

## TERMS OF REFERENCE FOR RITCO STRATEGIC PLAN 2020-2025

Rwanda Interlink Transport Company (RITCO) is a Public-Private partnership entity that was established to provide sustainable solutions to proliferating public transport problems for the rural, urban population and the region. Established in 2016, Ritco was officially launched on 6<sup>th</sup> February 2017 with an aim to provide affordable, sufficient and quality intercity connectivity and increase accessibility to developmental activities across the country and region at large. It wishes to hire a consultant / Consultancy firm who will develop her Strategic Plan (2020-2025).

### **Terms of reference;**

The consultant to be hired will perform the following activities;

- Establish Ritco business overview in consultation with the vision, mission and goals aligning with what is on board.
- Propose ways to increase the market share taking into consideration the transport business industry and competitors in Rwanda.
- Identify needs, problems and opportunities (SWOT) analysis as well as develop options/solutions,
- Develop and identify the methodology on how the strategy will be produced.
- Review human resources structure and its impact on the company's performance.
- Develop a five year strategic plan for Ritco garage, review its structure and advise on how it can be a standalone business entity within RITCO Ltd.
- Develop a five year strategy for Ritco being a vocational training center for public transportation.
- Review the current transport operations and propose how best it should be performed.
- Shade light on growth perspectives and any other opportunities taking into account the structure of the market trends of transport industry.
- Propose ways to mitigate malpractices in the transport business.
- Rank problems with corresponding solutions,
- Develop the Action Plan for Implementation of the solutions,
- Draw strategies on how best to Implement the solutions,
- Regularly monitor and evaluate performance with respect to objectively verifiable indicators



### Qualifications and Competences


A Consultancy firm with professional certificates in the relevant areas of this assignment and should have at least 5 years of experience in the similar areas (strategic plan design) as well as having undertaken such assignment in the past (clear certificates to justify their previous work)

### Duration

The Consultant(s) are expected to deliver the required 5 years strategic plan within a maximum of thirty (30) calendar days after the signature of the contract.

### Language

The language of communication should be English.

  
**NKUSI Godfrey**  
Managing Director- RITCO Ltd.

