



TELECOMMUNICATIONS AUTHORITY OF FIJI

EXPRESSION OF INTEREST FOR JOB EVALUATION EXERCISE

The Telecommunications Authority of Fiji ('TAF') is established under the Telecommunications Act of 2008 (previously the Telecommunications Promulgation of 2008) to regulate the telecommunications industry in Fiji.

The TAF serves as the regulatory body ensuring that the people of Fiji have access to high-quality communications services. Established to ensure fair competition, consumer protection, and efficient operation of telecommunications services, TAF plays a crucial role in fostering a robust and dynamic telecommunications sector in Fiji. TAF works to create a conducive environment for both local and international telecommunications providers, promoting innovation, investment, and adherence to industry standards.

Expression of Interest ('EOI') are invited from suitably qualified and experience firms to conduct a comprehensive Job Evaluation Exercise for the TAF staff members.

Scope of Engagement:

- Evaluate identified positions in the current organisation structure.
- Collect comprehensive data on job descriptions, organisational structure, reporting relationships, and key performance indicators from TAF.
- Conduct consultations with key stakeholders within TAF to ensure alignment with organisational objectives and values.
- Develop and apply evaluation criteria to objectively assess the relative worth and complexity of each position within the organisation.
- Provide guidance and support to TAF in implementing any recommended changes resulting from the job evaluation exercise.
- Prepare detailed reports documenting the findings of the job evaluation exercise, including recommendations for any necessary adjustments to job roles, structures, or remuneration packages.

EOI by interested firms and individuals are to include the following:

1. Industry and Business Knowledge.
2. Professional HR/ Consultancy experience.
3. Job Evaluation methodology and frameworks to be used.
4. Team expertise and relevant credentials of personnel to be involved in the exercise with fee structure and timeframe for completion.

EOI will close at 4.00pm on Friday the 26th of April 2024, and is to be addressed to:

Hand Delivered:

**The Chairman
Telecommunications Authority of Fiji
76 Gordon Street
Suva**

Postal:

**The Chairman
Telecommunications Authority of Fiji
GPO Box 13413
Suva**

or via email to: eoitaf.org.fj