



**Sri Lanka State Trading
(General) Corporation Ltd**

EXPRESSIONS OF INTEREST(EOI) FOR OBTAINING CONSULTANCY
SERVICES FOR SETTING UP OF A KPI BASED
PERFORMANCE APPRAISAL SYSTEM
EOI Number : STC/Admin/25/PerformApp

Sri Lanka State Trading (General) Corporation is one of the largest business enterprises in Sri Lanka operating under the purview of Ministry of Trade, Commerce and Food Security of Sri Lanka.

We are in process of calling proposals for the development of Performance appraisal system for next 3 years approximately for 63 job categories, designing and development of KPI based 05 rating scale performance appraisal format, and train line managers on the entire performance management system.

Criteria of the consultant shall be as follows,

1. Analysis of overall goals, objectives, and strategies of the organization for the upcoming 03 years.
2. Facts find and detailed analysis of the current JDs for any improvement or amendments.
3. Objective KPI setting for approximately 63 job categories.
4. Designing and developing a 05 rating scale performance appraisal format (initially manually) that could be mapped in STC ERP system.
5. Aligning compensation and benefits schemes to the overall performance management system.
6. Comprehensive training for all line managers on the performance management and appraisal system.
7. Ongoing (remote) assistance for the initial implementation of the system.

Interested eligible consultants may inspect and download the EOI submission format from the website <https://stc.lk/performapp> until 7th February 2025.

Further information can be obtained from The DGM(Admin), Sri Lanka State Trading (General) Corporation Ltd, No. 100, Nawam Mawatha, Colombo 02, Sri Lanka.

Telephone 0112422341/0112440880 Fax 0112447970 , Mobile: 0718037922 E-mail: sandaruwan@stc.lk

1. Properly filled proposals may be sent through the courier / registered post / hand delivered with the cover marked top left-hand corner of the envelope "Expressions of Interest for Obtaining Consultancy services for Setting up of a KPI Based Performance Appraisal System" and needs to be sent to the Chairman, Sri Lanka State Trading (General) Corporation Ltd, No. 100, Nawam Mawatha, Colombo 02.
2. EOI will be closed on **7th February 2025 10AM (Colombo)**. The organization reserves the right to accept or reject any Proposal.

The Chairman
Sri Lanka State Trading (General) Corporation Ltd