

**REQUEST FOR EXPRESSIONS OF INTEREST  
(CONSULTING SERVICES)  
SAP CO and SAP HR/PBC integration  
Tunis, Tunisia**

The African Development Bank seeks expressions of interest from suitably qualified consulting firms to perform the following tasks:

- (i) Review the global configuration for PBC (Position Budgeting and Control) and propose the necessary enhancements with the new ECCO 6.0 functionalities;
- (ii) Identify and Implement the different Business Add ins (BADI) to be used to align PBC on the ADB business requirements for CO and HR;
- (iii) Review the current processes for PBC and propose system enhancements and scenarios with workflow and automation;
- (iv) Design a Fixed Cost Ratio (FCR) simulation tool for staff cost management;
- (v) Add more autonomy in Budget Transfer and the release of Salary and design reports on staffing;
- (vi) Propose a deployment plan for improvements involving (i) a testing model, (ii) the transition plan from the current process to the new one and (iii) the eventual data migration/harmonization.

Interested consulting firms are invited to respond by submitting information indicating their qualifications to perform the services (brochures, description of similar assignments, experience in similar conditions, availability of appropriate skills among staff, etc.). Consultants may constitute joint-ventures to enhance their chances of qualification.

Key personnel for this assignment will have at least a Master's Degree and experience in ERP systems (SAP) and a minimum of 10 years professional experience in Information Technology and in SAP module integration. The Consulting Firm's team of experts should show specific experience and knowledge in ABAP programming, SAP Work Flow configuration and SAP CO integration with other modules (in particular HR/Personnel Administration).

Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the African Development Bank's Procedures for the Procurement of and Use of Consulting Services Funded by the Administrative or Capital Budget of the Bank Group. The African Development Bank Group is under no obligation to shortlist any consultant who expresses interest.

Expressions of interest must either be couriered or hand delivered to the address below no later than **December 2, 2011 at 15:00** Tunisia time. Submissions should quote "**SAP CO and SAP HR/PBC integration**", and should be submitted in five copies in English or French.

**Attn: Mr. ADUBA, CHUKA**  
**Division Manager CIMM1**  
**African Development Bank**  
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