



LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY PROSPERITY

Ministry of Public Works and Transport
Lao Airlines

Ref. No. **0452** / LA
Date : 30 Aug 2024

**REQUEST FOR EXPRESS OF INTEREST
(SELECTION OF FIRMS)
Consulting firm for Restructuring Strategy and Business Plan
(Reference No. FS-LASD-001)**

The Government of Lao Peoples Democratic Republic (GoL) has applied for grants in the amount of US\$ 1.75 million equivalent from the World Bank toward the cost of the Lao Airlines Sustainable Development Project (LASD), and it intends to apply part of the proceeds to payments for goods, and consulting services to be procured under this project. The LASD project will include the following components: Component 1: Lao Airline Restructuring Strategy and Reform Pathway; Component 2: Lao Airlines Business Optimization and Management Improvements; and Component 3: Passenger Service System module upgrade.

This REOI is issued for consultancy services to prepare a Restructuring Strategy and Business Plan for Lao Airlines, by presenting restructuring options analysis that will inform a specific reform pathway and attenuated airline sustainability plan. The consultancy will support Lao Airlines to develop a restructuring-focused business plan for the period comprising of 2025-2030. The assignment should cover six main objectives: (i) examine the national and regional aviation market and propose a demand forecast for both passengers and cargo markets for the period up to 2030; (ii) assess the airline's current commercial capacity and potential for improvement, to act as an essential air connectivity enabler for the country; (iii) examine the current fleet, exploring optimization solutions to bridge the gap between available and affordable/required capacity; (iv) define the most suitable airline business model, best practice governance strategy, human resource management and product offering to reach the profitability objective; (v) define a debt restructuring business plan and (vi) propose improvement recommendations under the form of an implementable action plan (roadmap).

This engagement should not be regarded as a pure technical assistance to bring forth written recommendations for each task, but should be complemented with "knowledge transfer", as it is expected that the consultancy will have a "duty of care" to work closely with Lao Airlines and relevant stakeholders in building capacity through workshops, hands-on training sessions and videocalls, ensuring their understanding and ability to implement the recommended actions. The Contract will be for up to six months and at least 30% of the key experts' time input shall be worked in Lao PDR. The anticipated date for commencement of the assignment is January 2025. The detailed Terms of Reference (TOR) for the assignment can be found at the following website www.mpwt.gov.la or can be obtained at the address given below.

The LASD Project now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:

- At least one successful airline restructuring plans completed in the past five years;
- A proven record in successfully completing similar assignments, showing evidence (such as fleet restructuring, debt restructuring and/or airline turnaround) of in-depth knowledge of airline related structure project and activities, specifically in financial and commercial restructuring
- Have experience in engaging with public entities in the air transportation industry.
- The presence of a regional office in the Asia Pacific region, while not a requirement, would be considered a significant advantage.

Expressions of Interest (EOIs) shall be submitted in English. Consultants are required to submit a maximum of 20 most relevant past contract references for examination. Should the Consultants include more than 20 past references, Client shall examine and score only the first twenty listed references. Key Experts and staff qualifications in general will not be evaluated at this stage.

The attention of interested Consultants is drawn to paragraphs 3.14, 3.16 and 3.17 of the World Bank's Regulations - Procurement in Investment Project Financing - Goods, Works, Non-Consulting and Consulting Services (November 2020 edition), setting forth the World Bank's policy on conflict of interest.

A consulting firm will be selected under the method of Quality and Cost-Based Selection (QCBS) in accordance with the said WB Procurement Regulations set out in the Procurement Regulations. A shortlist of firms will be established based on the submitted expressions of interest and in line with the criteria as outlined above. A shortlist of five to eight best qualified firms/associations shall be selected for the next phase of evaluation, based on the scores obtained. Shortlisted Consultants will be invited to submit full technical and finance proposal.

Further information can be obtained at the address below during office hours from 8.00 to 16.00, Monday to Friday. Expression of interest must be delivered to the address below by 17.00 (Local time of Vientiane Capital, Lao PDR, GMT+7) of **18 September 2024 as the deadline for the submission** (EOIs' submission by e-mail is acceptable).

Lao Airlines
Wattay International Airport, Sikhottabong District, Vientiane Capital, Lao PDR.
P.O. Box 6441

Attention : Mr. Soudasack Sompasong
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Yours sincerely,



Mr. Khamla PHOMMAVANH
Managing Director of Lao Airlines