# Terms of reference (ToRs) to establish key definitions for the project (RECAP4NDC) and develop Multi-Criteria Analysis for FLR landscapes/pilot sites selection

**giz** Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

| | |
|---|---|
| Terms of reference (ToRs) to establish key definitions for the project (RECAP4NDC) and develop Multi-Criteria Analysis for FLR landscape/ pilot sites selection | **Project number/cost centre:**<br><br>**21.9023.9-001.00** |

![giz logo] Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

## 0.    List of abbreviations

| | |
|---|---|
| AVB | General Terms and Conditions of Contract (AVB) for supplying services and work 2022. |
| ES | Ecosystem Services |
| FLR | Forest Landscape Restoration |
| MoEFCC | Ministry of Environment, Forest, and Climate Change |
| ToRs | Terms of reference |
| TAG | Technical Assessment Grid |
| TOF | Tree Outside Forests |
| RECAP4NDC | Restore, Conserve and Protect Forest and Tree Cover for NDC Implementation in India |

## 1.    Context

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), GmbH - India will be implementing a six-year project with the title "Restore, Conserve and Protect Forest and Tree Cover for NDC Implementation in India (RECAP4NDC)" under the Indo-German bilateral cooperation. The Ministry of Environment, Forest, and Climate Change (MoEFCC), Government of India is the Indian political partner. The project will be implemented by a 6-member consortium (GIZ -overall coordination, International Union for the Conservation of Nature -IUCN- India office, Forest Survey of India -FSI, The Energy and Resources Institute -TERI, Indian Council for Forestry Research and Education -ICFRE and the International Centre for Integrated Mountain Development -ICIMOD).  The project's intended impact is to support India achieve its targets on restoring degraded forests and landscapes inside and outside forests as defined in the National Forest Policy and the NDC thereby improving livelihoods of forest dependent communities and farmers. The project's approach is in line with the principles of the Bonn Challenge, which indicate that Forest Landscape Restoration (FLR) is the ongoing process of restoring the ecological functionality of degraded and deforested landscapes while enhancing the well-being of people who coexist with these places. It aims to strengthen the resilience of landscapes and keep future management options open. By 2029, RECAP4NDC aims at achieving ecological, socio-economic, governance, and climate change benefits in 0.4 million ha of the forest landscape. 10 million people are expected to be benefitted from improved forest Ecosystem Services (ES). Upscaling will lead to the restoration of 1.1 m ha and 110 mtCO2e in 10 years.

Under the RECAP4NDC project, four states have been selected for cooperation and briefly characterised by a range of specific starting conditions:

- **The Delhi National Capital Region (NCR)** comprising Delhi and the neighbouring districts from the states of Uttar Pradesh, Haryana, and Rajasthan demonstrates the challenges of rapid urban development and encroachment with resulting stresses on green spaces and forests, due to competing development needs on limited land. At the same time, the NCR presents the interesting potential to engage in the restoration of urban tree cover and to embed such efforts in cross-agency collaboration. FLR approaches also provide an important avenue to engage various neighbourhood groups and organisations in larger restoration campaigns and to foster environmental education and awareness raising.

- **Gujarat** comprises several habitats and Agro-climatic zones, such as grasslands, mangroves, and mudflats. It exposes specific challenges such as coastal degradation and pressures by grazing activities in grasslands, requiring specific approaches for landscape restoration and sustainable management.

- **Maharashtra** accommodates 9 Agro-climatic zones such as Central Plateau, the Eastern Vidarbha and Coastal Zones. The state government is aware of the different challenges of FLR in these different environments. The state provides a potential for the comparative testing of different approaches in up to five to six potential sites across various Agro-climatic zones.

- **Uttarakhand** with its topography along different – mostly hilly and mountainous – elevation zones has already implemented different forms of community forestry via the strengthening of village forest management committees (Van Panchayats), microplanning, fund management, spring-shed management, and promotion of non-timber forest products. There are opportunities to supplement these programmes with targeted interventions around forest fire management, invasive species management and strengthening existing community forestry structures.

**The overall objective of the assignment** is to aid in generating a common understanding among stakeholders on key terminologies, such as "restoration", "landscape", "forest", etc. and develop a multicriteria analysis to map a) potential landscapes in project states and b) priority landscapes and sites suitable for implementation of Forest Landscape Restoration approaches/measures in the RECAP4NDC project states. The specific objectives of the assignment include:

1. Define Forest Landscape Restoration and develop a common understanding on key elements such as "Forest", "Landscape" and "Restoration" and additional associated terms like ecological functionality and integrity, ecosystem service, etc, in context to the RECAP4NDC project.

2. Develop integrated multicriteria analysis to map the potential landscapes for Forest Landscape Restoration.

3. Develop suitability criteria and indicators to identify and map priority landscapes/sites for implementation of Forest Landscape Restoration activities.

### 2. Tasks to be performed by the contractor.

The Terms of Reference (TOR) are developed to enable a conceptual understanding of Forest Landscape Restoration and related key definitions among the project stakeholders at national and sub-national levels. It facilitates forest and landscape planners, managers, and practitioners to better understand the needs and overall requirements in designing, planning, and effective implementation of FLR project activities. It lays out detailed guidance on mapping suitable FLR landscapes and sites, to develop a concrete FLR action plan for ground implementation considering the capacities of national and state-level actors.

As FLR is highly contextual, the subcontractor needs to cater to the local socio-ecological consideration of varied project stakeholders such as MoEFCC, State Forest Department, line departments like Agriculture, Horticulture, Rural Development, Urban bodies and forest dependent communities The assignment will be carried out to facilitate the output 1 of RECAP4NDC project on "FLR model implementation" and in close coordination with RECAP4NDC consortium partners; Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), GmbH India, International Union for the Conservation of Nature (IUCN- India), Forest Survey of India (FSI) and Indian Council for Forestry Research and Education (ICFRE). The contractor is responsible for providing the following services:

**Work Package (WP) 1: Develop a common understanding of key terminologies such as "Forest", "Landscape" and "Restoration" and additional associated terms in context to forests in India and RECAP4NDC project states.**

The work package helps in developing a common understanding of Forest Landscape Restoration, its definition, and a diagnostic review of key terminology around forests, landscape, and restoration and associated terms like ecological integrity, resilience, ecosystem services, etc. in a specific context to forests landscape in India. Overall, a common understanding of Forest Landscape Restoration in India requires a holistic approach that integrates ecological, social, and economic factors. The approach must involve the participation of multiple stakeholders and prioritize the needs of local communities while promoting sustainable forest management and restoration practices.

To develop a concrete understanding of the FLR mechanism among the project stakeholders, the following indicative activities should be included under the Work package, but are not limited to these:

- Review the existing definitions and concepts of Forest Landscape Restoration and develop, a common understanding on the following key elements.

  a) **Forests:** what constitute forests, tree cover and Tree Outside Forest areas in India, different category and forest type based on physiographic/Agro-ecological zones and administration etc, how to assess the forest ecosystem and landscape is degraded and why the landscape approach is important for the restoration of forests and tree cover, etc.
  b) **Landscape:** What defines the forest landscape its scale and appropriate criteria to delineate forest landscapes in India, key components, and different social and ecological interactions in forest landscape and
  c) **Restoration** Why restoration is needed, its goal and objectives, what is the suitable scale for restoration measures to implement, different FLR interventions typology, associated trade-offs, and what defines restored forests and landscapes, etc.
  d) **Other associated terms**, such as ecosystem services, natural capital, forest patches, fragmentation etc, among others, are relevant to understand FLR.

- Detailed the role of Forest Landscape Restoration as key to addressing both climate change mitigation and adaptation benefits in India.

- Identify synergies for RECAP4NDC states among national and sub-national (missions, schemes) with international commitments, targets, and goals of ecosystem restoration and FLR (e.g., Bonn challenge, Rio conventions, etc)

- Carry out expert stakeholder interviews to gather information useful for developing a common understanding of FLR and related challenges.

- Outline key phases of FLR project implementation along with activities and relevant sets of stakeholders in India.

**Work Package (WP) 2: Develop integrated multicriteria analysis to map the potential landscapes for Forest Landscape Restoration.**

The work package is focused on developing integrated multicriteria analysis to spatially delineate potential landscapes for forest landscape restoration. There are varied approaches to map deforested and degraded forests landscape and assessing restoration potential for different land uses e.g., agroforestry, from remotely sensed data such as satellite imagery to ground-based surveys and a combination of both. The criteria such as scale, drivers of forest change, FLR objectives, type of FLR measures, etc. used to map degradation or deforestation significantly determine the identification and applicability of potential areas for restoration.

The indicative activities within this work package are mentioned below:

- Review the existing methodologies and tools for the identification of potential landscapes for FLR, for example, Restoration Opportunities Assessment Methodology (ROAM), Forest Landscape Assessment Tool (FLAT), Framework for Ecosystem Restoration Monitoring (FERM) etc.

- Develop a list of criteria and indicators to map potential landscapes based on ecological, social, economic, and institutional factors, including the data sources (remote sensing, consultations, field survey etc.) and associated stakeholders.

- Conduct stakeholder consultations in close collaboration with project consortium, particularly with IUCN-India and FSI to discuss, improve and shortlist the indicators developed in the step above and assign weightage to the shortlisted indicators.

- Create a spatial multicriteria assessment (MCA) tool to map potential landscapes for FLR activities and validate the mapped areas through ground truthing exercises and stakeholder consultations for refinement and updates.

**Work Package (WP) 3: Develop a suitability matrix to prioritise the landscapes/sites from the mapped potential landscapes for implementation of FLR activities.**

Under work package 3, the mapped potential landscapes will need to be further shortlisted based on biophysical and socioeconomic factors in order to plan the implementation of forest restoration activities. As not all landscapes, or not all sites within the landscape may be suitable for the project's interventions for various reasons, such as competing developmental projects planned in the area, land rights, lack of community initiative/interest in FLR measures, political challenges, etc. This step requires extensive consultations with several stakeholder groups based on the concerning land use and field validation exercises. The following activities are expected to perform for the finalisation of priority landscapes and FLR sites:

- Develop criteria and indicators for the suitability matrix to identify priority landscapes and sites from the mapped potential landscapes. The suitability matrix should include criteria and indicators as mentioned below but are not limited to these only.
  - ➢ Land ownership and tenure: including legal rights and access to the land, presence of special categories, such as protected areas, sanctuaries, or other protected categories.
  - ➢ Ecological suitability (Topography, Soil, mosaic land units/ecosystem, etc)
  - ➢ Availability and flow of ecosystem services
  - ➢ Social and cultural suitability: cultural values and needs of local communities and ensure their participation in decision-making processes.
  - ➢ Economic viability: Economically feasible, considering the costs of restoration activities, maintenance, and monitoring, as well as potential benefits such as increased ecosystem services and livelihood opportunities.
  - ➢ Biodiversity conservation
  - ➢ Vulnerability to climate change
  - ➢ Institutional capacity: The restoration project should have strong institutional capacity to implement, monitor, and evaluate the project, including adequate funding, staff, and technical expertise.
  - ➢ Stakeholder engagement.

- Support conducting stakeholder consultations with state forest and line departments in close collaboration with consortium partners to discuss and improve the suitability matrix developed and assign weightage to the rank indicators in the suitability matrix.

- Apply the suitability matrix to shortlist the priority landscape and FLR sites.

- Stakeholder consultation to validate and finalised landscape and sites.

Certain milestones, as laid out in the table below, are to be achieved by certain dates during the contract term, and at particular locations:

| Milestone/Deliverable | Deadline/place/person responsible |
|---|---|
| Inception meeting report | 3rd Week |
| Guiding document on a shared understanding of FLR-related terminology in India and RECAP4NDC project states. | 12th Week |
| Report on Multi Criteria analysis (MCA) to map the potential landscapes for Forest Landscape Restoration along with GIS files | 20th Week |
| Report on suitability matrix to identify priority landscapes and sites to plan FLR implementation. | 32nd Week |
| Stakeholder validation report for shortlisted landscapes and FLR sites. | 40th Week |
| Submission of GIS files/maps along with land use and degradation statistics for shortlisted landscapes and FLR sites | 43rd Week |

Period of assignment: From 15th July until 29 March 2024.

### 3.      Concept

In the bid, the bidder is required to show how the objectives defined in Chapter 2 are to be achieved, if applicable under consideration of further specific method-related requirements (technical-methodological concept). In addition, the bidder must describe the project management system for service provision.

**Technical-methodological concept**

**Strategy**: The bidder is required to consider the tasks to be performed with reference to the objectives of the services put out to tender (see Chapter 1). Following this, the bidder presents and justifies the strategy with which it intends to provide the services for which it is responsible (see Chapter 2). (Point 1.1.- Technical Assessment Grid)

The bidder is required to present the actors relevant for the services for which it is responsible and describe the **cooperation** with them. (Point 1.2 – Technical Assessment Grid)

The bidder is required to present and explain its approach to **steering** the measures with the project partners and its contribution to the results-based monitoring system. (Point 1.3 – Technical Assessment Grid)

The bidder is required to describe the key **processes** for the services for which it is responsible and create an **operational plan or** schedule (Point 1.4.1– Technical Assessment Grid)  that describes how the services according to Chapter 2 (Tasks to be performed by the contractor) are to be provided. In particular, the bidder is required to describe the necessary work steps and, if applicable, take account of the milestones and **contributions** of other actors in accordance with Chapter 2 (Tasks to be performed by the contractor) (Point 1.4.2– Technical Assessment Grid).

The bidder is required to describe its contribution to knowledge management for the partner (Point 1.5.1– Technical Assessment Grid) and GIZ and promote scaling-up effects (Point 1.5.2– Technical Assessment Grid) (**learning and innovation**).

**Project management of the contractor (Point 1.6 – Technical Assessment Grid)**

The bidder is required to explain its approach for coordination with the GIZ project.

- The contractor is responsible for selecting, preparing, training, and steering the experts (international and national, short, and long term) assigned to perform the advisory tasks.
- The contractor makes available equipment and supplies (consumables) and assumes the associated operating and administrative costs.
- The contractor manages costs and expenditures, accounting processes, and invoicing in line with the requirements of GIZ.
  The contractor reports regularly to GIZ in accordance with the AVB of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH from 2022.

The bidder is required to draw up a **personnel assignment plan** with explanatory notes that list all the experts proposed in the bid; the plan includes information on assignment dates (duration and expert days) and locations of the individual members of the team complete with the allocation of work steps as set out in the schedule.

The bidder is required to describe its backstopping concept. The following services are part of the standard backstopping package, which (like ancillary personnel costs) must be factored into the fee schedules of the staff listed in the bid:

- Service-delivery control
- Managing adaptations to changing conditions
- Ensuring the flow of information between GIZ and field staff
- Contractor's responsibility for seconded personnel
- Process-oriented technical-conceptual steering of the consultancy inputs
- Securing the administrative conclusion of the project
- Ensuring compliance with reporting requirements
- Providing specialist support for the on-site team by staff at company headquarters
- Sharing the lessons learned by the contractor and leveraging the value of lessons learned on site.

**4. Criteria for Eligibility of firms**

Bidders must submit the documentary evidence **(as per Annex A of Bidding conditions)** for the criteria's specified below. Also please refer document "*Grid for eligibility of consulting firms*" for more details

1. Be a registered as national organization or entity.
2. In case of bidding consortia: Declaration by consortium
3. Average annual turnover for the last three financial years should be at least EUR 55,000.
4. The agency should have minimum 10 employees and managers in past three year.
5. The agency must have 5 years of experience in forest landscape management and planning with respect to ecosystem restoration and have handled at least 3 projects on forest conservation, sustainable forest and landscape management, ecosystem restoration etc for national/state level entities with a minimum commission value of EUR 15,000.

6. The agency should have 5 years of experience in forest landscape management and planning with respect to ecosystem restoration.
7. The agency should have handled at least 3 projects on forest and landscape management, ecosystem restoration, for national/state level entities.
8. The agency should have 5 years of experience in providing consulting services for governments and excellent track record of completion of tasks according to timelines.
9. The firm must have regional experience in India.
10. The agency should have experience in Other Development Assignments

## 5. Personnel concept

The bidder is required to provide personnel who are suited to filling the positions described, on the basis of their CVs (see Chapter 7), the range of tasks involved and the required qualifications.

The below specified qualifications represent the requirements to reach the maximum number of points.

**Team leader – 2.1 of Technical Assessment Grid**

Tasks of the team leader
- Overall responsibility for the advisory packages of the contractor (quality and deadlines)
- Coordinating and ensuring communication with GIZ, partners, and others involved in the project.
- Personnel management, identifying the need for short-term assignments within the available budget, as well as planning and steering assignments and supporting local and international short-term experts.
- Regular reporting in accordance with deadlines
- Technical lead for designing & customising tools for assessment.
- Technical backstopping support for assessment and planning teams

Qualifications of the team leader
- Education/training (2.1.1): Master's degree or higher in Forestry, Natural Resource Management, Landscape Management, Climate Change, etc, or any other relevant field.
- Language (2.1.2): Good business language skills in English
- General professional experience (2.1.3): 15 years of professional experience in the Nature based Solutions, Forestry and landscape restoration, Participatory Forest Management and AFOLU sector.
- Specific professional experience (2.1.4): 10 years professional experience in Forest Landscape Restoration
- Leadership/management experience (2.1.5): 6 years of management/leadership experience as project team leader or manager in a company
- Regional experience (2.1.6): 7 years of experience in projects in South Asia (region), of which 4 years in projects in India (country)
- Development Cooperation (DC) experience (2.1.7): 6 years of experience in DC projects

**Expert 1- Forest Landscape Expert – 2.2 of Technical Assessment Grid**

Tasks of expert 1
- Identify suitable scale for implementation of landscape approach (FLR) in India

- Review  FLR concept/definitions and develop the common undersatanding on Forests, Forest Landscape and its restoration meaning in India and RECAP4NDC project landscape.
- Support development of criteria and indicators for the identification of potential landscape and suitability matrix for shortlisting of potential FLR landscapes to priority landscapes and sites for implementation.

Qualifications of expert 1
- Education/training (2.2.1): Master's degree or higher in Landscape ecology, Forest ecology, Environmental science, Agroecology, Agroforestry, etc, or any other relevant field.
- Language (2.2.2): English and knowledge of any regional languages of the 4 states is advantageous
- General professional experience (2.2.3): 10 years of professional experience in Forest landscape management and planning, Watershed management, Participatory landscape management, and Ecosystem services assessment, etc
- Specific professional experience (2.2.4): 5 years in Assessing Forest landscape, trees and people interaction, Biodiversity-ecosystem function and Research across multiple spatial, temporal, and/or ecological scales, Restoration, conservation, and/or ecosystem management.
- Regional experience (2.2.6): 5 years of total experience in projects in India
- Development Cooperation (DC) experience (2.2.7): 4 years of experience in DC projects


**Expert 2- Remote Sensing/GIS Expert – 2.3 of Technical Assessment Grid**

Tasks of expert 2
- Identify spatial database to map suitable scale of landscape units for FLR  implementation in India.
- Develop methodology for delineation of priority landscape for Forest landscape restoration activities
- Apply suitability matrix to spatially shortlist the potential landscape and Model FLR sites.

Qualifications of expert 2
- Education/training (2.3.1): Master's degree or higher in Remote Sensing and Geoinformation Science, Satellite Image processing, Spatial modeling, or any other relevant field.
- Language (2.3.2): English and knowledge of Hindi is advantageous
- General professional experience (2.3.3): 8 years of professional experience in Forest landscape restoration and mointoring, Forest degradation and change mapping, Participatory Resource Mapping, Land use planning, Baseline and feasibility assessment for ARR projects etc
- Specific professional experience (2.3.4): 6 years in Application of Spatial Multicriteria Analysis, Analytic Hierarchy Process (AHP), and development of Decision Support System (DSS), including data mining and machine learning.
- Regional experience (2.3.6): 5 years of the total experience in projects in India


**Expert 3- Social Expert – 2.4 of Technical Assessment Grid**

Tasks of expert 3
- Develop better understanding on social component in the Forest landscape including gender sensitivity
- Development of socio-economic criteria/indicators for assessing priority landscape and further shortlisiting of potential landscapes and model sites for FLR implementation.
- Stakeholder consultations like focus group discussion and questionaries development.

Qualifications of expert 3
- Education/training (2.4.1): Master's degree or higher in Sociology, Antropology, Rural development  or any other relevant field.
- Language (2.4.2): English and knowledge of any regional languages of the 4 states is advantageous
- General professional experience (2.4.3): 8 years of professional experience in Community Forest Management, Participatory Rural Appraisal and Resource assessment, etc
- Specific professional experience (2.4.4): 6 years in Assessing drivers of forest change, Socio-economic benefits of forest restoration, Conflict/Barriers and challenges in landscape restoration, Stakeholder consultations, questionnaire, sampling design, and gender inclusion for forest restoration projects etc
- Regional experience (2.4.6): 4 years of total experience in projects in India.

**Expert 4: Forestry Research and Documentation – 2.5 of Technical Assessment Grid**

Tasks of expert
- Ensuring the information compilation
- Sourcing, collection, and customization of information, documents, and formats required for planning purposes.
- Supporting the other experts in the team for plan preparation, field validations, data entry, and analysis as the need be.
- Documentation of all other activities such as stakeholder consultation meetings, and bilateral meetings with the government and other partners.
- Analysing and quality assurance of the written reports
- Internal knowledge management and securing of relevant data.
- Coordination of internal and external technical knowledge output and input.

Qualifications of experts
- Qualifications (2.5.1): Master/ Diploma and technical qualification in Forestry, Environmental science, Natural Resource Management, or any other relevant field
- Language (2.5.2): Good business language skills in English; knowledge of any regional languages of the 4 states is advantageous.
- General professional experience (2.5.3): 5 years of experience in forest management and planning, conducting socio-ecological surveys, generating environmental impact assessment etc.
- Specific professional experience (2.5.4): 2 years of experience in forest and environment related reporting and documentation.

Soft skills of team members
In addition to their specialist qualifications, the following qualifications are required of team members:
- Team skills
- Initiative
- Communication skills
- Sociocultural competence
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking

### 6. Costing requirements

**Assignment of personnel**

| Sr. No | Key Personnel's | No. of Days |
|---|---|---|
| 1. | Team Leader (2.1) | 40 days |
| 2. | Forest Landscape Expert 1-(2.2) | 84 days |
| 3. | Remote Sensing/GIS Expert 2-(2.3) | 84 days |
| 4. | Social Expert 3-(2.4) | 40 days |
| 5. | Forestry Research and Documentation (2.5) | 40 days |

**Total proposed person days: 288**

**Travel**

The agency is required to calculate the travel by the specified experts and the experts it has proposed based on the places of performance and list the expenses separately by daily allowance (48 Man-days), accommodation expenses (48 Man-days), and other travel (Local Travel) expenses. **Three round trips** from location of the office to the **four project states for four team members** may be included to accommodate any participation in the state-level meetings/ workshops.

**Workshops, training**

The contractor implements the following workshops/study trips/training courses (Stakeholder consultation workshops will be organised by GIZ and supported by the contractor):

- Stakeholder interviews and reconnaissance survey to gather information useful for development of FLR and related challenges
- Stakeholder consultation to finalise the criteria and indicator to map the potential landscape and suitability matrix for shortlisting of priority landscape and FLR sites.
- Field validation for mapped potential landscape and shortlisted landscapes/FLR sites based on suitability matix.

**Other costs**

The agency needs to budget for the below mentioned costs:

- Basic IEC Materials for workshops/stakeholder consultation meetings in each of the 4 project states. This includes designing and printing of concept note, agenda, posters and banners for the workshops, summary of consultation meetings, brochures, questionaries, any other knowledge material required for the consultations etc.

### 7. Inputs of GIZ or other actors

GIZ and/ or other actors (e.g., consortium members) are expected to make the following available:
- Introduce the agency to the government administration at the start of the project.
- Suggest additional participants for any meetings, trainings, and workshops.
- Any technical support required for the success of this initiative.
- Technical input for finalising the activity plan, review strategies and periodic review and reporting of progress.

- Inputs on branding, design of all communication materials and knowledge products
- The cost of the venue for stakeholder consultations

## 8.      Requirements on the format of the bid

The structure of the bid must correspond to the structure of the ToRs. In particular, the detailed structure of the concept (Chapter 3) is to be organised in accordance with the positively weighted criteria in the assessment grid (not with zero). It must be legible (font size 11 or larger) and clearly formulated. The bid must drawn up in English (language).

The CVs of the personnel proposed in accordance with Chapter 4 of the ToRs must be submitted using the format specified in the terms and conditions for application. The CVs shall not exceed 4 pages. The CVs must clearly show the position and job the proposed person held in the reference project and for how long. The CVs must be submitted in English (language).

**************************