



REPUBLIC OF LIBERIA
INSTITUTIONAL PERFORMANCE MANAGEMENT AND
COMPLIANCE SYSTEM (PMCS)

Mid-Term Performance Review: Independent Verification Report (2025)

SECTION A: GENERAL INFORMATION

Name of Institution	Liberia Extractive Industries Transparency Initiatives (LEITI)
Sector	Extractive
Reporting Period	April 1, 2025 – August 31, 2025
Date of Verification	2025-10-07
Verification Team Members	Gerald K. Hanyor; Tarlice T. Walawolu; Oretha N. Goyanvator; Ferris D. Henry
PMCS Focal Persons	George N. Dennis; Francis S. Kettor, II; McDonald S. Kerl, Sr

SECTION B: INDEPENDENT VERIFICATION CHECKLISTS

Target 1: Strategic Plan Development and Implementation (Weight: 50%)

Sub-component	Evidence Provided	Weight (%)	Score	Comments
A. Strategic Plan Development Process	Draft Strategic Plan	5	2	Draft SP reviewed; validation, launch, and implementation remain outstanding.
B. AAID Alignment	AAID Pillar 4 Program 20	25	25	SP aligns to AAID through sectoral compliance-related interventions.
C. Percentage of Planned Activities Implemented	Draft EITI report; compliance engagement; data portal progress	20	20	Operational activities advanced including reporting, compliance checks, and portal development.

Target Score Calculation: $2 + 25 + 20 = 47$ pts

Target 2: Service Delivery Charter Implementation (Weight: 15%)

Service	Met Timeliness (70%)	Met Cost (10%)	Met Availability (20%)	Total Service Score (%)	Comment
To the public, provide/disclose reconciled extractive sector data (mining, forestry, agriculture, and oil & gas)	70	10	20	100	
Provide/disclose the overall extractive sector contribution to the revenue envelope	70	10	20	100	
Disseminate extractive sector information across the country	70	10	20	100	LEITI is in compliance with the implementation of its Service Delivery Charter for this service.
Serve as a repository for all extractive sector contracts and provide access to all extractive sector contracts (mining, forestry, agricultural, and oil & gas)	70	10	20	100	
Facilitate stakeholder engagements to address governance issues in the extractive sector	70	10	20	100	
Provide capacity building for relevant stakeholders around natural resource governance	70	10	20	100	
Provide policy recommendations to the government and relevant stakeholders regarding the governance of the extractive sector based on data collection and analysis	70	10	20	100	
Trace all extractive sector revenue to ensure appropriate transparency, accountability, and due diligence	70	10	20	100	
Track impacts of all social development funds paid by extractive companies	70	10	20	100	

Strengthen domestic resource mobilization through anticorruption initiatives	70	10	20	100	
---	----	----	----	-----	--

Target Score Calculation: All 10 services = 15 pts

Target 3: Resource Mobilization (Weight: 10%)

Milestone	Evidence Provided	Score	Comment
Proposal Developed	Concept notes	0.5	Proposals for portal and dissemination completed.
Engagement Held	MSG platform	0.5	Engagement completed.
MoU or Agreement Signed	Signed contract	0.5	GIZ contract validated.
Funds Committed	Bank statement	0.5	Funds committed though mobilization target lagging.

Target Score Calculation: = 2 pts

Target 4: Systems Efficiency Improvement (Weight: 5%)

Activity	Completed	Evidence Provided	Comment
Mainstreaming platform launched	Yes	LEITI portal online	Centralized data system improves reporting efficiency.

Target Score Calculation: $(1/1 \times 5) = 5$ pts

Target 5: Institutional Capacity Building (Weight: 10%)

Component	Activity	Weight	Score	Comment
Needs Assessment	None	3.33	0	No functional needs assessment completed.
Training Plan	Training plan prepared	3.33	3.33	Plan validated and includes staff scheduling.
Training Implementation	Four staff trained	3.34	3.34	Professional development supported across multiple technical areas.

Target Score Calculation: $0 + 3.33 + 3.34 = 6.67$ pts

Target 6: Managerial Indicator Matrix (Weight: 10%)

#	Performance Criteria	Current Status	Target	Owner	Score Calculation	Weight
1	Weekly Mgmt Meetings	2	18	Senior Management	$(2/18)*0.2$	0.02
2	AWP Compliance	70	80	Planning Unit	$(70/80)*0.2$	0.175
3	Complaints Resolved	80	85	Service Delivery	$(80/85)*0.2$	0.188
4	Audit Query Response	82	90	Finance	$(82/90)*0.2$	0.182
5	Procurement Compliance	95	95	Procurement	$(95/95)*0.2$	0.2

Total MIM Score = $(0.02 + 0.175 + 0.188 + 0.182 + 0.2) \times 10 = 7.65$ pts

SECTION D: SUMMARY OF FINDINGS

Key Strengths	Strong SDC compliance; solid AAID alignment; progress on operational reporting and data systems.
Key Gaps / Weaknesses	Needs assessment absent; resource mobilization below target; low managerial meeting compliance.
Recommendations	Conduct needs assessment; strengthen partner engagement; improve internal coordination and managerial accountability.

SECTION E: FINAL COMPLIANCE SCORE SUMMARY

Target Area	Weight (%)	Final Score	Comment
Strategic Plan Development & Implementation	50	47	SP alignment strong; validation and launch pending.
Service Delivery Charter Implementation	15	15	Full SDC compliance.
Resource Mobilization	10	2	Partnerships completed though revenue behind.
Systems Efficiency Improvement	5	5	Portal established.
Institutional Capacity Building	10	6.67	Training underway but needs assessment missing.
Managerial Indicator Matrix	10	7.65	Moderate performance across managerial indicators.

TOTAL SCORE = **83.32** pts

PERFORMANCE RATING SCALE

90–100%	Outstanding
75–89%	Very Good
60–74%	Satisfactory
50–59%	Needs Improvement
Below 50%	Unsatisfactory

Based on the final score of **83.32%**, LEITI has delivered very good performance at the mid-term review. This rating reflects exceptional execution across core mandates, including full compliance with its Service Delivery Charter, strong alignment of its Strategic Plan with national development priorities (AAID), and successful completion of key operational activities such as the EITI report and data portal launch. While areas for improvement remain—particularly in conducting a formal capacity needs assessment and strengthening internal managerial coordination—the institution’s results demonstrate a high level of effectiveness, accountability, and strategic contribution to governance and transparency in Liberia’s extractive sector. LEITI is commended for its rigorous performance and is encouraged to sustain this momentum through the remainder of the performance cycle.

The Cabinet Office
Republic of Liberia