



Republic of the Philippines  
**Tourism Infrastructure & Enterprise Zone Authority**

**BID BULLETIN NO. C-07-03-25**

**2025 ONLINE COMPETENCY RE-ASSESSMENT ON ITS ENHANCED COMPETENCY  
FRAMEWORK AS PER PR NO 25-07-0302**

The Bids and Awards Committee of TIEZA hereby announces the following clarification/s or amendments to the bidding documents for the above-mentioned project:


**Terms of Reference - Team Composition requirement**

1. The roles of Lead Human Resource and Organization Development (HROD) Specialist and Project Manager must be assigned to two separate individuals. This is to ensure proper delineation of responsibilities, with the Lead HROD focusing on the technical and content aspects of the project, while the Project Manager oversees planning, coordination, and overall project execution.
2. **Lead Consultant**, who must either be a **PhD holder or a PhD candidate** in Human Resource Management, Organization Development, or a closely related field as clearly stated in the TOR while the Project Manager is technically not required under the TOR to hold the same academic qualification, it is highly recommended that the individual assigned to this role possesses advanced expertise in project management within the HR or OD domain to ensure alignment with the project's technical requirements and objectives.

**Eligibility Requirement**

Clause 9.1 – Contracts that are similar in nature and complexity to the Project refer to those involving Competency Assessments

Please be guided accordingly.

  
**RAQUEL S. DELA CRUZ**  
Chairperson  
Bids and Awards Committee

