



19th January 2026

Call for Expressions of Interest (EOI)

Consultants to Provide Short-Term Technical Assistance to SMEs

Procurement Reference No.: SBIL/STTA/2026/01

1. Background

Stanbic Business Incubator Limited (SBIL) invites **qualified and experienced INDIVIDUAL CONSULTANTS** to submit Expressions of Interest for the provision of **Short-Term Technical Assistance (STTA)** to deliver **SME coaching and mentorship services** to Small and Medium Enterprises (SMEs).

2. Scope of Services

The selected consultants will provide structured mentorship and coaching support to SMEs operating in **Wakiso, Mukono and Kampala**, with the objective of improving business performance, investment readiness, ESG compliance, and access to green finance.

The assignment will target SMEs operating in the following sectors:

- a) Sustainable Agriculture and Agro-processing
- b) Renewable Energy
- c) Waste Management and Circular Economy

3. Areas of Expertise Required

Expressions of Interest are invited from consultants with expertise in one or more of the following areas:

- a) **Financial Management**
- b) **Sales, Branding, and Partnerships**
- c) **Governance and ESG Compliance (emphasis on Governance)**
- d) **Digitisation / Digital Transformation**
- e) **Strategy and Business Transformation**
- f) **Tax, Risk, and Compliance (including certification)**
- g) **Operational Modelling (Operations Management and Human Resource Management)**

4. Duration and Location

The assignment will be for a total period of **three (3) months**, comprising **two (2) months of intensive technical support** and **one (1) month for reporting and administrative closure**. The SMEs are located in **Kampala, Wakiso, and Mukono districts**. Delivery will be predominantly physical, with a maximum of **10% online and 90% in-person engagement**.

5. Areas of Expertise and Minimum Qualifications

Expressions of Interest are invited from individual Consultants with expertise in one or more of the following areas:

No	Expert Area	Qualifications
1.	Governance Expert (2 Experts)	<ul style="list-style-type: none"> a) Bachelor's degree in law with a focus on business or corporate law. b) Membership in relevant legal professional bodies or bar associations. c) Post Graduate Diploma in Legal practice. d) An advocate of the high court of Uganda e) Minimum of (3 no) 4 years of professional legal experience from a law firm or legal partnership, government body f) The prior experience must have been legal in nature i.e., providing legal advisory services to businesses, with a focus on governance issues. g) Demonstrated success in developing and implementing governance frameworks for organizations.
2.	Financial Management Expert (2 Experts)	<ul style="list-style-type: none"> a) Bachelor's degree in finance, accounting, or a related field. b) Professional certifications such as Chartered Financial Analyst (CFA), Certified Public Accountant (CPA) c) Financial Modelling & Pricing d) Financial Acumen: Strong understanding of financial concepts and analysis. e) Minimum of 3 years in financial advisory roles. f) Experience in financial advisory roles with expertise in building complex financial models.
3.	Sales and Marketing Expert (2 Experts)	<ul style="list-style-type: none"> a) Bachelor's degree in marketing, business, or a related field. b) Professional certifications such as Certified Marketing Professional (CMP) or Google Analytics Individual Qualification (GAIQ). c) Ability to develop and implement marketing strategies. d) Deeper understanding of market trends and customer behaviour in specific sectors. e) Minimum of 5 years in designing and implementing marketing strategies f) Demonstrated success in driving sales growth in millions of shillings and implementing effective marketing strategies.
4.	Digital Transformation Expert (1 Expert)	<ul style="list-style-type: none"> a) Bachelor's degree in information technology, computer science, or a related field. b) Professional certifications such as Certified Digital Transformation Professional (CDTP) or AWS Certified Solutions Architect. c) Experience in leading digital transformation initiatives and driving innovation through digital solutions. d) Ability to drive innovation through digital solutions. e) In-depth knowledge of the emerging digital tools and technologies including AI. f) Experience in leading digital transformation initiatives.
5.	Strategy and Business Transformation Expert (1 Expert)	<ul style="list-style-type: none"> a) Master's degree in business administration, strategy, or a related field. b) Strategic Thinking - Ability to develop long-term strategies aligned with business goals. c) Change Management Skills - Experience in managing change within organizations. d) Professional certifications such as Certified Strategy Professional (CSP) or Prosci Change Management Certification. e) The ability to collect and analyse data, assess problems, and structure solutions. Strong people skills with the ability to build relationships and be persuasive when necessary. f) Track record of leading successful business transformation projects. g) Minimum of 5 years leading business transformation projects/initiatives.

No	Expert Area	Qualifications
6.	Tax, Risk, and Compliance Expert (1 Expert)	<ul style="list-style-type: none"> a) Certified Public Accountant (CPA) or Chartered Accountant (CA) designation, with additional certifications in tax or risk management preferred. b) Certified Regulatory Compliance Manager c) Familiarity with tax laws and regulations applicable to SMEs. d) Ability to explain complex tax and audit issues to SMEs in a clear and understandable manner. e) Membership in relevant accounting or tax professional bodies. f) Minimum of 5 years in tax planning, risk management, and compliance, preferably in an advisory role. g) Proven success in helping businesses navigate tax challenges, manage risks, and ensure compliance with regulations.
7.	Operating Model Expert (includes organizational design, HR, organizational culture etc) (2 Experts)	<ul style="list-style-type: none"> a) Bachelor's degree in business administration, operations management, or a related field. b) Professional certifications in business process management or operations management. c) Industry Knowledge: Understanding of various industries to tailor operating models accordingly. d) Analytical Skills: Ability to analyze current operations and propose effective models. e) Minimum of 5 years in designing and implementing operating models for businesses. f) Track record of designing and implementing operating models for medium enterprises.

6. Level of Effort (LoE) Required

The Consultants shall be expected to dedicate **four (4) coaching and mentorship sessions of three (3) hours each per SME**, delivered over a **two-month coaching period**, resulting in a **total of twelve (12) hours per SME**.

The estimated Level of Effort (LoE) per discipline and expert is outlined below:

Discipline		Number of SME Businesses	LOE (Hours) per SME Business	Total LOE for all Businesses (Hours)
Financial Management	Expert 1	10	12	120
	Expert 2	10	12	120
Sales Branding & Partnerships	Expert 1	14	12	168
	Expert 2	15	12	180
Governance and ESG Compliance	Expert 1	10	12	120
	Expert 2	11	12	132
Digitisation / Digital Transformation	Expert 1	11	12	132
Strategy & Business Transformation	Expert 1	11	12	132
Tax, Risk and Compliance (including Certification)	Expert 1	9	12	108
Operational Modeling (Operations Management & Human Resource Management)	Expert 1	9	12	108
	Expert 2	9	12	108

7. Submission Requirements

Interested applicants should submit the following:

- Application letter (maximum one page)
- Curriculum Vitae
- Summary of relevant previous assignments

8. Submission Deadline

a) Expressions of Interest must be submitted **no later than 30th January 2026** to:

Nassozij@stanbic.com and Nakisikwew@stanbic.com

b) Only shortlisted consultants will be contacted. SBIL reserves the right to accept or reject any Expression of Interest without assigning any reason.