

## **EXIM BANK TANZANIA LIMITED**

### **EXPRESSION FOR INTEREST**

#### **FOR**

### **CONSULTANCY SERVICES ON CULTURE TRANSFORMATION PROGRAMME FOR EXIM BANK TANZANIA LIMITED**

**03<sup>rd</sup> June 2025**

1. Exim Bank Tanzania Limited is one of the leading banks in providing financial services in 4 countries and the first Tanzanian bank to have branches outside of the country's borders. Since welcoming its first customers at the Samora branch in Dar es Salaam in 1997, Exim Bank has continued to grow and expand into regions and some districts nationwide. Despite that, it has remained at the forefront in providing excellent banking services here and abroad.
2. Exim Bank (T) Limited invites Expression of Interest from eligible consultant for the Consultancy Services on Culture Transformation Programme for Exim Bank Tanzania Limited.
3. The Scope and descriptions of the assignment include the following but not limited
  - Engage with the leadership team and the whole organization to assess and understand the current organizational culture. including skill sets with a focus on:
  - Formulate a strategy for sustainable cultural change rooted in the bank's core values, accompanied by a detailed implementation plan. This should involve identifying existing gaps at all levels and recommending interventions based on the best practices.
  - Support the Management Team and Change Management Committee in the adaptation of the recommended action plan as part of efforts for improved organization culture.
  - Advise management on appropriate capacity building and training initiatives to address identified gaps.
4. Interested consultant must submit the following document
  - Legal documents for companies such as License, TIN & VAT certificates, Directors ID and information
  - Experience of similar work
  - List of similar works has performed in financial industries
  - Methodology and approach
  - List of clients
  - Staffing and qualifications

5. Interested Consultant may obtain further information from Administration Office, 4<sup>th</sup> Floor Exim Towers, 1404/45 Ghana Avenue (Off Ohio Street), P. O. Box 1431 - Dar es Salaam, from 09:00AM to 03:00PM on Mondays to Fridays inclusive except on public holidays. For e-mail enquiries send to: [adminprocure@eximbank.co.tz](mailto:adminprocure@eximbank.co.tz)
6. All requests for clarification or any enquiries concerning the expression of Interest are to be submitted to the address above before 6<sup>th</sup> June 2025
7. Shortlisted consultants will be invited for submission of request for proposal (RFP)
8. Interested Consultant must enclose with their proposals, evidence of all related document, and send electronically to the email address; [adminprocure@eximbank.co.tz](mailto:adminprocure@eximbank.co.tz). The deadline for submission of the proposal will be 10<sup>th</sup> June 2025 or before 17:00 local hours.
9. Late Proposals, portion of Proposal and Proposals not received shall not be accepted for evaluation irrespective of the circumstances.

Procurement Unit  
FOR: Chief Executive Officer