



KEMNAKER

KEMENTERIAN KETENAGAKERJAAN REPUBLIK INDONESIA

SEKRETARIAT JENDERAL

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Request Expression of Interest (REOI)

Number: B-1.5/803/UM.02/VIII/2026

For Hiring of:

Procurement Of Consulting Firm Planning, Design, And Pilot Implementation Of Human Capital Blueprint, Human Capital Development Plan, Assessment Center, And Change Management

Reference No. ID-MOM-565267-CS-QCBS

Labour Market Information and Skills for Transformation for Labour
Market Flexibility Project – International Bank for Reconstruction and
Development – Loan Number 9636-ID

The Government of the Republic of Indonesia has received financing from the World Bank toward the cost of Labour Market Information and Skills for Transformation for Labour Market Flexibility (LISTRAF) and intend to apply part of the proceeds for consulting services.

The Consulting services ("The Services") include the implementation of the Human Capital Blueprint (HCBP), Human Capital Development Plan (HCDP), Assessment Center (AC), and Change Management (CM) project for the Ministry of Manpower.

Tasks include:

1. Change Management.
2. Human Capital (HC) Management Practices.
3. Strategic Initiatives.

The duration of the assignment is 12 (twelve) months. The total estimated level of effort is approximately 86 expert man-months. The detailed Terms of Reference are available at <https://spseicb.lkpp.go.id>

The Ministry of Manpower now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants shall submit an Expression of Interest (EOI) demonstrating that they have the required qualifications and relevant experience to perform the Services. The EOI shall include the Consultant/Firm profile, legal documentation of the Consultant/Firm, and information on relevant assignments demonstrating compliance with the shortlisting criteria. The information shall include the assignment title, assignment location, name of employer/client, type of services provided, period of work (start and completion dates), and contract value, as evidenced by the Contract and the Handover Certificate. The experience data should be in .pdf format submit on <https://spseicb.lkpp.go.id> and should be in .xls format submit on pokmilclistrat@gmail.com, the submission of EOI must be submitted latest by September 9th, 2026 at 12:00 WIB/Western Indonesian Time (GMT+7).



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The shortlisting criteria are Has experience in performing at least 10 (ten) assignments related to the study, design, and/or implementation of strategic plans, policies, frameworks, standards, and practices in the field of HCM, HC competency development, Assessment Center, HC technologies/information systems, and/or Change Management. These experiences may be proven through the provision of data or information from relevant contract documents and/or reference letters and has experience in performing consulting services to clients in the government and public sector (ministries/agencies/local governments/State-Owned Enterprises) and/or to large-scale companies in the private sector, which have more than one thousand employees, within the last 5 years. These experiences may be proven through the provision of data or information from relevant contract documents reference letters and/or other relevant documents.

Consultant firm may associate with other firms in the form of a joint venture or sub-consultant/firm to enhance their qualification. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected. For the purpose of shortlisting, the qualifications of sub-consultants will not be considered in the EOI evaluation. Key Experts will not be evaluated at the shortlisting stage.

The Consultant is drawn to paragraph 3.14, 3.16 and 3.17 of the World Bank of the Procurement Regulations for IPF Borrowers (September 2023) (Procurement Regulations), setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with the Quality and Cost Based Selection (QCBS) method set out in the Procurement Regulations. Interest consultant/firm may obtain further information may obtained in the below address during office hours 7.30 to 16.00 WIB/ Western Indonesian Time (GMT+7).

Expression of interest should be submitted through the electronic procurement system (SPSE) latest by September 9th, 2026 at 12:00 WIB/Western Indonesian Time (GMT+7).

The entire selection process for this assignment package is conducted through the SPSE ICB LKPP.

August 24th, 2026

Procurement Committee of C Component
Procurement Work Unit of Ministry of Manpower
Ministry of Manpower of Indonesia Tower
51 Jenderal Gatot Subroto Street, South Jakarta
Email: pokmilclistrat@gmail.com

Example of Company Work Experience Data List:

No	Name of Works	Scope of Work	Location	Project Owner		Contract		Contract Status (Single Firm) or (Lead Firm/Associate Firm) *If Join Venture (JV)	JV Portion *If Join Venture (JV)	Proportional Contract Value	Work Completion Date Based on	
				Name	Address & Phone	Number	Price				Contract	Handover Certificate
1	2	3	4	5	6	7	8	9	10	11	12	13

Note:

Provide the list of work experiences in both Excel and PDF formats. The list of work experiences should be in .pdf format submit on <https://spseicb.lkpp.go.id> and should be in .xls format submit on pokmilclistrat@gmail.com. The submission of EOI must be submitted latest by September 9th, 2026 at 12:00 WIB/Western Indonesian Time (GMT+7).