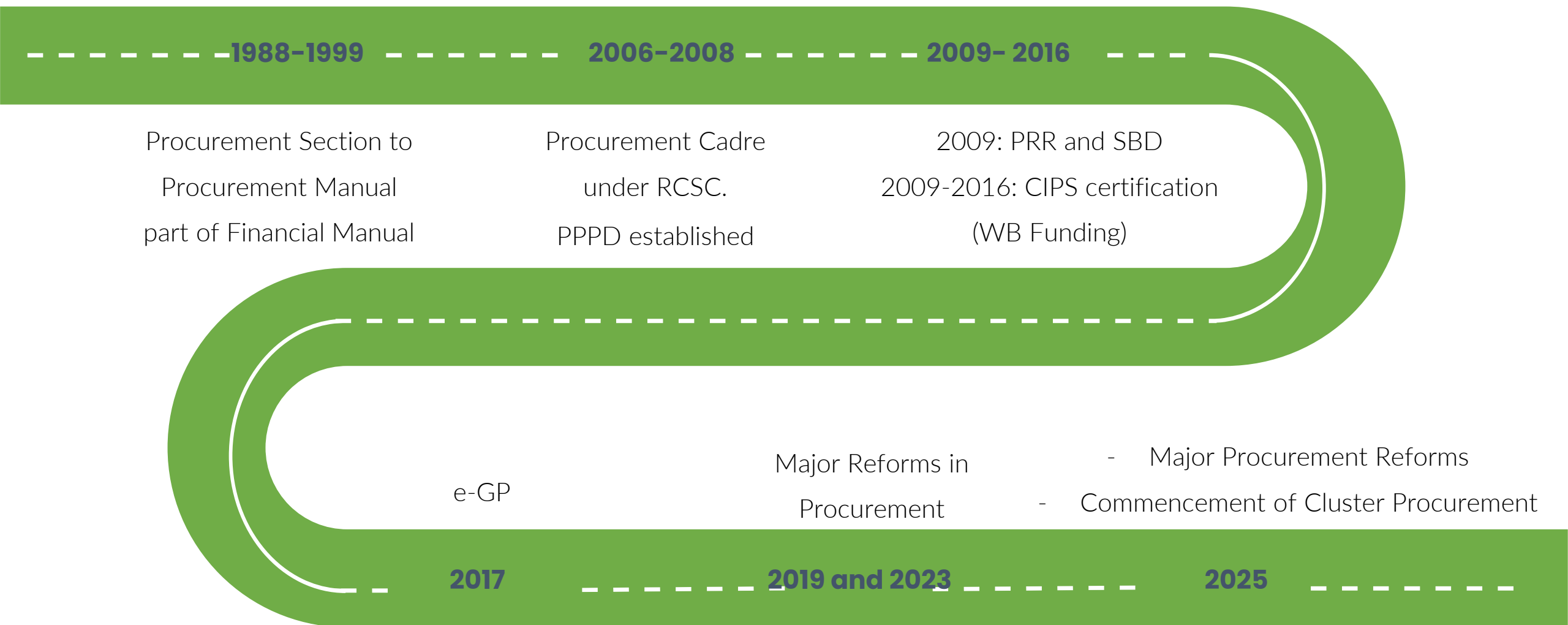


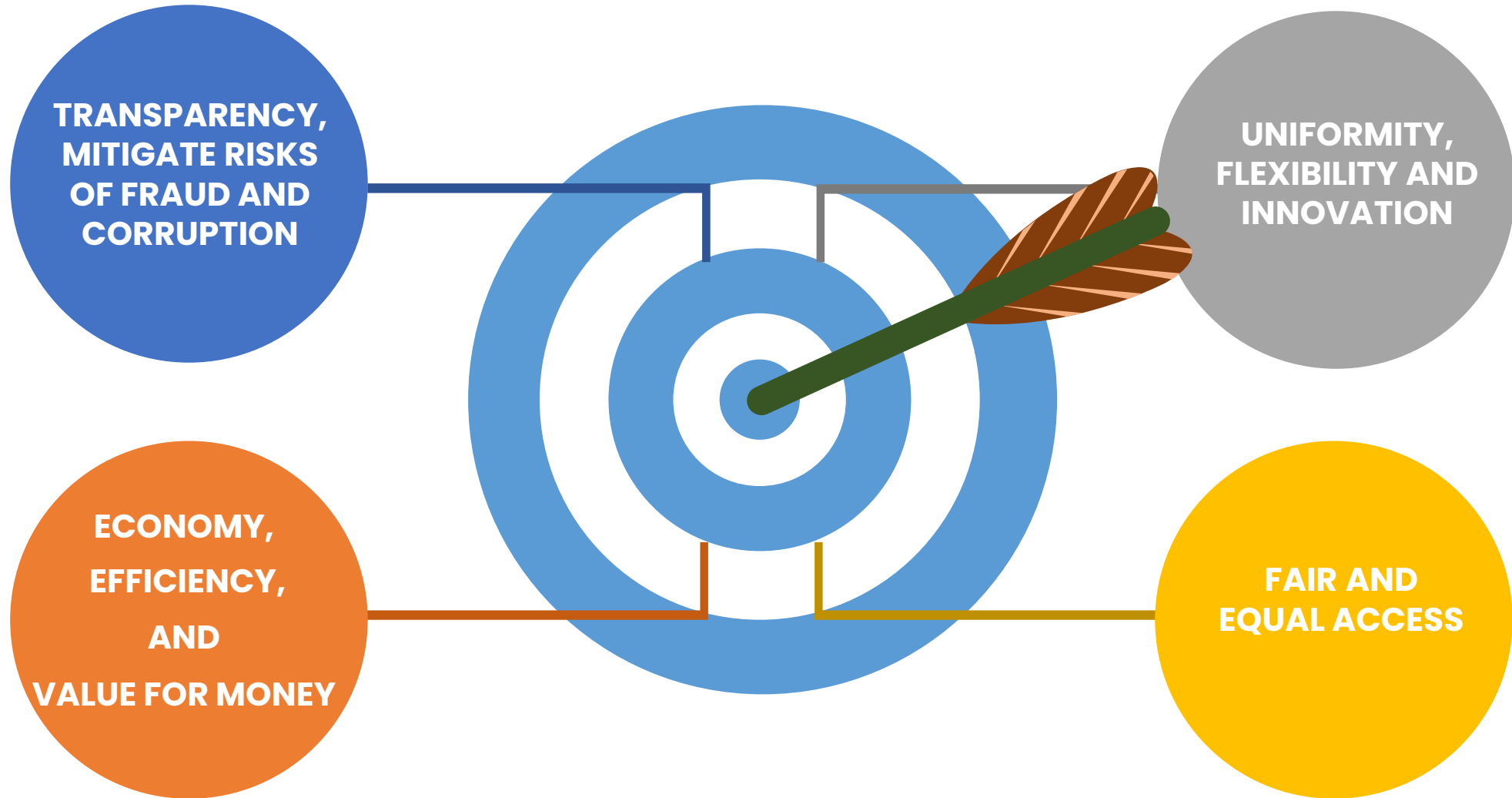
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Bhutan's Professionalization of Procurement – Achievement and Challenges

JOURNEY OF PROCUREMENT IN BHUTAN



OBJECTIVE OF PRR



Key Achievements in Professionalization

- RCSC created a procurement cadre in 2006, though procurement responsibilities are recognized as administrative roles
- A central procurement department exists (DPP/MoF) providing policy guidance, standard documents, and oversight.
- Institutional Capacity Building Project for Procurement (ICBPP) in 2009 funded by World Bank implemented and CIPS training to RGoB procurement officers took off since then
- Competency Based Framework(CBF) Developed and implemented in collaboration with RCSC.The CBF related training is funded by GoI and lack of funding being major issue couldn't provide on continuous basis
- The Job Description of Procurement Officers revised in 2019 incorporating more strategic roles like supply chain management,value for money, etc in contrast to more tactical-oriented roles in previous JDs
- Consolidation of store function into procurement function and re-designating all store assistants as procurement assistants thereby strengthening the procurement function.
- Institutionalisation of procurement training in collaboration with JNEC for all procurement assistants
- Clustering procurement services to allow specialisation and provide better procurement services

Key Challenges

- **High Staff Turnover:** Frequent staff attrition results in inconsistent institutional capacity and the continual loss of organizational knowledge and experience.
- **Limited Specialized Expertise:** There is a shortage of professionals with advanced skills in strategic procurement, framework agreements, risk management, and performance-based contracting.
- **Weak Contract Management:** Contract administration practices remain weak, with inadequate monitoring and evaluation of supplier performance throughout the contract lifecycle.
- **Unsustained Capacity Building:** Training initiatives lack consistent funding and long-term planning, limiting the continuity and institutionalization of capacity development efforts.



THANK YOU