REQUEST FOR EXPRESSIONS OF INTEREST
Consulting Services – Individual Selection

Country – Republic of Mauritius
Name of Project – Rodrigues Airport Project, New Runway and Associated Facilities Project (P180266)
Loan No.: IBRD-95910
Assignment Title: Individual Consultancy for the Training Needs Analysis and Skills Development Framework for the Tourism Sector in Rodrigues
Reference No.: MU-AML-532976-CS-INDV

1. BACKGROUND

The Ministry of Finance has received financing from the World Bank and a grant from the European Union toward the cost of the Construction of a New Runway and Other facilities for Plaine Corail Airport, Rodrigues and intends to apply part of the proceeds towards recruitment of Individual Consultancy for the Training Needs Analysis and Skills Development Framework for the Tourism Sector in Rodrigues

2. OBJECTIVE OF THE ASSIGNMENT

The main objective of this consultancy is to carry out a comprehensive TNA for the tourism sector in Rodrigues and to develop a Skills Development Framework (SDF) that will guide targeted capacity-building interventions under the RAP. The assignment will identify specific occupational skills gaps and priority training needs among tourism operators and employees across subsectors such as accommodation, food and beverage, and guiding services; as well as assessing demand for courses and barriers to participation in training programmes.

3. BRIEF SCOPE OF THE ASSIGNMENT

- Review all relevant project documents, including the PAD, MOP, STDP, and available tourism and labour market studies.
- Identify and engage key stakeholders, including public and private tourism operators, sector associations, training institutions, and relevant government entities.
- Conduct structured surveys, interviews, and focus group discussions with a representative sample of tourism operators and employees.
- Assess current skills, qualifications, and competencies of the tourism workforce across subsectors (accommodation, food & beverage, guiding, transport, handicrafts, etc.).
- Review existing training opportunities in Rodrigues and Mauritius to determine relevance, quality, and delivery modalities. Further, the consultancy will assess demand for such courses, barriers to participation (such as seasonality, time/day of training provided, perceived ROI, etc) so

that the courses that are offered and their modalities fit with interest, demand and attendance of the private sector.

The detailed Terms of Reference (TOR) for the assignment can be obtained at the following links: Rodrigues Airport Project - Airports of Mauritius (AML) and Airport of Rodrigues Ltd.

The Airports of Mauritius Co. Ltd now express eligible candidates ("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. The shortlisting criteria are:

4. QUALIFICATIONS AND EXPERIENCE

The consultant should have the following minimum qualifications:

Qualifications

- Advanced university degree (Master's or higher) in Tourism, Hospitality Management, Education, Human Resource Development, Economics, or other related disciplines.
- Relevant membership, accreditation, or professional registration with a recognised institution (e.g., tourism training authority, education council, or HR development association) will be considered an asset.

Experience

- Minimum 10 years of progressively responsible experience in conducting training needs analyses, skills audits, or workforce development initiatives in tourism and hospitality. Proven capacity to work independently and deliver high-quality outputs under tight deadlines.
- Experience in developing or implementing Skills Development Frameworks, National/Regional Occupational Standards (NOS), or qualification frameworks linked to labour market demand
- Successful completion of at least three (3) comparable assignments involving TNAs, curriculum development, or sectoral skills frameworks. The Consultant shall indicate the client's name, year, and achieved results.
- Previous assignments carried out in island economies, small states, or comparable socio-economic environments are highly desirable.
- Demonstrated analytical, communication, and report-writing skills; ability to conduct participatory stakeholder consultations; proficiency in MS Word, Excel, PowerPoint; familiarity with SPSS or KoBoToolbox for data analysis will be considered an asset

The attention of interested individual Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" dated July 2016, revised November 2017, August 2018, November 2020, and September 2023 setting forth the World Bank's policy on conflict of interest.
Please refer to paragraph 3.17 of the Procurement Regulations on conflict of interest related to this assignment which is available on the Bank's website athttp://projects-beta.worldbank.org/en/projects-operations/products-and-services/brief/procurement-new-framework.

A Consultant will be selected in accordance with the Individual Consultant Selection Method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours 8:00 am to 5:00 pm on Mondays to Fridays.

5. DURATION OF THE ASSIGNMENT

The assignment shall be for a period of three (3) calendar months from the date of contract signature

Expressions of interest must be delivered in a written form to the address below by e-mail) by **19th June 2026**, **15.00 hrs**. (Mauritian Time; UTC+4)

Chairman, PIU Tender Committee
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