



BANK OF PAPUA NEW GUINEA

The Bank of Papua New Guinea is a Contemporary Central Bank and Regulator employing best practice in the development and implementation of Monetary Policy, conduct of Financial Sector Supervision and in ensuring an efficient, safe and well functioning Payments System.

The Bank of Papua New Guinea invites expression of interest from suitably qualified and experienced independent Organization Design Consultants either Firms or individuals to manage a Bank wide Organization Design Review under the direction of the Organization Design Review Committee. -

SUBJECT MATTER EXPERT (SME) – BANK WIDE ORGANIZATION DESIGN REVIEW

The incumbent will report directly to the Organization Design Review Committee and will be responsible for the following;

- Ensure that project progress, risks, issues and variations against scope, schedule and cost are accurately and transparently reported, escalated and mitigated as appropriate and in a timely manner
- Manage the activities and resourcing of Project teams in consultation with the Project Lead and staff providing regular performance feedback.
- Coordinate consultations with external parties both Government and Private Sector.
- Work collaboratively with other functions and teams in BPNG, modelling organisational behaviour that aligns to BPNG values of Integrity, Transparency, Accountability, Efficiency, Teamwork and Professionalism.
- Ensure that the Project provokes and encourages a sense of common ownership of its outcomes across the organization through open dialogue and a ruthless focus on action learning.
- In consultation with the Project Lead ensure the Project continually addresses and prioritizes BPNG wide considerations with respect to effective organization structures, business processes and workforce planning data, information, records and documents.
- Engage in consultations with Departments and Units on appropriate organizational structures, ie: right fit models.
- Carry out an Organization Design Survey and Management Workshops to discuss results
- Assist the Project Lead in design of a framework for Bank wide Organization Design Review
- Design the screening criteria for the Organization Design Review Committee
- Coordinate monthly stakeholder meetings for ODRC and Working Committee
- Provide monthly updates to ODRC and Governor on outcomes of stakeholder consultations.
- Provide reports on the Banks Organization Design current Capacity versus future Capability.
- Do presentations to update ExCO and the Board.

Desired Competencies:

- Experience in conducting Organization Design, Strategic Workforce Planning and Cultural Change transformation projects in the Banking or Financial Industry in Papua New Guinea. Similar experience with a Central Bank in an emerging or developing economy would be advantageous.
- Clearly demonstrated experience in driving projects to deliver against prioritised strategic outcomes and working across diverse stakeholder groups.
- Demonstrated experience in Job design, Job profiling, Job mapping and process mapping including Job Evaluation using the Hay Job Evaluation method
- Demonstrated experience and ability to work and communicate effectively in a Culturally diverse environment
- Demonstrated experience in the use of Organization Design or Workforce Planning programs that can interface with Ascender and Oracle.
- A high level of proficiency in using Clarizen, Microsoft Project, Word, PowerPoint, Excel and Visio
- Strong analytical and deductive skills
- Good oral and written presentation and communication skills

Interested Firms and Individuals both local and International are required to submit an Expression of Interest (EOI) to email hrdprojects@bankpng.gov.pg. All applications should be addressed to:

The Project Lead (SP No. 36: Bank wide Organization Design Review)
Human Resource Department
Bank of Papua New Guinea
P.O Box 121, Port Moresby
National Capital District

All applications should contain the following:

- A Statement of Capability to undertake this kind of engagement
- Client References
- A description of how you might undertake such an engagement
- An estimate of duration for the engagement
- Indicative rates to carry out this work

Further information

Please contact the Project Lead on **(675) 322 7438**

ONLY SHORTLISTED APPLICANTS WILL BE CONTACTED TO DO A PRESENTATION ON THEIR CAPABILITY TO UNDER TAKE THE PROJECT.

Applications close @ 4pm on Friday 14th of January, 2022.

**Authorised by:
Loi M. Bakani, CMG
Governor.**