



LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY AND PROSPERITY

Ministry of Education and Sports
Department of Organization
Improving Frontline Worker Performance in Education and Health Project
P507442
IDA Credit No. IDA-79630

Ref. No. 588 -/DoΘ -' -1
Date:

16 SEP 2026

REQUEST FOR EXPRESSION OF INTEREST

Time-Based National Consultant for Position of Senior Financial Management specialist TA

The Government of Lao PDR (GoL) has secured an International Development Association (IDA) credit of US\$35 million from the World Bank to implement the Improving Frontline Workers Performance in Education and Health Project (P507442). The project aims to strengthen human capital by enhancing the performance and management of frontline workers in education and health sectors. The project was approved on January 15, 2026 and is expected to close on April 15, 2031.

The Senior Financial Management will support overall finance management and reconciliation process for the implementation of IFWP-E&H Project. This position will work closely with Human Resource Development Office (HRDO), Department of Organization, Department of Planning and Finance, and all the implementation units (IUs), also at provincial and District level under the supervision of the Project Director. The detailed TOR will be provided upon request.

The specific tasks of the Senior Financial Management Specialist shall perform, but not be limited to, the following duties:

- Coordinate the preparation, consolidation, and tracking of the Annual Operating Plan and Budget (AOP), monitoring cash flows and identifying budget shortfalls or overruns.
- Maintain accounting systems, registers, and internal controls; perform monthly bank reconciliations; update the Financial Management Manual (FAM).
- Oversee Designated Accounts and cash advances; process Withdrawal Applications and Statements of Expenditure (SOEs) via the World Bank's Client Connection system.
- Prepare monthly, quarterly, and semi-annual Interim Unaudited Financial Reports (IFRs), as well as annual Project Financial Statements (PFS).
- Act as the focal point for external audits, facilitate auditor access, coordinate responses to audit findings, and implement risk mitigation measures.
- Provide technical support and on-the-job training in financial management to relevant stakeholders.

In order to qualify for this position, the candidates shall meet the following experience and competence requirements:

1. Master's degree in Accounting, Finance, Business Administration, Economics, or related field.
2. At least ten (10) years of progressively responsible experience in financial management, accounting, auditing, or public financial management.
3. At least five (5) years of experience in financial management of development partner-funded projects.

4. Recognized professional accounting qualification (e.g., CPA, ACCA, CA), or progress towards one, will be an advantage.
5. Demonstrated experience with World Bank-financed projects, including preparation of Interim Unaudited Financial Reports (IFRs), Withdrawal Applications, Designated Account management, and coordination of external audits.
6. Experience working with government institutions and coordinating financial management activities across multiple implementing agencies.
7. Knowledge and experience in the education sector will be an advantage.
8. Experience in developing or implementing financial management procedures, internal controls, and risk management measures.

The attention of interested Consultant is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers, July 2014 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. The Consultant will be selected based on Individual Consultants selection method set out in the Consultant Guidelines.

Interested eligible candidates in this position may obtain further information and the detailed TOR from ***the Ministry of Education and Sports, Department of Organization*** at the address below during office hours 08:00 to 16:00 hours or by e-mail. Please submit CVs and a letter of interest ***by 15th to 29th September 2026*** to the address below. Only short-listed individual candidates will be contacted for an interview. 

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Authorized Signature

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