

Procurement Reference No.107 of 2024 /2025

EXPRESSION OF INTEREST (EOI)

For

Appointment of Independent Interview Panel Members

Last date for submission of Expression of Interest (EOI):

25 June 2025 by 14.00 hours at latest.



FCC

FINANCIAL CRIMES
COMMISSION
MAURITIUS

SECTION I

Expression of Interest (EOI)

My Ref: FCC/CSD/406/135

18 June 2025

Dear Sir/Madam,

Procurement Reference No.107 of 2024/ 2025

Appointment of Independent Interview Panel Members

In line with principles of good governance, merit-based recruitment and selection, the Financial Crimes Commission (FCC) is seeking an expression of interest for the **appointment of Independent Interview Panel Members (IIPMs)** to participate in its recruitment and selection process. This includes competencies in the fields of **Law, Communication, Finance, Education, Human Resources, Public Administration or Psychology**.

The documents are available for download on the FCC website (www.fcc.mu) and can also be collected from the FCC Headquarters, Réduit Triangle, Moka, as from **19 June 2025**.

The EOI in sealed envelope clearly marked “**Appointment of Independent Interview Panel Members (IIPMs)**”, and addressed to the Acting Director, Corporate Services Division, should be deposited in the Tender Box, located at the Reception Desk on Ground Floor, FCC Headquarters, Reduit Triangle, Moka, on or before **25 June 2025 by 14.00 hours, at the latest**. EOI submitted after the specified deadline shall not be considered.

Yours faithfully

D. Ramjeeawon
for Acting Director,
Corporate Services Division



SECTION II

1. Introduction

The Financial Crimes Commission (FCC), established under the FCC ACT 2023, an apex body responsible for detecting, investigating and prosecuting financial crimes in Mauritius is inviting expression of Interest for appointment as IIPMs.

2. Background

In line with good governance, merit-based recruitment and Public Service regulations, the FCC seeks to include independent, external members with relevant expertise to provide technical and / or professional insights during the interview process.

3. Objectives

The IIPM will be the third member of the Selection Panel for the Recruitment & Selection process at the FCC that plays a crucial role in relation to the recruitment process as it provides a balance and stability to the Selection Panel. The intention is to compose a stable, balanced and consistent panel that can deliberate decisions transparently and provide an objective merit-based recommendation for appointments.

4. Scope of work

The IIPM will:

- (i) Serve as a member of the selection panel.
- (ii) Assist in developing and / or reviewing interview questions and scoring guides.
- (iii) Ensure a fair and consistent assessment of candidates.
- (iv) Provide expert, objective evaluation and recommendation.
- (v) Objectively evaluate candidates based on agreed criteria.
- (vi) Provide input and advice on the final selection decisions.
- (vii) Contribute to maintain the integrity of the recruitment process.

5. Financial Proposition

The IIPM shall submit his/her **financial proposal**, and list down all costs associated with the assignment as per **Section IV**. The IIPMs are responsible for meeting all tax liabilities arising out of the contract. The cost shall be expressed in Mauritian rupees.

6. Final Recommendation

The IIPMs, in conjunction with the other panel members, shall formally submit their recommendations to the Commission concerning the selected candidate(s) upon the completion of all interviews for each respective position, and within the stipulated timeframe, to be mutually agreed between the parties.

7. Submission Requirements

Interested parties must submit the following documents:

- Letter of interest outlining relevant expertise.
- Certified copies of relevant qualifications.
- Curriculum Vitae (CV) or company profile (Where applicable).
- A brief summary of previous experience/ similar assignments undertaken in the past 5 years.
- Proposed professional fees for the whole exercise or hourly rate, including VAT, if applicable.

8. Evaluation Criteria

The Expression of Interest (EOI) will be evaluated based on:

- Relevant academic and professional qualifications.
- Experience in recruitment and panel participation.
- Knowledge of recruitment policies and legislation.
- References and tract records.
- Completeness of submission.

9. Meetings

The FCC representatives may conduct meetings with the selected IIPMs before awarding the contract.

10. Validity of the offer

The validity period of the offer shall be ***ninety (90) days*** after the deadline for the submission of the EOI. An offer for a shorter period may be rejected as non-responsive.

In exceptional circumstances, the FCC may solicit the IIPMS' consent to an extension of the period of validity. The request and the responses thereto shall be made in writing. IIPMs granting the request will neither be required nor permitted to modify their offer.

11. General Information

- This EOI does not constitute a contract or an offer of employment.
- Only shortlisted IIPMs may be contacted for further evaluation.

12. Rights of the FCC

The FCC reserves the right not to accept any proposal following the EOI exercise, nor will it assign any reason whatsoever for the rejection of any proposal. It also reserves the right not to proceed any further as a result of this EOI exercise.

SECTION III

REQUIREMENTS

The IIPMs must complete column C stating “Comply” or “not comply”

	REQUIREMENTS		
	A	B	C
1	Expertise and Experience Required		Comply or not comply
(a)	Experience in selection and assessment	(i) Significant experience: The IIPMs should possess significant experience in conducting interviews, evaluating candidates, and making hiring decisions.	
		(ii) Professional qualifications: The IIPMs should possess Professional qualifications in the field of communications, human resources, law, education, finance, public administration or psychology.	
		(iii) Five (5) years professional The IIPMs should have at least five (5) years of relevant professional experience.	
		(iv) High standards of ethics: The IIPMs should have the ability to uphold high standards of ethics, impartiality and confidentiality.	
(b)	Understanding of fairness and equality	The IIPMs should be knowledgeable about the best practices for ensuring a fair, merit-based recruitment process and understanding of equality and diversity.	

(c)	Knowledge of relevant policies and legislation	The IIPMs should understand any relevant law, employment laws or policies related to the recruitment process.	
2	Integrity and Objectivity	(i) Commitment to impartiality: The IIPMs should be unbiased and free from personal opinions or preferences that could affect their evaluation of candidates.	
		(ii) Confidentiality: The IIPMs should understand the importance of maintaining confidentiality throughout the selection process. The selected IIPMs will be required to sign a confidentiality agreement.	
		(iii) Professionalism: The IIPMs should conduct themselves with professionalism, respect, and objectivity during the interview process.	
3	Independence and Objectivity	(i) No direct involvement: <ul style="list-style-type: none"> • The IIPMs should not have any direct or indirect involvement with the role being filled • They must immediately declare any situation of conflicts of interest, whether direct or indirect, and recuse oneself if the need arises. 	
		(ii) Ability to provide a fresh perspective: The IIPMs perspective can help the panel to avoid being bias and ensure that the candidate is assessed fairly based on evidence.	
		(iii) Diverse perspectives: The IIPMS should be diverse to help evaluate the candidate from different angles and reduce the risk of bias.	
4	Other Considerations	(i) Time commitment: The IIPMs should be able to commit the necessary time to participate in the interview	

		process, including reading materials and attending meetings.	
		(ii) Communication skills: The IIPMs should be able to communicate effectively and clearly during the interview.	
		(iii) Ability to work collaboratively: The IIPMs should be able to work effectively with other panel members to reach a consensus on the best candidate.	
5	Duration of the Recruitment & Selection Exercise	The interviews for all the positions will take place throughout July 2025, with dates and time to be mutually agreed upon by both parties.	
6	Validity Period	The offer should be valid for a period of ninety (90) days after the date of submission of EOI.	

Name of Individual / Company [where applicable]:

.....

Address

Signature :

Telephone No. :

Email address:

Name of Directors / Shareholders of the company: (If applicable)

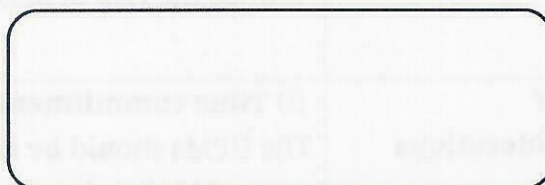
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Date :

Seal of company (where Applicable):



SECTION IV

Financial Proposal

S/N	Description	Rate per Hour (Rs)	Professional fees for whole exercise	15% VAT	Total amount Including VAT
1.	Appointment of Independent Interview Panel Members (IIPMS)				
2	All other associated costs				
3.	Total sum in figures				
4	Total sum in words :.....				

Name of Individual / Company [where applicable]:

.....

Address

Signature :.....

Telephone No. :.....

Email address:

Name of Directors / Shareholders of the company: (If applicable)

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.....

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Date :.....

Seal of company (where Applicable):

