



NCBA BANK RWANDA PLC INVITATION TO TENDER

Provision of Consultancy Services to Design and Implement a Graduate Trainee Programme for NCBA Bank Rwanda Plc

1. Introduction and Background

NCBA Bank Rwanda Plc (NCBAR) is committed to developing a pipeline of high-caliber future leaders equipped with the technical, analytical, and leadership competencies required to excel in the banking sector. To strengthen this commitment, the Bank is establishing a comprehensive Graduate Trainee Programme designed to produce highly skilled Credit Analysts, Business Analysts, and all-round banking professionals capable of supporting the Bank's strategic growth.

2. Aims and Objectives.

NCBA Bank Rwanda Plc (NCBAR) seeks a competent and experienced consulting firm capable of delivering a world class Graduate Trainee Programme that will position the Bank as a regional leader in developing top-tier credit analysts and banking professionals.

The selected firm will partner with NCBA Bank Rwanda PLC to transform young graduates into high impact professionals equipped to drive the bank's performance and long-term success.

3.Submission of proposal

A complete set of bidding documents in English can be obtained from the **procurement manager** via **Procurement.Rwanda@ncbagroup.com** email address from **12th February 2026**, after presentation of proof of payment of non-refundable **Rwf 10,000** to **account No. 2001161080000001** opened in **NCBA BANK RWANDA PLC Rwanda**.

For any question you can contact **+2507881495000 or 555**, well-presented technical and financial proposal to be physically submitted and dropped in the tender box at the reception of NCBA BANK Rwanda PLC, **Kigali heights 8th floor** not later than **27th February 2026 at 11:00 Am**, late bids will be rejected. Opening of the bids will happen same day 11:15Am

Bids successfully submitted will be opened physically in the presence of bidders or their representatives who choose to attend.

Done 12th February 2026

Management of NCBA Bank Rwanda PLC