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**FIRMA Consortium BiH**

## **FIRMA Project USAID-Sida Bosnia & Herzegovina**

*Implemented by Cardno Emerging Markets USA, Ltd.*

The Fostering Interventions for Rapid Market Advancement (FIRMA) project, sponsored by the US Agency for International Development (USAID) and the Swedish International Development and Cooperation Agency (Sida) is a five-year project that began in September 2009 to support sustainable economic growth, employment expansion, and increased household incomes in Bosnia & Herzegovina. FIRMA has principal offices in Sarajevo and Banja Luka.

FIRMA is seeking to engage short term consultant(s) for the following assignment:

*To obtain and document financial benchmarking information on FIRMA focus sectors in order to help financial institutions better assess their creditworthiness, and ultimately increase their willingness to lend to FIRMA beneficiary companies.*

### **The Specific Tasks of the assignment are as follows:**

- a. Initial information-gathering: The Consultant will conduct information-gathering interviews with FIRMA staff, FIRMA Consortium members, and will review existing reports including the FIRMA Baseline Survey. The Consultant will determine the groupings of firms for benchmarking reports that will be required for an accurate picture, which may differ for each sector (this may include separate benchmarking reports for small and medium sized companies for the metal and wood processing companies, and different reports for different-sized hotels and tour operators). Together with the FIRMA team and Value Chain Facilitators, the companies to be interviewed will be determined.
- b. Outline of Report. The Consultant shall prepare for approval by FIRMA management an outline of the *Business & Financial Benchmarking Report*, including a Financial Indicators Survey Instrument that will be used for the individual company information-gathering. A listing of standard indicators is provided in the annex to this SOW.
- c. Company Visits. The Consultant will visit 10-20 companies from each sector as identified in the initial information-gathering stage.
- d. Financial Analysis and Development of Benchmarking Reports. The Consultant will complete a financial analysis to develop the benchmarking reports for review and approval by FIRMA management.
- e. Presentations. The Consultant will work with FIRMA to organize presentations of the benchmarking reports to financial institutions.

### **QUALIFICATIONS FOR THE ASSIGNMENT:**

Candidates should be citizens of Bosnia & Herzegovina and have at least 10 years of general professional experience, of which the last five years must be in areas relevant to the assignment. Candidates must have extensive experience in financial analysis, cash flow projection, and company financial reporting (balance sheet and income statements).

### **TIMING:**

This assignment should start as soon as possible. The total duration of the assignment is approximately 60 working days.

Compensation for the assignment is commensurate with experience. Interested candidates should send a cover letter and CV to [posao@firmaproject.ba](mailto:posao@firmaproject.ba) by **July 30, 2010**. Only persons invited for interviews will be contacted. No phone inquiries please.