Islamic Republic of Afghanistan

Supreme Audit Office

CONSULTANT'S SHORTLISTING REPORT

INDIVIDUAL CONSULTANT EVALUATION REPORT

Ref. No.: *FPIP/FSP/CS/C3-028*

Project Name: Fiscal performance improvement Support Project (FSP)

Project ID No. P159655

Recruitment of International Consultante For (SAO IT audite internacional adviser)

September 2018

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Section I. Technical Evaluation Report—Text

(a) Short-listing Process

1. Project Background	Supreme Audit Office was established in 1300 (solar year) by the name of General Department for Audit of Accounts and was functioning under Prime Minister Office. Its main purpose was to audit the financial and accounting affairs of the government office, the establishment of the SAO and degree of independence is not laid down in the 2004 constitution; the independence of SAO is based on president decree 2005. Further, a PFEM (Public Finance and Expenditure Management) Law was introduced in 2005 which provides legal basis for audit of state consolidated financial statements (Qatia) in accordance with international standards, and it does not guarantee a very high degree of initiative and autonomy for SAO. The new audit law was approved by Parliament in March 30, 2013, which supports the establishment of the SAO as a modern external audit entity. The functions of the SAO, the function of the Auditor General and the details of the duties, reporting and power of the Auditor General are stipulated in different sections of the audit law. SAO is the mandated to carry out financial audit, compliance audit, performance audit and any form of audit that the Auditor General may consider significant and necessary. SAO follows the Auditor General or Westminster model. SAO headquarter is located in Kabul which is supported by four regional zones in the different parts of the country. SAO has two Deputy Auditor Generals, Namely Professional Deputy Auditor General and Admin and Finance Deputy Auditor General. in which the professional Deputy.AG is responsible for Central Budgetary audit directorate, Municipality audit directorate, Grants audit directorate, Organization and Enterprises audit directorate, Construction affairs audit department, Revenue audit directorate, performance and Environmental audit department and Local budgetary audit directorate. The Local budgetary unit director is responsible for the zones as well. The Admin and finance Deputy.AG is responsible for Admin and Finance directorate, Human Resource directorate, IT department, Gender Unit and Public communication department and reports Auditor General. In addition to the two DAGs, three other directorates report directly to the Auditor General: the Plan and policy, Internal Audit and quality control and chief of staff directorates. SAO receives its direct allocation from the government budget, under the Operational budget and Development budget. SAO receives grants from the World Bank since 2004 of which the recent was PFMR II project and the new support project is FSP. The Auditor General's annual audit reports are directly submitted to the National Assembly and the President.
2.Assignment Background	The Supreme Audit Office (SAO) has made significant progress in the building of its IT infrastructure and technical capacity. The Government of the Islamic Republic of Afghanistan has also made major strides in computerizing the financial management operating environment. A number of

	IFMIS (integrated financial management information system) like AFMIS, AMIS(Audit management information system), SIGTAS(standard integrated government tax administration), DAD(donor assistance database). etc are currently being used in the government's operations. This move towards an IT operating environment requires that the SAO also builds its capacity to conduct audits in this new operating environment. At the moment, the SAO has been able to purchase CAATs (IDEA) to assist in conducting of data analysis. However, there is need to build the capacity of the SAO to efficiently conduct IT Audits and also conduct audits in IT environment. Hence, the SAO's need for the services of an International Advisor to the IT Department. The International Advisor to the IT Department will have the responsibility of building the capacity of the Supreme Audit Office to conduct IT Audits of the various IFMIS being used by the different government Ministries and Departments. The Advisor will also assess the SAO's current audit policies, manuals, infrastructure, capabilities and advice on the areas for improvement Background for IT and IT audit in SAO
3.The Short listing Process	The project hiring of International Consultant for (SAO Functional Review) was published on date of 15th October 2018 on website of world bank UNDB and on the date of 24/07/1397 on the NPA website and on the same date was published on the SAO websites also mentioned below, https://www.devbusiness.com/ https://www.npa.gov.af www.sao.gov.af **REOI closing date:** 31st October 2018 **No. of EOIs received:** Four (4) EOIS **No. of EOIs evaluated:** four (4) EOIS The advertisement remained open for 16 days Scan copy of the advertisement is attached as ***Annex-I*** In response to the above advertisement, 4 applications were received. 1. Paul Odong 2. Mohammad Reza Ebrahimi 3. Lionel Jayasinghe 4. B L Gupta Of which ***2 applicants*** shortlisted for the position. The names of the short listed applicants are as below. 2- Paul Odong 3- Lionel Jayasinghe **Short listing Criteria:** The international adviser to Auditor General should meet the following qualification criteria: • Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/AN(A), including a strong knowledge of how the frameworks support governance of IT • Strong understanding of IT systems (ERP, CRM, company-specific systems), how they're leveraged, how

	they integrate, and how they support the business • Ability to evaluate auditor performance and counselling auditors to strengthen the person's knowledge/skills/development. • Strong understanding of the systems' standards, security and interaction between systems. Excellent written and verbal communication skills English is required; • Demonstrates openness in sharing information and keeping people informed; • Ability to determine and review priorities and meet deadlines; • Ability to multi-task and work under pressure; • Ability to work independently and also as an effective team member; • Creative and analytical thinking • Demonstrated technical (IT), business knowledge and ability to learn. • Mature and professional approach: demonstrates resilience, handles ambiguity and displays strong self-awareness • Applies structured problem solving skills • Demonstrates leadership in technical and sector areas of expertise Owns a proven track record in leading others and acts as a role model in managing people

(b) The Interview Process (if applicable):

Strength and Weakness of the and Interviewed Applicants:	Out of the above short listed applicants 2 of applicants appeared for interview. The details of marking of the interview are attached as **Annex-III** ***Strength & weakness of the shortlisted consultants:*** **1- Paul Odong** (a) Strength - Possesses requisite academic and professional qualifications - MBA, PMP, ACCA, CISA, CISM; has experience of more than 8 years in the areas of IT sector / IT audit, consultancy and analysis, use of CAATs; has experience in both Audit Office / public (SAO Afghanistan) and private sector (Telecom/E&Y); have worked in Afghanistan. (b) Weakness – He does not have a separate COBIT qualification, though it was a subject in ACCA.

	2- Lionel Jayasinghe (a) Strength - Possesses requisite academic and professional qualifications - MBA, PGDBA, PMP, CISA COBIT, etc.; has experience of more than 8 years in the areas of IT sector / IT audit, consultancy and analysis, use of CAATs, team leadership, higher management; has experience in both public sector (public sector bank)/ and private sector (Bank/Telecom); have regional experience of Sri Lanka. (b) Weakness – He has no prior experience of working directly in an audit office. **TOR:** The TOR for the position is attached as ***Annex-IV*** ***CVs:*** The CVs of the short listed applicants are attached as ***Annex-V***

Section II. Technical Evaluation Report – Forms Basic Data

Name of Country	Islamic Republic of Afghanistan
Name of the Client and address	SAO (Supreme Audit Office). Darul Aman Road next to the Human Rights office of Afghanistan]
Name of the Position	International Consultant for (IT audit International Adviser)
Method of Selection	ICB (international coemptive Bid)
Type of Contract	Monthly based Individual Consultant Contract with fraud, corruption and termination clauses.
Estimated price	***[144000] USD***
Prior review thresholds	$50,000

Names of short listed applicants	Audit Team Leader 1- Paul Odong 2- Lionel Jayasinghe
Names and title of the Short listing and interviewing Committee Members	1. Hoveyda Abbas AJ Advisor in policy and coordination 2. Naweedullah Aman IT Manager 3. Muhammad Hadi Naqawi contract facilitation officer
Evaluation criteria/Sub criteria	TOR is attached for positions of (International adviser for IT audit)
Minimum qualifying marks	**75**

Applicant Recommended for Selection:

Name	Paul Odong
Country	*Uganda*
Nationality	*Ugandan*

Name	Lionel Jayasinghe
Country	Sri Lanka
Nationality	*Sri Lankan*

Endorsement of the Evaluation Committee Members

Names of the Evaluation Committee Members	Signatures of the Evaluation Committee Members
1- Hoveyda Abbas, Adviser to AG in Policy and Coordination	
2- Naweedullah Aman IT Manager	
3- Muhammad Hadi Naqawi, Contract Facilitation Officer	

Date of the Evaluation:	01/12/2018

Approved by: Dr. Mohammad Sharif Sharif

Auditor General

Annex-I [Attach Scanned advertisement]

Development Business

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Posted on: 15 October 2018

DB Reference N°: WB8496-10918

Country: Afghanistan

Institution: World Bank

Sector: Finance/Consulting Services

Deadline: 31 October 2018

Status: Published

Loan N°./Financing: TF-A6277

Project: Fiscal Performance Improvement Support Project (FSP)

Title: IT audit International Advisor

Project ID: P159655
Borrower/Bid No: FPIP/FSP/CS/C3-028

Afghanistan - P159655 - Fiscal Performance Improvement Support Project (FSP) - FPIP/FSP/CS/C3-028

Country: Afghanistan

Project Id: P159655

Project Name: Fiscal Performance Improvement Support Project (FSP)

Loan/Credit/TF Info.: TF-A6277

Notice Version No.: 0

General Information

Notice Type	Request for Expression of Interest
Borrower Bid Reference	FPIP/FSP/CS/C3-028
Bid Description	IT audit International Advisor
Language of Notice	English
Deadline for Application Submission Date	2018/10/31
Local Time	16:00
Selected category codes for product to be procured	80101511-Human resources consulting service

Contact Information on Advertisement

Organization/Department	Supreme Audit Office - FSP
Name	Mohammad Hadi Naqvi
Title	Contract Facilitation and Planning Manager
Address	Chahar Qala-e-Chakarikhi Rd, Kabul
City	
Province/State	
Postal Code	
Country	Afghanistan
Phone	0747641034
Fax	
Email	mohammad.jalalzai@sao.gov.af
Website	www.sao.gov.af

Detailed Information for Advertisement

Islamic Republic of Afghanistan

Development Business
www.devbusiness.com

کنترول شد
۱۳۹۷/۸۱/۲۳

دولت جمهوری اسلامی افغانستان
اداره عالی بورسی
Supreme Audit office
آمریت تدارکات

Supreme Audit Office

Procurement Department

REQUEST FOR EXPRESSIONS OF INTEREST (REOI)

Fiscal Performance Improvement Support Project (FSP)

(Individual consultant)

Government of Islamic Republic of Afghanistan

Project Name: Fiscal Performance Improvement Support Project (FSP)

Grant No: TF-A0277

Assignment Title: International Consultant (International Advisor for IT Audit)

SAO Ref. No.: [FPIP/TS/NCS/C3-028]

1. **Background:**

- The Supreme Audit Office (SAO) has made significant progress in the building of its IT infrastructure and technical capacity. The Government of the Islamic Republic of Afghanistan has also made major strides in computerizing the financial management operating environment. A number of IFMIS (integrated financial management information system) like AFMIS, AMIS(Asset management information system), SIGTAS (standard integrated government tax administration), DAD(donor assistance database) etc are currently being used in the government's operations. This move towards an IT operating environment requires that the SAO should build its capacity to conduct audits in this new operating environment. At the moment, the SAO has been able to purchase CAATs (IDEA) to assist in conducting of data analysis. However, there is need to build the capacity of the SAO to effectively conduct IT Audits and also conduct audits in IT environment. Hence, the SAO's need for the services of an International Advisor to the IT Department. The International Advisor to the IT Department will have the responsibility of building the capacity of the Supreme Audit Office to conduct IT Audits of the various IFMIS being used by the different government Ministries and Departments. The Advisor will also assess the SAO's current audit policies, manuals, infrastructure, capabilities and advice on the areas for improvement. Background on IT and IT audit in SAO

2. **Objectives**

- Under the FSP financing, the SAO intends to hire an international IT Audit Advisor with knowledge, skill and experience in IT audit to provide to the SAO's IT Audit Department and SAO's staff with the required support and build the capacity of the existing and new SAO staffs in this area, assist in planning and conducting IT audit and other audits under IT environment and assist the increased use and application of CAATs and audit management system. The expert will act as a counterpart and support to the IT Audit Department and mentor them as per the duties and responsibilities mentioned below.

3. **Scope of Work**

- The IT audit Advisor will support and coordinate conduct of regular external IT audits of the IT operations and information systems of the Government of Afghanistan, and related IT risk management practices and report matters to the IT Audit Manager for further action. The consultant will also be required to support the SAO project team in the implementation of the new audit management system.

4. **Duties and Responsibilities:**

- Review, update and develop the SAO's IT Strategy, policies and manuals.
- Develop, maintain and update the IT Audit plan as part of the Annual Work plan for audit of the system in the auditee organizations.
- Develop appropriate audit tests aimed at addressing identified IT risks and achieving the desired audit objectives to provide assurance that IT risks are effectively managed or mitigated in the auditee.
- Conducts all assigned IT audits including planning, evaluating and documenting the results, reporting and follow up of audit in accordance with the annual audit plan.
- Develop and discusses findings, finalise recommendations and timelines for corrective action by the responsible auditee entity and monitors the status of implementation of agreed recommendations.
- Follow up on all IT issues arising from audits and other inspections and secure compliance with the agreed recommendations within the relevant time frame.
- Support SAO in implementation of Audit Information Management System (AIMS) and optimize its use.
- Provide technical inputs and advice with regard to IT infrastructure and system in the SAO.
- Provide continue professional development of the SAO staff through in-house training and specially recommended courses in the use of CAATs and IT tools for audit.
- Provide advice and facilitate IT related certification from accredited agencies / bodies and establish internal and external relationships including ISACA and related organizations.
- Perform other related duties as determined by Auditor General, Deputy Auditor General and Head of IT Audit.
- Proposes innovative solutions and methodologies and take active role in ensuring that IT methodologies reflect "leading" practices with least costs.

- Providing technical assistance to SAO's IT Audit wing in the application of tools and software for importing data and information from various Government databases and MIS and for analysis and use in audit.

5. Qualification

The Successful IT Auditor should possess the following qualifications;

- First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.
- A qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.
- Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO)
- User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance
- Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases)
- Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work; knowledge of some CAATs software such as ACL, IDEA is desirable
- Familiarity with Government IFMIS in a developing country will be an added advantage;
- At least 8 years working experience in ICT or audit or consulting fields is highly desirable.

6. Deliverables and Expected

The consultant will be responsible for the following;

- Inception Report outlining methodology and detailed implementation plan;
- SAO IT Audit and Capacity Building Plan;
- Implementation of the Audit management (at least two modules EPW and library) and CAATs
- Mentor and build the capacity of the SAO to conduct IT Audits (Supervision at least four IT audits)

7. Skills and competencies:

- Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/AN/A), including a strong knowledge of how the frameworks support governance of IT
- Strong understanding of IT systems (ERP, CRM, company specific systems), how they're leveraged, how they integrate, and how they support the business
- Ability to evaluate auditor performance and coupling auditors to strengthen the person's knowledge/skills development.
- Strong understanding of the systems' standards, security and interaction between systems.
  Excellent written and verbal communication skills English is required.
- Demonstrates openness in sharing information and keeping people informed.
- Ability to determine and review priorities and meet deadlines;
- Ability to multi-task and work under pressure;
- Ability to work independently and also as an effective team member;
- Creative and analytical thinking
- Demonstrated technical (IT), business knowledge and ability to learn.
- Mature and professional approach; demonstrates resilience, handles ambiguity and displays strong self-awareness
- Applies structured problem solving skills
- Demonstrates leadership in technical and sector areas of expertise
- Owns a proven track record in leading others and acts as a role model in managing people

8. Liaison and Reporting Arrangement

- The IT advisor will be reporting to the IT audit manager in the IT Department of SAO.
- If you believe you, are a high performer and have the skills and qualifications outlined above, kindly submit your application, CV and relevant testimonials in support of your academic qualifications to the following address.

1. The CV's must be delivered in a written form to the address below (in person, by mail, or by e-mail) by 31th –October -2018 by 16:00 Hours (Kabul Local Time). For convenience, the EOIs submitted by the consultants should preferably not exceed 10 pages. Further information in respect to this REOI can be obtained at the address below by email or in person during office hours [08:00-16:00 Hours].

Attention: Zamarai jalalzai

Supreme Audit Office

Darul Aman Road next to Ministry rural, rehabilitation, and development, Kabul, Afghanistan

Email: zamarai.jalalzai@sao.gov.af, copied to skhaled301@gmail.com, shirzad.mujeeb@gmail.com, hadi.nagawi@sao.gov.af.

Web site: http://sao.gov.af/fa

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اداره عالی بررسی
۱۳۹۲
Supreme Audit Office
آمریت تدارکات

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Annex-II

***Short-listing Criteria**: [Note: the sheet has to be prepared in accordance with the qualification criteria and other qualification needed and*

S/No	Name of Candidates	First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.	Qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.	Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO).	User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.	Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases).	Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work; knowledge of some CAATs software such as ACL, IDEA is desirable.	Familiarity with Government IFMIS in a developing country will be an added advantage.	At least 8 years working experience in ICT or audit or consulting fields is highly desirable.	Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/AN/A), including a strong knowledge of how the frameworks support governance of IT.	Remarks/Comments
		A	B	C	D	E	F	G	H	I	
1	Paul Odong	Master of Business Administration (MBA) – Edinburg Business School (Scotland). B.Sc. (Agriculture).	CISA, CISM, PMP, ACCA		Experience in IT areas, consultancy, analyst, etc. International Advisor to IT Dept., SAO (one year, 2016-17). Head Business Continuity Mgt (BCM), Airtel Uganda –	Yes, Supreme Audit Office, Afghanistan, Private firms for more than 8 years.	ERP, ACL, IDEA (CAATs).	AFMIS, Afghanistan	Experience of more than 8 years.	GOVERNMENT AND TELECOM SECTOR	

					Telecom (2013-2016) included services in public sector engagements. Prior (2006 – 2013) – Business analyst/Business advisor (IT risk and assurance, technology and security risk, etc.) – Ernst & Young.						
		J	K	I	M	N	O	P	Q	R	S
		Strong understanding of IT systems (ERP, CRM, company-specific systems), how they're leveraged, how they integrate, and how they support the business.	Ability to evaluate auditor performance and counselling auditors to strengthen the person's knowledge skills development	Strong understanding of the systems' standards, security and interaction between systems. Excellent written and verbal communication skills English is required;	Demonstrates openness in sharing information and keeping people informed;	Ability to determine and review priorities and meet deadlines;	Ability to multi-task and work under pressure;	Ability to work independently and also as an effective team member; Creative and analytical thinking	Demonstrated technical (IT), business knowledge and ability to learn.	Mature and professional approach: demonstrates resilience, handles ambiguity and displays strong self-awareness	Applies structured problem solving skills
		Yes telecom sector	Adviser in SAO	CISA, CISM. English.	Experience as Advisor (SAO), head business	Experience as Advisor (SAO),	Experience as	Experience as Advisor (SAO), head	Experience as Advisor	Experience as Advisor (SAO),	Experience as Advisor

					continuity management (Telecom), advisory/analyst (consultancy firm).	head business continuity management (Telecom), advisory/analyst (consultancy firm).	Advisor (SAO), head business continuity management (Telecom), advisory/analyst (consultancy firm).	business continuity management (Telecom), advisory/analyst (consultancy firm).	(SAO), head business continuity management (Telecom), advisory/analyst (consultancy firm).	head business continuity management (Telecom), advisory/analyst (consultancy firm).	(SAO), head business continuity management (Telecom), advisory/analyst (consultancy firm).

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S/No	Name of Candidates	T	U
		Demonstrates leadership in technical and sector areas of expertise	Owns a proven track record in leading others and acts as a role model in managing people
		Experience as Advisor (SAO), head business continuity management (Telecom), advisory/analyst (consultancy firm).	Experience as Advisor (SAO), head business continuity management (Telecom), advisory/analyst (consultancy firm).

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اداره عالی بررسی
Supreme Audit Office
آمریت تدارکات

***Short-listing Criteria**: [Note: the sheet has to be prepared in accordance with the qualification criteria and other qualification needed and*

S/No	Name of Candidates	First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.	Qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.	Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO).	User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.	Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases).	Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work; knowledge of some CAATs software such as ACL, IDEA is desirable.	Familiarity with Government IFMIS in a developing country will be an added advantage.	At least 8 years working experience in ICT or audit or consulting fields is highly desirable.	Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/AN/A), including a strong knowledge of how the frameworks support governance of IT.	Remarks/Comments
		A	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	
2	Lionel Jayasinghe	Master of Business Administration (MBA) (2007) – Mahipal Univ. (India). Post Graduate Diploma in Business Administration (Sri Lanka).	CISA (2002), Proj. Mgt. Professional (PMP 2013).	COBIT®5 (Foundation Exam 2017).	Experience in IT areas, IT audit, Telecom billing, etc. Core banking systems implementation, Polaris (HDFC Bank, Sri Lanka) as board member (June 2016 – continuing). Senior IT Auditor, Central Bank of Oman (2009-2015). Priori (1992 – 2009) - Head Quality Assurance –	Yes, as IT auditor, Central Bank of Oman for more than 8 years.	ACL and SQL (CAATs).	FMIS in banking sector.	Experience of more than 8 years	Yes, COBIT, ITIL (Banking Sector).	

					Telephone billing system Sri Lanka Telephone; Senior Systems Analyst – Eye Specialist Hospital, Riyadh / Datatech Pvt. Ltd., Sri Lanka; Software Manager – Micro Software System, Sri Lanka; IT Assurance assignments – Investment and Insurance companies, Sri Lanka.						
		J	**K**	**I**	**M**	**N**	**O**	**P**	**Q**	**R**	**S**
		Strong understanding of IT systems (ERP, CRM, company-specific systems), how they're leveraged, how they integrate, and how they support the business.	Ability to evaluate auditor performance and counselling auditors to strengthen the person's knowledge/skills/development	Strong understanding of the systems' standards, security and interaction between systems. Excellent written and verbal communication skills English is required.	Demonstrates openness in sharing information and keeping people informed;	Ability to determine and review priorities and meet deadlines;	Ability to multi-task and work under pressure;	Ability to work independently and also as an effective team member; Creative and analytical thinking	Demonstrated technical (IT), business knowledge and ability to learn.	Mature and professional approach: demonstrates resilience, handles ambiguity and displays strong self-awareness	Applies structured problem solving skills
		Yes, Banking sector.	Lead IT auditor in Central Bank of Oman	CoBIT, CISA, ITIL, ISMS Implementation (ISO	Experience as Board member (banking), Lead IT auditor (banking), Senior system Analyst, Head	Experience as Board member, Lead IT auditor, Senior	Experience as Board member, Lead IT auditor,	Experience as Board member, Lead IT	Experience as Board member, Lead IT auditor, Senior	Experience as Board member, Lead IT auditor,	

			(CBO).	27001:5000 in CBO). English.	Quality Assurance (private firms).	system Analyst, Head Quality Assurance.	Senior system Analyst, Head Quality Assurance.	auditor, Senior system Analyst , Head Quality Assura nce.	system Analyst, Head Quality Assurance .	Senior system Analyst, Head Quality Assurance.	

S/No	Name of Candidates	T	U
		Demonstrates leadership in technical and sector areas of expertise	Owns a proven track record in leading others and acts as a role model in managing people
		Experience as Board member, Lead IT auditor, Senior system Analyst, Head Quality Assurance.	Experience as Board member, Lead IT auditor, Senior system Analyst, Head Quality Assurance.

Short-listing Criteria: *[Note: the sheet has to be prepared in accordance with the qualification criteria and other qualification needed and*

S/No	Name of Candidates	First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.	Qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.	Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO).	User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.	Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases).	Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work; knowledge of some CAATs software such as ACL, IDEA is desirable.	Familiarity with Government IFMIS in a developing country will be an added advantage.	At least 8 years working experience in ICT or audit or consulting fields is highly desirable.	Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/AN/A), including a strong knowledge of how the frameworks support governance of IT.	Remarks/Comments
		A	B	C	D	E	F	G	H	I	
3	Mohd.reza Ebrahimi	B.Sc. (Computer Science, Specialisation - Networking) – Maiwand Univ., Kabul Diploma in Information Technology (DIT) – Kardan Univ., Kabul	Cisco Certified Network Professional/CCNA, Microsoft Certified IT Professional.		Experience mostly in networking / network infrastructure/server and system administration/internet security.	Network related experience for government and private agencies for about 6 years.	Not demonstrated.	Not demonstrated.	Not demonstrated.	Experience of about 6 years.	
		J	K	L	M	N	O	P	Q	R	S
		Strong understanding of IT systems (ERP, CRM, company-specific systems), how they're leveraged, how they integrate, and how they support the business.	Ability to evaluate auditor performance and counselling auditors to strengthen the person's knowledge/skil	Strong understanding of the systems' standards, security and interaction between	Demonstrates openness in sharing information and keeping people informed;	Ability to determine and review priorities and meet deadlines;	Ability to multi-task and work under pressure;	Ability to work independently and also as an effective team membe	Demonstrated technical (IT), business knowledge and ability to learn.	Mature and professional approach: demonstrates resilience, handles ambiguity	Applies structured problem solving skills

			ls/development .	systems. Excellent written and verbal communication skills English is required;				r; Creative and analytical thinking		and displays strong self-awareness	
		Not demonstrated.	Not demonstrated, except network related experience.	Not demonstrated.	Not demonstrated.	Not demonstrated.	Not demonstrated.	Not demonstrated.	Not demonstrated.	Not demonstrated.	

S/No	Name of Candidates	T	U
		Demonstrates leadership in technical and sector areas of expertise	Owns a proven track record in leading others and acts as a role model in managing people
		Not demonstrated.	Not demonstrated.

کنترول شد
۱۳۹۷/۱۱/۲۳
آمریت کنترول و نظارت

دولت جمهوری اسلامی افغانستان
اداره عالی بررسی
Supreme Audit office
آمریت تدارکات

S/No	Name of Candidates	First class or at least a minimum of a second upper bachelor's degree in Computer Science, Information Technology, Information systems, Telecommunication engineering, Accounting, Finance and Business Administration or related field.	Qualification such as CISA, PMP, CFE, CISM, GSNA, CISSP, CCNA, MCSE, MCP, and Oracle will be a great advantage.	Basic understanding of components of IT governance frameworks (i.e. COBIT, ITIL, COSO).	User level IT (Ms Office) knowledge and good understanding of risks to IT system development, implementation and maintenance.	Proficient IT skills (Word, Excel, Power Point) and Good understanding of interaction between the application and underlying infrastructure (networks, operating systems, databases).	Ability to cultivate and utilize knowledge of systems and frameworks used by auditors to efficiently and effectively perform their work; knowledge of some CAATs software such as ACL, IDEA is desirable.	Familiarity with Government IFMIS in a developing country will be an added advantage.	At least 8 years working experience in ICT or audit or consulting fields is highly desirable.	Strong understanding of IT governance frameworks (i.e. COBIT, ITIL, COSO, ISO 31N/AN/AN/A), including a strong knowledge of how the frameworks support governance of IT.	Remarks/Comments
		A	B	C	D	E	F	G	H	I	
4	BL Gupta	B. Comm	CA, ISA, DISA, Forensic Accounting and Fraud Detection, Certification Course on concurrent Audit		No direct experience of IT Audit.		Not demonstrated.	Not demonstrated.	Not demonstrated.	Not demonstrated.	
		J	K	I	M	N	O	P	Q	R	S
		Strong understanding of IT systems (ERP, CRM, company-specific systems), how they're leveraged, how they integrate, and how they support the business.	Ability to evaluate auditor performance and counselling auditors to strengthen the person's knowledge/skil	Strong understanding of the systems' standards, security and interaction between	Demonstrates openness in sharing information and keeping people informed;	Ability to determine and review priorities and meet deadlines;	Ability to multi-task and work under pressure;	Ability to work independently and also as an effective team membe	Demonstrated technical (IT), business knowledge and ability to learn.	Mature and professional approach: demonstrates resilience, handles ambiguity	Applies structured problem solving skills

			ls/development .	systems. Excellent written and verbal communication skills English is required;				r; Creative and analytical thinking		and displays strong self-awareness	
		Not demonstrated.	Not demonstrated.	Not demonstrated.	Not demonstrated.	Have experience as audit manager for World bank grants audit	Experience as assistant manager account, cost & Financial analyst, manager finance and Accounts ,Team Leader	Provided consultancy services to clients on statutory internal Revenue management Audits physical verification of Stock/Fixed assets income Tax vat sales	Not demonstrated.	Not demonstrated.	

S/No	Name of Candidates	T	U

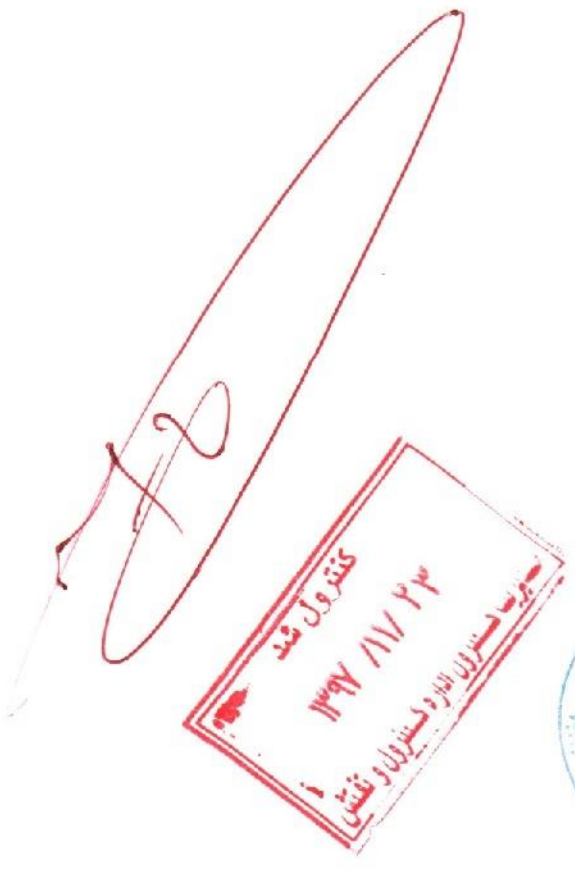
		Demonstrates leadership in technical and sector areas of expertise	Owns a proven track record in leading others and acts as a role model in managing people
		Not demonstrated.	Not demonstrated.

Candidate	*Evaluator / Panel member*	*Academic Qualif*	*Professional Qualif*	*Relevant Experience in IT Sector*	*Relevant Experience in IT Audit & application of CAATs*	*Years of Experience*	*Other relevant abilities and experiences*	*Min passing marks*	*Total marks*	*Rank*
		A	B	C	D	E	F	G	H	I
	Marks	*20*	*20*	*20*	*20*	*10*	*10*	*75*	*100*	
Mr. Lionel Jayasinghe	ABBAS Hoveyda	18	18	15	15	10	8	84	84	**Second**
	AMAN Naweedullah	18	18	14	14	10	6	80	80	
	NAQWI Mohd Hadi	17	17	15	14	10	6	79	79	
	Average	**18**	**18**	**15**	**14**	**10**	**7**	**81**	**81**	
Mr. Paul Odong	ABBAS Hoveyda	18	16	15	18	10	8	85	85	**First**
	AMAN Naweedullah	18	17	15	16	10	7	83	83	
	NAQVI Mohd Hadi	18	17	15	15	10	6	81	81	
	Average	**18**	**17**	**15**	**16**	**10**	**7**	**83**	**83**	
Mr. Mohd. Reza Ebrahimi	ABBAS Hoveyda	15	10	10	10	5	5	55	55	**x**
	AMAN Naweedullah	16	11	12	10	5	5	59	59	
	NAQVI Mohd Hadi	16	10	11	9	5	5	56	56	
	Average	**16**	**10**	**11**	**10**	**5**	**5**	**57**	**57**	

دولت جمهوری اسلامی افغانستان
اداره عالی بررسی
Supreme Audit of fice
آمریت تدارکات

Annex-IV

TOR for the assignment:



Annex-V

CVs of the shortlisted candidates: