



**EXECUTIVE ADJUDICATION
GROUP SUPPLY CHAIN**

**EXPRESSION OF INTEREST FOR THE DFCTA GRANT MANAGER AND SOCIAL INVESTMENT ADVISOR
CONSULTANCY TO TRINITY METALS LTD
25TH NOVEMBER 2025**

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1. Background

Trinity Metal Ltd is seeking for a qualified and locally registered service provider to undertake a part-time role in management of Grant Funding for Technical Assistance (TA) and advising on social investment and funding partnerships. The scope of the Grant Manager and Social Investment Advisor work includes but is not limited to the following:

- Overall management of, and compliance with, the US DFC TA Grant.
- Coordination of the DFC TA Steering Committee.
- Planning and Coordination of the Community Development Plans undertaken as part of the TA Activity 3.
- Implementation of the Trinity Metals CSR Strategy, including development of annual work plans, budgets and KPIs.
- Manage NGO partnerships and External Collaboration, including developing partnership agreements, scopes of work and M&E frameworks for joint initiatives.

2. Formal Expression of Interest.

2.1 The formal Expression of Interest was published to the public through Job in Rwanda Website. The advert ran for a period of 8 days from 10th to 17th November 2025.

Eleven (11) Tenderers responded to the Expression of Interest, WIHOGORA PSYCHOSOCIAL CENTRE, Z-CONSULT, APPROPRIATE FINANCE ADVISORS, AXUM EARTH RWANDA LTD, THE FINACCO HUB LTD, WIAMO LTD, HOAGLAND ADVISORY LTD, HATEGIKIMANA DIEUDONNE, SSCOPCO LTD, ALPHONSE HAKIZIMANA, and ELIAB MUHAWENIMANA.

2.2 Only Three (3) Tenderers (AXUM EARTH RWANDA LTD, HOAGLAND ADVISORY LTD, and ALPHONSE HAKIZIMANA) who submitted required document as per the Expression of Interest are recommended for technical interview and to submit their commercial proposals.

2.3 Eight (8) Tenderers (WIHOGORA PSYCHOSOCIAL CENTRE, Z-CONSULT, APPROPRIATE FINANCE ADVISORS, THE FINACCO HUB LTD, WIAMO LTD, HATEGIKIMANA DIEUDONNE, SSCOPCO LTD, and ELIAB MUHAWENIMANA) did not submitted required document as per the Expression of Interest and thus not recommended for technical interview and submission of commercial proposals.

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3. Review of Support Documents

EVALUATION	Whigora Psychosocial Centre	Hans Fröhner (German)	Appropriate Finance Advisors	Axum Earth Rwanda	The Finance Hub Limited	Wimbo (Women in Mining Organisation)	Alexandra Hoagland (American)	Djeudonne HATEGIKIMANA (Rwandan)	SSCOPCO Ltd	Alphonse HAKIZIMANA (Rwandan)	Eliab MUKAWENIMANA (American)
Size of Team	Company 3 person team	Individual (German)	Company Consulting team	Company Consulting team (3)	Company Consulting team(3)	Company Consulting team (2)	Individual (American)	Individual (Rwandan)	Company Consulting team (4)	Individual (Rwandan)	Individual (American)
Submission Requirements	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Application Cover Letter introducing your Company/Individual expressing interest, availability and a brief business and experience profile including qualifications and experience	Yes	Yes	Yes	Yes	Yes - but could not open	Yes	Yes	Yes	Yes	Yes	Yes
CVs of proposed personnel	Yes	Yes	Yes	Yes	Yes - but could not open	Yes	Yes	Yes	Yes	Yes	Yes
Summary of qualifications and relevant experience	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Detailed of at least three similar projects undertaken in the last five years.	Not clear	Yes	Yes	Yes	Yes - but poor	Yes	Yes	Yes	Yes	Yes	Yes
Certificate of domestic company registration issued by RCB	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
VAT Registration	Yes	No	Yes	Yes	Yes	couldn't find this	Yes	No	Yes	Yes	Yes

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Size of Team	Company 3 person team	Individual (German)	Company Consulting team	Company Consulting team (3)	Company Consulting team(3)	Company Consulting team (2)	Individual (American)	Individual (Rwandan)	Company Consulting team (4)	Individual (Rwandan)	Individual (American)
Eligibility and Competency (score 0-5)*	2	5	3	4	2	3	5	1	3	3	2
An advanced degree (Master's or higher) in development management, public health, international development economics, or a related field	2	5	3	4	2	3	5	1	3	3	2
Minimum of 10yrs professional experience in international development program management, donor funded technical assistance or social investment initiatives	2	5	1	5	3	4	5	1	2	5	4
Proven experience in coordinating complex multi-stakeholder projects funded by bilateral or multilateral donors (e.g. DF-C, USAID, World Bank, UN Agencies)	2	5	2	5	1	3	5	0	2	5	3
Strong understanding of grant management principles, including budgeting, disbursement tracking, milestone reporting and compliance with donor terms and conditions	1	5	2	5	2	3	5	2	2	5	3
Demonstrated ability to develop and manage monitoring evaluation and reporting frameworks aligned with donor and corporate sustainability requirements.	2	5	2	5	2	3	5	2	2	5	3
SCORE (out of 25)	9	25	10	24	10	18	25	8	10	23	12
Recommendation (also see comments below)	DISCARD	DISCARD	DISCARD	REMAIN	DISCARD	DISCARD	REMAIN	DISCARD	DISCARD	REMAIN	DISCARD

0 - Non-existent; 1 - poor; 2 - inadequate; 3 - average; 4 - good; 5 - excellent

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Comments	
Specialised Counselling Clinic. Strong focus on mental health and gender equality. Worked on projects funded by international aid agencies (including USAID), but not of a general grant management.	Independent Consultant for Development Co-operation (Z-Consult), lives in Germany, says he will settle in Rwanda. While very strong candidate, he is currently not resident in Rwanda, and not registered in Rwanda. Highly qualified (over qualified?) - will likely be very expensive. Recommend we discard Herr Freherr.
Appropriate Finance Advisors Ltd (AFAD LTD), a Rwandan-registered management consultancy firm that offers capacity building and institutional development services for various sectors in Rwanda. Strong emphasis on financial support. Do not have the required skill sets and experience for the position.	Axum is an impact advisory firm driving climate positive and inclusive growth across Africa, the Middle East, and the global south. Qualified, experienced team - clients include Gates Foundation. This is an international firm with local office in Rwanda. No doubt they would be able to undertake the work, but we would not be dealing with one individual, and they are likely to be costly.
Rwandan based and Registered firm. Project team of +3. Do not have the relevant qualifications and no demonstratable ability to manage internationally funded grants. The relevant experience provided does not meet the standards required. Recommend discard.	WIAMO is a Rwanda-based, nationally and internationally recognized institution specializing in mining governance, social inclusion, responsible mineral value chains, and community development. Our work includes research, technical assistance, gender mainstreaming, governance advisory, community development planning, and sector-wide due diligence. Have both worked with PACT previously. Large focus on gender equality. Do have experience in the Rwanda mining sector. Question regarding their ability to deliver as an overall grant manager.
Independent Consultant, locally registered and resident in Rwanda, US citizen. Extensive experience in grant management of internationally funded projects (USAID Peppar Project = \$79m). Background in public health. Ex PCV. Strong candidate - retain and interview.	Master's degree in Economics and Statistics. Dieudonne has 14 years in the agricultural, food security and nutrition sector in Rwanda. Does not have the necessary experience.
Rwandan based and registered firm. Focus on research, statistics and data management. Appear to be quite academic. No clear evidence of experience in in grant management of internationally funded projects	Rwandan National - Individual. Registered with RDB as an "accounting, bookkeeping and auditing activities; tax consultancy". Has a Master's degree in Economics, BSc in Accounting, Finance and Management Specialist with over 10 years of progressive leadership in managing large-scale, multi-donor portfolios (USAID, EUEVABEL, Gates Foundation, Butler Foundation, World Bank, Global Fund, SIDA, UN Women). Strong candidate - retain and interview.
Rwandan National - Individual. Did not interpret the scope of the EoI adequately - submitted a financial proposal for the work. Has experience in donor funded projects, but no clear indication of overall grant management responsibilities for international funding agencies. Strong financial management ability and experience.	



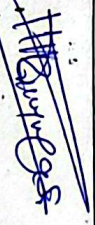
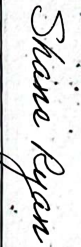
4. Recommendation

Trinity Procurement recommend the Three (3) Tenderers (AXUM EARTH RWANDA LTD, HOAGLAND ADVISORY LTD, and ALPHONSE HAKIZIMANA) who submitted document that conform to the Expression of Interest requirements for technical interview and to submit their commercial proposals.

Technical team recommends only Two (2) Tenders (HOAGLAND ADVISORY LTD and ALPHONSE HAKIZIMANA) who submitted document that conform to the Expression of Interest requirements for technical interview and to submit their commercial proposals. AXUM EARTH RWANDA LTD is not recommended as they consider them a big international firm and preferred would be dealing with an individual consultant.

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5. Authorisation

SN	NAME	POSITION	SIGNATURE	DATE
1	Joseph Muhiire	Group Procurement Superintendent		25/11/2025
2	Jeome Sande	Group Supply Chain Manager		25/11/2025
3	Sam Ryumugabe	Group Sustainability Manager		25/11/2025
4	Shane Ryan	Chief Operations Officer		26/11/2025