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**BA-Sarajevo: IPA — modernisation of HRM systems in the civil service  
2012/S 60-096543**

**Location: Europe (non-EU) — Bosnia and Herzegovina**

**Contract forecast notice**

**Services**

Common procurement vocabulary (CPV):

Main object:

71356200 Technical assistance services

1. **Publication reference:**  
EuropeAid/132768/C/SER/BA.
2. **Procedure:**  
Restricted.
3. **Programme:**  
IPA.
4. **Financing:**  
Financing agreement.
5. **Contracting authority:**  
European Union, represented by the European Commission, on behalf of and for the account of the beneficiary country, Sarajevo, BOSNIA AND HERZEGOVINA.
6. **Nature of contract:**  
Fee-based.
7. **Contract description:**  
The purpose of the project is to improve the system of human resources management in the public administration of Bosnia and Herzegovina through capacity building, improvement of the legislative framework and harmonisation of procedures and practices of the civil service on the level of institutions of Bosnia and Herzegovina, Federation of Bosnia and Herzegovina, Republika Srpska and Brcko District of Bosnia and Herzegovina.  
The main beneficiaries are the Civil Service Agencies of Bosnia and Herzegovina, Federation of Bosnia and Herzegovina and Republika Srpska, the Subdivision for Human Resources of the Brcko District of Bosnia and Herzegovina, the Ministries of Justice of Bosnia and Herzegovina and Federation of Bosnia and Herzegovina, and the Ministry of Administration and Local Self-Governance of the Republika Srpska. Indirect project beneficiaries are institutions and administrative bodies on all administrative levels in Bosnia and Herzegovina.

The project has 2 areas of intervention:

- 1) job analysis, classification and standardisation of posts with identification of necessary competencies for respective groups of posts and categories of civil servants, emphasising the use of competencies in the selection process; and

2) development of a methodology for human resources planning, strengthening capacities of central HRM institutions in terms of their expert role, establishing standards and developing monitoring systems, providing guidance and advice in HRM plans, and drafting and implementing HRM policies.

8. **Numbers and titles of lots:**

The contract is divided into lots:  
No, 1 lot only.

9. **Budget:**

Maximum budget: 2 140 000 EUR.

10. **Intended timing of publication of procurement notice:**

May 2012.

11. **Additional information**

12. **Legal basis:**

Council Regulation (EC) No 1085/2006 establishing an Instrument for Pre-Accession Assistance (IPA).

13. **Date of dispatch of this notice:**

13.3.2012.

**Remarks:**

There must be a minimum period of 30 calendar days between the publication of this contract forecast and the publication of the corresponding procurement notice.

No applications or requests for information should be sent at this stage.