



CROWN AGENTS
ACCELERATING SELF-SUFFICIENCY & PROSPERITY

PROFESSIONALISATION AND CAPACITY BUILDING

Professionalism and capacity development are critical to the success of effective public procurement. A vital component of this are the skills, knowledge and experience of staff within an organisation. Procurement strengthening programmes tend to focus on drafting new procedures and establishing new institutions; but it is an organisation's human resources who implement the provisions of any procurement law.

A basic understanding of procurement is needed by those who manage purchases, specify or evaluate their technical requirements, supervise contracts or conduct audits. Therefore, capacity development programmes require a wide-ranging number of actors from across different stakeholder groups to understand public procurement. For example, private sector and civil society organisations need a thorough understanding to participate in and monitor bidding processes.

Crown Agents procurement experience and expertise spans decades. Working with public and private sectors, international donors and NGOs worldwide, we support capacity building efforts to ensure maximum efficiency, quality and value for money is achieved. We support skills development at all levels, whether it is writing national procurement training and professionalisation strategies, developing tailored procurement curricula, preparing training materials, or providing on-the-job coaching and mentoring. We have the skills and expertise to build capacity, ensuring sustainable change and improvements are achieved.

Since 1960, we have built the capacity of over 60,000 professionals in over 100 countries who are better equipped and inspired to drive and lead change.



OUR PROJECTS



Procurement and Supply Chain Management training to the Institute of Human Virology in Nigeria (IHVN).

In February 2023 we supported the development of contemporary strategic solutions, skills and techniques required to implement procurement policies and practice. Our Director of Procurement delivered a focussed session tailored to the challenges IHVN senior staff were experiencing with the implementation of their standard operating procedures.



Sustainable Public Procurement (SPP) practices to the newly established Zambia Medicines & Medical Supplies Agency (ZAMMSA) in Zambia.

In February 2023 we delivered a workshop on tools and best practices enabling ZAMMSA to develop action plans for future implementation of sustainable procurement practices for medicines and essential medical supplies, thus contributing to the Government of Zambia's socio-economic and environmental development agenda.

The training was implemented under the Global Capacity Development Programme on SPP, funded by The Swedish International Development Cooperation Agency through a Joint Venture between FCG Sweden and Crown Agents Ltd.



Introduction to procurement training to Barbados Port Inc in Barbados.

In May 2022, as part of Crown Agents role as a procurement and programme management agent for Barbados Port Inc, the embedded expert delivered an introduction to procurement training to 7 port staff from the programme management and procurement teams. The aim of the training was to improve the understanding of overall procurement processes. The training explored and shared the latest global best practice approaches, tools and techniques in procurement, with further exploration of the different methods of procuring goods and services for the port.

OUR SERVICES

Capacity Diagnostics and Strategy

For any capacity development activity to succeed, it is vital that needs are adequately assessed, and a planned, strategic approach is adopted. Crown Agents assesses capacity development needs and conducts training needs analysis on individuals and organisations. Based on this, we prepare training plans to address development needs, and capacity building strategies to address 'capacity gaps'; and we develop competency frameworks, resourcing strategies, and job profiles to ensure human resources meet the organisation's needs.

Curriculum Development

Crown Agents has worked with numerous procurement regulators and academic institutions to develop procurement curricula. We typically adopt the methodology in the graphic shown for this work. This enables organisations to meet needs at all levels from the induction of new recruits to the continuous professional development of existing procurement staff.

Capacity Building

Many capacity building services focus solely on training courses, but we employ a wide range of capacity building techniques to implement an overall strategy or address specific needs. Typical examples include:

- Mentoring, training and on-the-job coaching
- Developing and delivering training courses, workshops and seminars
- Arranging and supporting study tours globally with relevant organisations
- Developing and delivering formal qualifications

We also offer a regular schedule of procurement courses and qualifications in our training centre and at various locations globally. We are the quality international training provider of choice. Our courses develop transferable skills alongside more specialist technical expertise, creating successful and expert leaders and managers.

Professionalisation and Sustainability

Delivery of capacity development must be sustainable and linked to professionalise procurement. To ensure the sustainability of capacity development, Crown Agents uses various different approaches, depending on the precise needs of the client, including:

- Training of trainers programmes to equip staff with sustainable teaching skills and knowledge
- Assistance in assessing and selecting potential trainers, and support to newly trained trainers
- Working with local academia to introduce public procurement curricula and qualifications
- Advising governments on recognition and regulation of procurement as a profession



DETERMINE BROAD OUTLINE OF CURRICULUM

- Key technical areas
- Target groups
- Levels of Training
- Overall course duration



DESIGN STRUCTURE & IDENTIFY INDIVIDUAL MODULES

- Relevant programs / target groups
- Specific subject areas
- Links between modules
- Teaching hours per module



AGREE LEARNING OUTCOMES FOR EACH MODULE

- What participants will learn on each module
- The knowledge, understanding or skills participants will demonstrate by the end of the module



DEFINE KEY CONTENT OF EACH MODULE

- The subject matter to be covered
- Approaches to learning and teaching
- Assessment and feedback methods

ABOUT CROWN AGENTS

Crown Agents is a not-for-profit international development company that works in partnership with our clients to design and implement practical solutions for their needs. Offering a round-the-clock presence across time zones, through delivery offices in 19 countries and subsidiary offices in the United States and Japan, we support our clients to tackle the complex challenges they face, whether that's seeking to meet the Sustainable Development Goals (SDGs), improving the quality of life and opportunities for their citizens, or responding to the needs of a global pandemic. We also provide a diverse range of procurement training courses, both in the UK and globally.



CONTACT US

Get in touch for more information to discuss your capacity development needs.

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