



RESERVE BANK OF VANUATU

PMB 9062 – PIERRE BRUNET STREET– PORT VILA – VANUATU
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EXPRESSION OF INTEREST (EOI)

The objective of this advertisement is to invite qualified international and regional consultants or firms to express their interest in conducting a comprehensive review of the Reserve Bank of Vanuatu's salary structure. The review seeks to ensure that the Bank's remuneration framework remains competitive, equitable, and aligned with current market standards and best practices within the Pacific region and internationally.

Scope of Work

The assignment will involve:

- Reviewing and analyzing the Bank's current salary structure, benefits, and allowances;
- Conducting salary benchmarking with comparable institutions (central banks, financial institutions, and public sector agencies);
- Assessing internal equity and external competitiveness;
- Recommending an updated remuneration framework and policy guidelines consistent with RBV's strategic objectives and budgetary capacity; and
- Presenting findings and recommendations to the Bank's Management and Remuneration Committee.

Eligibility Criteria:

Interested consultants or firms should demonstrate:

- A minimum of five (5-10) years of relevant experience in remuneration and compensation analysis, job evaluation, and salary benchmarking;
- Proven expertise in similar reviews for central banks, financial institutions, or public sector agencies;
- Strong analytical, reporting, and communication skills;
- Experience in Pacific Island contexts will be an advantage.

Submission Guidelines:

Applicants are requested to submit the following:

1. Proposal detailing understanding of the assignment,
2. Proposed methodology, and work plan;
3. Financial Proposal specifying professional fees and related costs;
4. Profile and Track Record including evidence of similar completed assignments;
5. CVs of Key Personnel (if a firm is applying).

Submission Deadline

All Expressions of Interest and Proposals must be submitted no later than:
Monday 22nd December 2025 at 5:00 PM (Vanuatu Time)

Proposals should be addressed to:

The Governor
Reserve Bank of Vanuatu
Private Mail Bag 9023
Port Vila, Vanuatu
Email: aletlet@rbv.gov.vu or recruitment@rbv.gov.vu
Telephone: (678) 23333