

Request for Proposals

Remuneration Consultant

Location: Remote | **Status:** Consultancy | **Duration:** Approximately 7 weeks

Are you an experienced remuneration professional with a passion for equity, transparency, and impact-driven work?

Community Partners International (CPI) is seeking an experienced Remuneration Consultant(s) to conduct an independent and comprehensive review of the organization's salary scale structure, total remuneration package, and merit-based reward mechanisms.

This consultancy aims to ensure that CPI's remuneration framework is internally equitable, externally competitive, aligned with organizational values and affordability, and applied consistently across the organization. The consultant(s) will work closely with CPI's leadership and HR function to deliver evidence-based recommendations that strengthen CPI's people and reward systems.

The objectives of the consultancy are

- Review existing salary scales, job grading structures, and step progression, and assess internal equity across roles and levels.
- Conduct market benchmarking using established comparator surveys (MSF and Birches) to assess competitiveness and market positioning.
- Review total remuneration packages, including fixed pay, allowances, benefits, and relevant non-financial rewards, with consideration of sustainability and affordability.
- Assess merit-based increase and performance reward mechanisms, including governance, fairness, and risks of bias or inconsistency.
- Develop clear, evidence-based recommendations with implementation options, timelines, and cost implications.

For detailed scope of work, expected deliverables, timelines and requirements, click [here](#).

Application Deadline: 22nd March 2026.

To apply, please submit the following documents to: recruitment@cpintl.org

1. **CV** - Highlight relevant experience aligned with the requirements above
2. **Expression of Interest or Brief Technical Proposal** (1-2 pages) - Understanding of scope of work, specific methodology for each objective, tentative work plan for achieving deliverables
3. **Financial Proposal** - Daily rate and total cost, preferred payment milestones
4. **Track record Sample** - Sample of previous similar and/or relevant assignment that the consultant has done in the past. Confidentiality may be requested for reports.

Proposal will only be considered if all required documents are submitted.

About Community Partners International (CPI):

[Website: www.cpintl.org]

Community Partners International (CPI) is a U.S. nonprofit organization dedicated to empowering vulnerable communities in Asia to meet their essential health, humanitarian and development needs. Founded by U.S. doctors in 1998, the organization has grown to serve more than one million people each year. Community Partners International focuses on helping communities affected by conflict, violence, and displacement, in remote and hard-to-reach contexts, and marginalized by poverty and exclusion.