



**REQUEST FOR EXPRESSION OF INTEREST  
FOR SUPPLY OF RECRUITMENT AND MANAGEMENT  
OF VILLAGE LIAISON OFFICERS (VLOs) SERVICES FOR  
EACOP FIELD OPERATIONS IN TANZANIA  
REFERENCE NO.: REQ-000001192**

East African Crude Oil Pipeline (EACOP) Ltd invites suitably qualified, experienced and reputable companies or organizations to express their interest in the Supply of Recruitment and Management of Village Liaison Officers (VLOs) services for Field Operations in Tanzania.

The EACOP Project involves the construction and operation of an underground buried, cross-border pipeline to transport crude oil from Lake Albert area in Uganda to eastern coast of Tanzania for export to international markets. The pipeline will run from Kabaale, Hoima District in Uganda to the Chongoleani peninsula in Tanga, Tanzania. The length of the pipeline is 1,443 km, of which 296km will be in Uganda and 1,147 km in Tanzania.

In Tanzania, the PPL covers eight (8) regions comprising of Kagera, Geita, Shinyanga, Tabora, Singida, Dodoma, Manyara and Tanga, 28 administrative District Councils, and 231 Villages.

The scope shall cover all 231 villages traversed by the EACOP pipeline.

#### **BRIEF DESCRIPTION OF THE SCOPE OF SERVICES:**

COMPANY invites experienced and qualified Tanzanian suppliers to express their interest in providing recruitment and management services for one hundred and fifty (150) Village Liaison Officers (VLOs) to support Field Operations during the EACOP Operations Phase.

The successful bidder shall deliver the services in compliance with applicable national labour legislation, EACOP requirements, and internationally recognised environmental, social, and labour standards, including relevant IFC Performance Standards and the World Bank Environmental and Social Framework (ESF). The supplier shall be responsible for:

- Recruit VLOs through a transparent, fair, inclusive, and non-discriminatory process.
- Manage VLO onboarding, including due diligence and background checks, while ensuring privacy and confidentiality.
- Coordinate VLO induction, training, and capacity building on roles, community engagement, HSE, grievances, and EACOP requirements.
- Support VLO employment administration, including bank account opening and statutory employment formalities.
- Prepare and manage employment contracts and personnel records in compliance with labour laws.
- Implement VLO performance management through supervision, feedback, and performance improvement.
- Provide logistical, administrative, and operational support, including communication, transport, tools, and safety requirements.
- Demobilise VLOs in compliance with contractual, legal, HR, and social performance requirements, including timely settlement of employment obligations.

#### **MINIMUM REQUIREMENTS:**

Interested applicants shall submit an Expression of Interest together with documentary evidence demonstrating their legal, technical, financial, and organizational capacity to perform the works.

General eligibility requirements

- Company profile demonstrating experience in recruitment, human resource management, outsourcing, workforce management, or similar personnel services.
- Demonstrated experience in recruiting, deploying, and managing field-based personnel for projects of similar scale and complexity.
- Experience in delivering similar services across the regions traversed by the EACOP pipeline will be an added advantage.
- Details of the ability to perform all works. Interested companies can enter into an agreement with other companies to enhance their service offering, however, all and each partner in the agreement MUST meet the COMPANY requirements.
- Proof of registration with relevant Tanzanian authorities, including a current BRELA search and applicable business registrations.
- Proof of registration with the Tanzania Revenue Authority and submission of a valid Tax Clearance Certificate for the latest available period.
- Registration with the EWURA Local Supplier Service Provider database, or evidence of an application for registration submitted by the EOI closing date.
- Demonstrated compliance with the Local Content Regulations, 2017, including evidence that the applicant qualifies as a Local Company where applicable.
- Evidence of financial capacity to undertake the works, including recent financial statements or accounts for the latest available year.
- Evidence of health, safety, environment, social, and quality management arrangements applicable to similar works, including policies, procedures, organization, and implementation processes.
- Evidence of anti-corruption, anti-bribery, compliance, and human rights policies or equivalent management controls.

Applicants with the required capability, capacity, and resources are invited to submit their Expression of Interest by email, together with the supporting documents listed above, to **procurement.tz@eacop.com**. The maximum permitted email size is 20 MB.

Submissions shall be received no later than **17:00** hours East Africa Time (EAT) on **18<sup>th</sup> August 2026**.

The subject line of the submission email shall read: **REQ-000001192 - EXPRESSION OF INTEREST FOR SUPPLY OF VLO SERVICES FOR FIELD OPERATIONS IN TANZANIA**.

Statements of EOI should be no more than ten (10) to twenty(20) pages long. **All Expression of Interests should be submitted in English Language**

**Note:** EACOP Ltd will review the submissions received in response to this EOI against its internal prequalification criteria. Only shortlisted applicants may be invited to the next stage of the procurement process and, where required, may be requested to execute a Non-Disclosure Agreement before issuance of the tender documentation. EACOP Ltd reserves the right, at its sole discretion and without incurring any liability, to accept or reject any submission, to shortlist any applicant, or to cancel or amend the process at any stage.