested in engaging the technical support of a competent consultancy to support in the review of the management, organisation and resourcing of the company with a view of bringing it into line with the new strategy.

#### Scope of work:

The consultancy will be expected to:

- i. Review the strategy, business plan, processes and current structures in order to get an understanding of the business operations and an approximate of the project timelines.
- ii. Undertake a restructuring process in line with the company's new strategy and develop an organisational structure that adequately supports the new strategic plans.
- iii. Review the human resourcing of the company with a view to ensuring its appropriateness, efficiency and cost effectiveness given the new strategic plans; this will include:

- a. Carrying out a structural audit and skills analysis
- b. Carry out job evaluation and develop an appropriate reward structure.
- iv. Develop a framework and participatory approach to support the change management associated with this transformation.
3. Interested consultants should provide information demonstrating that they are eligible and possess the required qualifications to perform the services supported with relevant documentation.
4. The short listing criteria will include:

#### Skills and Experience of the Consultant

##### i. The Organization should provide

- A company profile listing projects executed within the last 3 years demonstrating experience relevant to the assignment.
- Certified job evaluation expert/specialist.
- Reference letters from at least 5 clients worked with. The projects should have been successfully completed.
- CVs of all key personnel

##### ii. The Consultant Team

The consultant team needs to have the following key personnel:

##### Team Leader

- At least 10 years of experience as a Human resource practitioner with demonstrated experience of leading re-organisation and restructuring exercises for a minimum of 5 projects; two of which were digitally driven.

##### Technical Expert

- Digital expert with at least 3 years' experience in the production of digital content in the media / related industry.

##### Team Member.

- At least 5 years demonstrated experience conducting skills evaluation in the media industry. At least two of the projects need to include digital skills assessment in the media industry.

The consultant may propose additions to the team that will bring value to the project.

5. Consultants may associate with other firms in the form of a joint venture to enhance their qualifications. The form of association, where applicable, should be indicated in the Expression of Interest.
6. Preference schemes shall apply when evaluating Request for Proposals from the shortlisted consultants.
7. Interested eligible consultants may obtain further information at the address given below from **9:00am to 5:00pm**.
8. Sealed Expressions of Interest must be delivered to the address below **at or before 3:00pm (local time) on 6<sup>th</sup> January 2020.**  
**New Vision Printing & Publishing Co. Ltd**  
**Plot 19/21 1st Street, Industrial Area**  
**P.O. Box 9815, Kampala**  
**Tel: 256 414 377000 and E-mail: [procurement@newvision.co.ug](mailto:procurement@newvision.co.ug)**

The notice of expression of interest is available at the Entity's website at [www.visiongroup.co.ug](http://www.visiongroup.co.ug)

9. The planned Procurement schedule (Subject to changes) is as follows:

Activity	Date
a. Publication of Notice of Expression of Interest	12 <sup>th</sup> December 2019
b. Closing date for receipt of Expression of Interest	6 <sup>th</sup> January 2020
c. Evaluation of Expressions of Interest	8 <sup>th</sup> January 2020
d. Display of shortlist	Within 5 working days from approval of shortlist by the Contracts Committee

**Managing Director/CEO**  
**New Vision Printing & Publishing Co. Ltd**