

Terms of reference (ToR) for the procurement of services below the EU threshold

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Consulting Services for the Study on Transition to Grid Electricity for the RMG Sector in Bangladesh	Project number / G-012506-002 Tender number 10011649
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0. List of abbreviations

AG	Commissioning party
AN	Contractor
AVB	General Terms and Conditions of Contract for supplying services and work
BGMEA	Bangladesh Garment Manufacturers and Exporters Association
BKEMA	Bangladesh Knitwear Manufacturers and Exporters Association
CPPA	Corporate Power Purchase Agreement
CAPEX	Capital Expenditure
DC	Development Cooperation
EE	Energy Efficiency
FK	Expert
FKT	Expert days
GHG	Green House Gas
IDCOL	Infrastructure Development Company Limited
IPCC	Intergovernmental Panel on Climate Change
KZFK	Short-term expert
MDB	Multilateral Development Bank
OPEX	Operational Expenditure
PAP	Policy Advisory for Promoting Energy Efficiency and Renewable Energy
Power Grid	Power Grid Bangladesh PLC
PPA	Power Purchase Agreement
RE	Renewable Energy
RMG	Ready Made Garments
SMEs	Small and Medium-sized Enterprises
SREDA	Sustainable and Renewable Energy Development Authority
TC	Technical Cooperation
ToRs	Terms of reference

1. Context

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a federal enterprise with worldwide operations (www.giz.de). GIZ supports the German Government in the field of international cooperation for sustainable development. GIZ has been working as a development partner of Bangladesh since 1972 under bilateral agreement. Currently, GIZ in Bangladesh is working in the areas of renewable energy, adaptation to climate change, private sector development and technical education, biodiversity, as well as good governance and displacement.

Renewable energy and energy efficiency are key priorities of German Development Cooperation in Bangladesh. Since 2004, the German Government has been collaborating with the Government of Bangladesh to support sustainable energy development. The "Policy Advisory for Promoting Energy Efficiency and Renewable Energy (PAP) II" technical cooperation (TC) project is being implemented within this priority.

The overarching goal of the Technical Cooperation (TC) project is to enhance the institutional, economic and personnel conditions to facilitate a socially just and ecologically balanced energy transition in Bangladesh. Specifically, PAP II aims to make significant contributions in the following thematic areas:

- Strengthening the capabilities of selected energy sector actors to effectively develop, manage and implement renewable energy (RE) and energy efficiency (EE) measures.
- Improving the conditions for unhindered market growth of sustainable energy solutions.
- Improving the entrepreneurial conditions for the employment of women and young professionals in the sustainable energy sector.

The Ready-Made Garment (RMG) sector is a cornerstone of Bangladesh's economy, contributing over 81% of national export earnings and employing nearly 4 million people, approximately 60% of whom are women. To remain competitive in the global apparel market, uninterrupted and affordable supply of electricity is necessary. However, inadequate electricity distribution infrastructure, frequent power outages, and power quality issues such as voltage and frequency fluctuations, have made grid power supply unreliable for industrial use. To ensure consistent production and protect sensitive machinery, most RMG factories have relied on fossil fuel-based captive power systems. While once favored for their stability and subsidized gas prices, captive systems now face growing challenges due to gas supply volatility and rising costs, raising concerns about their long-term viability.

Despite its existing reliance on fossil fuels, the RMG sector holds immense potential to accelerate Bangladesh's green energy transition. Its large energy consumption footprint and growing buyer pressure for sustainable production practices make it a powerful candidate for industrial decarbonization. Factory owners, however, have repeatedly raised concerns about grid instability, frequent load shedding, and the limited feasibility of grid-connected solar under the current infrastructure and policy settings. Addressing these challenges has become even more important with the upcoming Policy for Enhancement of Private Participation in the Power Sector and the introduction of corporate power purchase agreement (CPPA) mechanisms, which will create opportunities for RMG factories to purchase green electricity and underscore the need for a more stable and reliable grid. The study will therefore assess the regulatory,

commercial, and technical preconditions for implementing CPPAs under these new frameworks, including tariff design, wheeling, and REC attribution mechanisms.

In a recent dialogue with the European Union, GIZ, and Power Grid Bangladesh (Power Grid) - the state owned utility responsible for the high voltage transmission network, the need for a comprehensive study on the RMG sector's grid electricity transition was underscored. The study will provide an evidence-based assessment of the selected RMG factories' power quality requirements, existing electricity distribution system, identify shortcomings in infrastructure and operations, and recommend the investments, policies, and regulatory measures required to enable the grid transition of RMG sector factories with applicable renewable energy solutions.

Against this backdrop, PAP II Project will engage a consulting firm to conduct the study. This study will serve as a strategic document, strengthening the reliability and quality of electricity supply from power distribution utilities along with enabling infrastructure for solar and hybrid solutions, which are essential to support a sustainable transition to clean energy in the RMG sector.

2. Tasks to be performed by the contractor

The overarching goal of the study is to understand the power quality requirements of the RMG factories and assess the technical readiness of the electric distribution grid infrastructure to meet such requirements for transitioning from fossil fuel based captive power systems to reliable grid electricity supply, consistent with ongoing EU-AFD Smart Grid upgrades within DPDC and national programs such as the National Rooftop Solar Program and Net Metering Guidelines 2025, to ensure complementarity and avoid duplication, while incorporating applicable renewable energy solutions.

To achieve this, the study will conduct case studies of selected RMG factories to analyze existing distribution infrastructure, identify gaps, and propose techno-economically feasible solutions. It will also provide policy and investment recommendations to support a sector-wide transition to cleaner and more sustainable electricity sources.

Task 1: Background and Stakeholder Mapping

This task will establish the overall context for transitioning the RMG sector from captive power generation to reliable grid electricity with renewable integration. It will analyze the sector's current energy landscape, international sustainability requirements, and the role of key stakeholders. This foundational analysis will inform subsequent factory-level and technical assessments, ensuring that the study is aligned with both national realities and global sustainability demands.

- Conduct a comprehensive literature review on the energy use patterns of the RMG sector, including reliance on captive generation and current levels of grid connectivity.
- Review international buyer requirements and sustainability standards (e.g., EU Corporate Sustainability Due Diligence Directive, carbon neutrality commitments)
- Estimate the renewable energy capacity required to meet sectoral green energy demand, and compare with the current deployment of rooftop solar, net metering, and other RE initiatives.
- Map ongoing and planned donor/financier interventions (World Bank, IFC, GIZ, IDCOL, ADB, etc.) relevant to industrial grid transition and VRE integration, ensuring complementarity and avoiding duplication.

- Develop a comprehensive stakeholder engagement and outreach plan in collaboration with BGMEA, BKMEA, utilities, and industry leaders, to secure factory participation in site visits, data sharing, and pilot initiatives.
- Summarize opportunities and risks at the sectoral level, providing a baseline context for factory-level analysis in later tasks.

Deliverable: Background analysis and Stakeholder Mapping Report

Task 2: Assessment of Factory-Level Power Demand and Quality Requirements

This task aims to understand the power consumption patterns and specific power quality needs of selected RMG factories. It will involve detailed data collection¹ and analysis to establish a baseline of current energy use and operational challenges due to unreliable grid supply.

- Select a group of factories for case studies based on type, geography, production scale, and grid connection status
- Conduct surveys or collect data on consumption patterns (e.g., load profiles, seasonal variations) equipment/process sensitivity to power quality disturbances, and proportion of electricity that the factory currently consumes from the national grid versus captive power generation.
- Measure or collect data on power quality indicators (voltage fluctuations, harmonics, outages, frequency deviations) considering DPDC Smart Meter/SCADA specifications.
- Explore process-wise load tagging (e.g., dyeing, finishing, compressed air etc.) to assess electrification potential if possible
- Review of utility-supplied data and factory-level records
- Conduct a consultation workshop with relevant stakeholders, distribution utilities, industry owners and sector experts to gather overall sectoral feedback on energy use and operational challenges due to unreliable grid supply
- Document the baselines, compare with standards/benchmarks, identify operational challenges and risks arising from unreliable grid supply including financial impacts
- Ensure data confidentiality, anonymization of sensitive data, and trust-building measures with factory owners.

Deliverable: Factory Power Demand and Quality Baseline Report

Task 3: Distribution Network Readiness and Gap Analysis

This task aims to evaluate the existing capacity and technical performance (including power quality metrics) of the local distribution network infrastructure supplying the RMG factories. It

¹ Note: All data collection will follow strict confidentiality protocols. Sensitive operational and financial data from factories will be anonymised, and trust-building measures will be implemented to encourage factory participation and ensure reliable data access

identifies infrastructural limitations and technical constraints that affect power quality, reliability and baseline condition of the distribution infrastructure.

- Map relevant 33 kV / 11 kV / LT feeders, substations, and industrial clusters
- Assess system capacity, loading conditions, equipment condition, and voltage profiles
- Identify constraints such as aging infrastructure, voltage drops, and inadequate redundancy
- Develop a model to forecast future electricity demand by product segments (e.g., spinning, dyeing, finishing), based on production trends and RMG factory expansion
- Develop short-, medium-, and long-term load growth scenarios that reflect grid transition trends and sector growth, to inform future distribution network planning and RE integration
- Analyze planned grid upgrades and upcoming investment programs in the distribution network area

Deliverable: Technical Gap Analysis and Distribution Network Readiness Report

Task 4: Grid Transition Pathways for RMG Factories

This task explores feasible pathways for RMG factories to transition from captive power to reliable grid electricity. The task will also explore cluster-based or zone-level approaches that can enable pooled infrastructure and economies of scale for small and medium-sized factories. It evaluates economic factors, regulatory requirements, and potential business models, with emphasis on renewable energy integration options. It also includes techno-economic feasibility and risk mitigation analysis to ensure proposed solutions are viable and effective.

- Propose technical solutions (e.g., dedicated feeders, transformers and line upgrades, voltage stabilizers) and conduct techno-economic feasibility analysis
- Analyze cluster- or zone-based electrification models using shared infrastructure (e.g., substations, joint RE systems like solar parks or microgrids), and recommend suitable pilot zones to demonstrate and scale the approach.
- Evaluation of the economic and operational trade-offs between captive and grid supply
- Develop tariff sensitivity scenarios to assess how future electricity price changes may influence cost competitiveness and guide adoption of grid and renewable energy
- Compare multiple scenarios, including but not limited to: (A) captive-only, (B) grid-only, (C) grid + onsite RE, (D) Grid + Offsite RE (CPPA), using 2026–2030 projections for bulk tariffs, LNG prices, and proposed wheeling/cross-subsidy charges from BERC.
- Assess time-of-day and maximum-demand charge interaction and curtailment risk.
- Review of relevant regulatory frameworks, grid codes, and interconnection standards
- Assessment of renewable energy integration through energy audits, including net-metered rooftop solar, solar-plus-storage hybrid models, and energy storage solutions for peak shaving.
- Develop a phased transition roadmap with clear milestones, responsible institutions, investment requirements, and trigger conditions for each phase, drawing on findings from Tasks 1–3

- Identify feasible business models with suitable financing mechanisms for transitioning to grid comprising renewable energy options, including:
 - CAPEX-based (factory-owned) models
 - OPEX-based models, including lease-to-own options
 - Vendor-financed solar or third party-owned solutions
 - Aggregator models for shared procurement or infrastructure
 - Blended finance supported by climate or donor funds

Deliverable: Grid Transition Strategy and Potential Roadmap for the RMG Sector

Task 5: Policy, Regulatory, and Investment Framework Analysis

This task reviews the existing policy and regulatory landscape affecting the RMG sector's transition to grid electricity supply. It aims to identify gaps and recommend necessary reforms, incentives, and coordination mechanisms to facilitate effective implementation.

- Identify gaps in infrastructure, overall investment framework, policy and regulatory readiness for transition to grid electricity supply at the sectoral level
- Explore incentives, financial instruments (e.g., concessional loans from multilateral banks, grants from potential donors, government subsidies etc.), investment requirement from both government and international financing partners and risk mitigation strategies to support infrastructure upgrades and factory adoption
- Undertake a comprehensive analysis of CPPA implementation under the 2025 RE and Private Participation policies, including market models (physical vs virtual), wheeling and open-access tariff components (losses, cross-subsidy, system use), imbalance settlement, curtailment rules, and Renewable Energy Certificate (REC)/attribute transfer integrity to support Scope 2 claims for buyers.
- Develop a model CPPA term sheet and a 'Readiness Checklist' summarizing technical and regulatory requirements for factories and utilities.
- Recommend coordination mechanisms between utilities, regulators, and industry associations
- Identify institutional roles for implementation and monitoring
- Propose a regulatory sequencing plan identifying which policy and regulatory reforms must precede each phase of the transition roadmap
- Conduct stakeholder consultations to gather input, validate findings, and build consensus among industry players, utilities, regulators, and financiers.

Deliverable: Recommendations on Enabling Environment, Policy Reforms, and Infrastructure Upgrades

Task 6: Global Best Practices and Applicability for Bangladesh

This task gathers insights from international case studies of industrial grid transition and renewable energy integration. It distills key lessons and evaluates their relevance and adaptability for Bangladesh's RMG sector.

- Review examples from other RMG or industrial clusters (e.g., Vietnam, India, Pakistan) through literature review and virtual consultation with international experts and stakeholders.
- Highlight effective policies, regulatory tools, and public-private partnership models
- Summarize key takeaways and assess transferability to Bangladesh's context
- Prioritize open-access industrial cluster models from neighboring countries (e.g. India, Vietnam etc.) to demonstrate CPPA and RE integration relevance to Bangladesh.

Deliverable: Global Best Practices Report: Lessons and recommendations for RMG sector grid transition and renewable energy adoption in Bangladesh

Task 7. Assessment of socioeconomic co-benefits or risks, including gender-differentiated impacts.

This task will assess the socioeconomic impacts of transitioning the RMG sector to reliable grid electricity and renewables, highlighting co-benefits, risks, and gender equity considerations. It will include recommendations and stakeholder consultations to ensure an inclusive, equitable transition.

- Identify potential co-benefits such as improved working conditions, reduced operating costs, and environmental health gains
- Assess potential risks, including job displacement in captive power operations and energy affordability challenges for SMEs
- Identify opportunities to enhance gender equity in factory energy management and renewable energy jobs
- Recommend evidence-based measures to maximize social benefits and mitigate adverse impacts
- Conduct consultations with factory workers, management, labor representatives, and relevant stakeholders

Deliverable: Socioeconomic Impact Assessment Report, including gender-differentiated analysis and recommendations

Task. 8 GHG Emission Accounting, baseline Assessment, and Reduction Potential Analysis.

This task will analyze existing greenhouse gas (GHG) accounting methodologies relevant to the RMG sector's energy use and propose a suitable framework for assessing emissions while ensuring consistency with SREDA's upcoming REC issuer framework and enable market-based Scope 2 reporting for RMG brands. The analysis will focus on quantifying current GHG emissions from diesel and gas-based captive power generation in selected RMG factories and evaluating potential reductions achievable through transitioning to grid electricity and renewable energy. The proposed framework will align with global standards, help factories meet buyer carbon reporting needs, and explore ways to use these reductions to attract climate finance and improve their green image.

- Review and analyze existing international and national GHG accounting standards and methodologies relevant to industrial energy use (e.g., IPCC Guidelines, GHG Protocol).
- Assess current GHG emission levels based on available data from representative RMG factories and sector-level benchmarks.
- Identify appropriate approaches for establishing emission baselines consistent with existing models and data quality constraints.
- Analyze potential GHG reductions achievable by transitioning to grid electricity and renewable energy solutions.
- Assess alignment with international buyer requirements for carbon footprint reporting to enhance export competitiveness.
- Propose a GHG emission accounting framework tailored to the RMG sector's energy use, drawing on existing models and international best practices.
- Organize dialogue with the RMG sector stakeholders on the adoption of appropriate GHG emission accounting framework.
- Provide recommendations for leveraging carbon savings to access climate finance and enhance green branding.
- Draft framework for assessing emissions consistent with SREDA's upcoming REC issuer framework

Deliverable: GHG Emissions Baseline and Reduction Potential Report, including review of existing methodologies, key assumptions, proposed framework and scenario analysis

Task. 9 Knowledge Sharing and Awareness Raising

This task aims to communicate the study's findings and recommendations in a way that is accessible and actionable for diverse stakeholders. Dissemination materials will be tailored for both technical and non-technical audiences, helping industry, government, and international partners apply the insights effectively. The focus is on turning technical analysis into practical knowledge that supports informed decisions and accelerates the RMG sector's energy transition.

- Develop a dissemination and awareness-raising strategy targeting key stakeholders
- Prepare tailored knowledge materials for different audiences, including:
 - **Executive Summary** for industry stakeholders, presenting key findings and recommendations in plain, actionable language.
 - **Policy Brief** for government authorities and development partners, emphasizing grid connection and industrial grid transition, grid quality and stability in supporting reliable operations, implications of electrified factory processes on electricity demand and distribution infrastructure, relevant policy and regulatory frameworks including CPPA and permitting, and key GHG emissions baselines and reduction potential to inform climate action decisions.
 - A standalone **Roadmap Summary Document**, a concise, visually accessible version of the full roadmap from Task 4, tailored for government and industry audiences
- Organize one dissemination workshop and one roundtables events to present findings, gather feedback, and build momentum for implementation.

- One dedicated technical roundtable with Power Division, BERG, SREDA, BGMEA and buyers to validate the CPPA model and discuss open-access tariff design.
- Develop content for awareness materials (e.g., Factsheet, Infographics, Short Video, Presentation etc.) on RMG sector grid transition and RE adoption
- Engage industry associations (e.g., BGMEA, BKMEA) and relevant chambers of commerce to amplify awareness and uptake.

Deliverable: Knowledge Sharing and Dissemination Package including workshops, policy briefs and awareness materials

Certain deliveries, as laid out in the table below, are to be achieved during the contract term:

Sl. No.	Deliverables/process steps/partial services	Deadline/place/person responsible
1	Inception report: outlining in detail the work/activities to be undertaken by the consulting firm including the methodology, implementation plan, and timeline.	Deadline: 3 weeks after signing the contract Person responsible: Consultant with coordination by GIZ
2	Task 1: Background analysis and Stakeholder Mapping Report	Deadline: 2 months after signing the contract Person responsible: Consultant with coordination by GIZ
3	Task 2: Factory Power Demand and Quality Baseline Report, including - <ul style="list-style-type: none"> • Preparing a list of factories for case studies • Organizing a consultation workshop 	Deadline: 4 months after signing the contract Person responsible: Consultant with coordination by GIZ
4	Task 3: Technical Gap Analysis and Distribution Network Readiness Report, including - <ul style="list-style-type: none"> • Mapping of relevant feeders, substations, etc. • Developing a model to forecast future electricity demand by product segments 	Deadline: 7 months after signing the contract Person responsible: Consultant with coordination by GIZ
5	Task 4: Grid Transition Strategy and Potential Roadmap for the RMG Sector, including - <ul style="list-style-type: none"> • Proposing appropriate solutions and develop a sanction load wise matrix considering the limitation of factory and utilities • Identify feasible business models supported by suitable financing mechanisms 	Deadline: 9 months after signing the contract Person responsible: Consultant with coordination by GIZ
6	Task 5: Recommendations on Enabling Environment, Policy Reforms, and Infrastructure Upgrades, including - <ul style="list-style-type: none"> • Identifying gaps in infrastructure and overall framework • Assessing potential implications of CPPA mechanisms • Organizing a consultation workshop • Joint BERG, Power Division, SREDA, BGMEA roundtable during Task 5 delivery to validate CPPA modeling assumptions. 	Deadline: 11 months after signing the contract Person responsible: Consultant with coordination by GIZ

7	<p>Task 6: Global Best Practices Report: Lessons and recommendations for RMG sector grid transition and renewable energy adoption in Bangladesh</p> <ul style="list-style-type: none"> • Lessons and recommendations for RMG sector grid transition and renewable energy adoption in Bangladesh • One page “Transferability Matrix” which will compare enabling conditions. 	<p>Deadline: 10 months after signing the contract Person responsible: Consultant with coordination by GIZ</p>
8	<p>Task 7: Socioeconomic Impact Assessment Report, including gender-differentiated analysis and recommendations, including –</p> <ul style="list-style-type: none"> • Assessing potential risk and identifying potential opportunities • Organizing a consultation session with factory workers and representatives 	<p>Deadline: 12 months after signing the contract Person responsible: Consultant with coordination by GIZ</p>
9	<p>Task 8: GHG Emissions Baseline and Reduction Potential Report, including review of existing methodologies, key assumptions, proposed framework and scenario analysis</p>	<p>Deadline: 11 months after signing the contract Person responsible: Consultant with coordination by GIZ</p>
10	<p>Task 9: Knowledge Sharing and Dissemination Package including workshops, policy briefs and awareness materials-</p> <ul style="list-style-type: none"> • Dissemination and awareness raising strategy • Executive summary for both technical and non-technical target group • Technical Roundtable/meeting on Open-Access and CPPA Regulations with Power Division, BEREC, SREDA, BGMEA, and buyers. • Policy brief • Final report • Content for awareness materials • Final dissemination workshop 	<p>Deadline: 13 months after signing the contract Person responsible: Consultant with coordination by GIZ</p>
11	<p>Facilitate consultations with the Power Division, SREDA, BGMEA, BKMEA, Buyers and other key stakeholders to support consideration and potential adoption of the study’s recommendations</p>	<p>Deadline: 13 months after signing the contract Person responsible: Consultant with coordination by GIZ</p>

Period of assignment: from 11th May 2026 until 31st August 2027.

Notably, the Consultant shall provide all deliverables (drafts and final versions) electronically and in English. The deliverables will require approval by GIZ before they are considered as delivered.. The Consultant shall address reasonable comments and requests for clarification from GIZ, limited to the scope and requirements defined in the Terms of Reference.

3. Concept

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

Note: The numbers in parentheses correspond to the lines of the technical assessment grid.

Technical-methodological concept

Strategy (1.1): The tenderer is required to consider the tasks to be performed with reference to the objectives of the services put out to tender (see Chapter 1 Context) (1.1.1). Following this, the tenderer presents and justifies the explicit strategy with which it intends to provide the services for which it is responsible (see Chapter 2 Tasks to be performed) (1.1.2).

The tenderer is required to present the actors relevant for the services for which it is responsible and describe the **cooperation (1.2)** with them.

The tenderer is required to present and explain its approach to **steering** the measures with the project partners (1.3.1) and its contribution to the **results-based monitoring system** (1.3.2).

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

The tenderer is required to describe its contribution to knowledge management for the partner (1.5.1) and GIZ and to promote scaling-up effects (1.5.2) under **learning and innovation**.

Project management of the contractor (1.6)

The tenderer is required to explain its approach for coordination with the GIZ project. In particular, the project management requirements specified in Chapter 2 (Tasks to be performed by the contractor) must be explained in detail.

The tenderer is required to draw up a **personnel assignment plan** with explanatory notes that lists all the experts proposed in the tender; 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.

Details about backstopping

The tenderer 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 tender in accordance with Section 3.3.1 of the GIZ AVB:

- Service-delivery control
- Managing adaptations to changing conditions
- Ensuring the flow of information between the tenderer and GIZ
- Assuming personnel responsibility for the contractor's experts
- Process-oriented steering for implementation of the commission
- Securing the administrative conclusion of the project

4. Personnel concept

The tenderer 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 in the technical assessment.

Team leader and Grid/Power System Expert

Tasks of the team leader and Grid/Power System Expert

- Overall responsibility for the advisory packages of the contractor (quality and deadlines)
- Coordinate the Implementation of all the task in collaboration with all the Experts outlined in chapter 2
- Conducting technical tasks (but not limited to) such as factory electricity demand analysis, distribution network readiness assessment, grid transition scenario development etc.
- Facilitate bi-weekly progress review meetings to track implementation status, address challenges, and provide necessary support to ensure timely delivery
- Coordinating and ensuring communication with GIZ, partners and others involved in the project
- Personnel management, in particular 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

Qualifications of the team leader and Grid/Power System Expert

- Education/training (2.1.1): university degree (Master/PhD) in Engineering, Electrical & Electronics, Power Systems, Economics, Environmental Science or a related field. (PhD degree 10 points, Master degree 7 points)
- Language (2.1.2): B2 level language proficiency in English
- General professional experience (2.1.3): 9 years of professional experience in the power and energy sector
- Specific professional experience (2.1.4): 5 years of professional experience in technical aspects related to power system planning, electricity transmission & distribution system modelling and analysis, and Industrial grid transition studies.
- Leadership/management experience (2.1.5): 3 years of management/leadership experience as project team leader or manager in similar assignments
- Regional experience (2.1.6): 3 years of experience in projects in Asia.
- Development cooperation (DC) experience (2.1.7): 2 years of experience in DC projects
- Other (2.1.8): prior working experience with industrial (textile/RMG) grid transition studies, planning

Expert 1: National Coordinator- Energy Specialist/ Power System Expert

Tasks of expert 1: national coordinator- energy specialists/power system expert

- Support the implementation of assigned activities in close collaboration with all experts, as outlined in Chapter 2.

- Contribute to technical tasks (not limited to), collecting and analyzing selected factories' power demand, mapping surrounding distribution grid infrastructure, and conducting feeder and substation analysis, propose applicable renewable energy options.
- Validate proposed technical solutions recommended by the team leader and other experts, ensuring their relevance and feasibility for the RMG sector grid transition in Bangladesh.
- Coordinate and facilitate local engagement, including in-person stakeholder consultations and dialogues, in collaboration with the Team Leader.
- Prepare and submit progress reports to team leader in line with agreed timelines and reporting requirements.
- Report directly to the Team Leader and provide support in relevant activities as required.

Qualifications of expert 1: national coordinator- energy specialists/power system expert

- Education/training (2.2.1): university degree (Bachelor/Master) in Engineering, Power System, Renewable Energy, or a related field. (Master degree 10 points, Bachelor degree 7 points)
- Language (2.2.2): B2 -level language proficiency in English & C2 -level language proficiency in Bangla (similar to native speaker) (English 3 points, Bangla 7 points)
- General professional experience (2.2.3): 7 years of professional experience in Bangladesh Power and energy sector.
- Specific professional experience (2.2.4): 5 years of Professional experience in conducting power system planning, energy demand assessments and RE grid integration for industrial sector, preferably in RMG/Textile industries
- Regional experience (2.2.6): 5 years of experience in projects in Bangladesh and with 1 years of working experience in Asia (experience in Bangladesh max. 8 points, along with Asia max. 10 points)
- Development Cooperation (DC) experience (2.2.7): 1 years of experience in DC projects
- Other (2.2.8): Demnostrated experience in stakeholder engagement with private and government bodies, industry association

Expert 2: Power System Economist/ Financial Expert Expert

Tasks of expert 2: power system economist/ financial expert expert

- Support the Implementation of assigned activities in close collaboration with all experts, as outlined in Chapter 2.
- Conduct economic and financial analyses of grid transition scenarios for RMG factories, including cost–benefit and tariff impact assessments.
- Evaluate financial viability and investment frameworks for renewable energy integration and grid connection.
- Propose financing mechanisms, incentive structures, and risk-mitigation tools for scaling grid-based renewable solutions in the RMG sector.
- Assess long-term economic impacts of reduced reliance on captive generation (e.g., competitiveness, energy costs, GHG reduction benefits).
- Prepare and submit regular progress reports in line with the agreed deadlines and reporting requirements.
- Reporting team leader and support in the relevant activities

Qualifications of expert 2: power system economist/ financial expert expert

- Education/training (2.3.1): university degree (Master/PhD) in Economics, Finance, Engineering, Business Administration or a related field.(PhD degree 10 points, Master degree 7 points)
- Language (2.3.2): B2 -level language proficiency in English
- General professional experience (2.3.3): 7 years of professional experience in finance sector.
- Specific professional experience (2.3.4): 5 years of Professional experience in energy economics, economic/financial assessments of industrial projects
- Regional experience (2.3.6): 2 years of experience in projects in Asia
- Development Cooperation (DC) experience (2.2.7): 2 years of experience in DC projects
- Other (2.3.8): Demonstrated professional experience in energy sector, including tariff analysis, and cost–benefit assessments of power projects

Soft skills of team members

In addition to their specialist qualifications, the following qualifications are required of team members:

- Team skills
- Initiative
- Communication skills
- Socio-cultural skills
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking

Short-term expert pool with minimum 3, maximum 4 members

For the technical assessment, an average of the qualifications of all specified members of the expert pool is calculated. Please send a CV for each pool member (see below Chapter 7 Requirements on the format of the bid) for the assessment.

Tasks of the short-term expert pool

- Support the Implementation of assigned activities in close collaboration with all experts, as outlined in Chapter 2
- Review existing legal and regulatory frameworks relevant to grid connection, captive power replacement, and renewable energy adoption in the RMG sector.
- Analyze licensing, tariff design, power purchase agreements (PPAs), and permitting processes, identifying gaps and bottlenecks.
- Recommend legal and regulatory reforms, including corporate power purchase agreements (CPPAs), that facilitate industrial grid transition and renewable energy integration.
- Assess socio-economic impacts of transitioning RMG factories from captive to grid power, including implications for workers, local communities, and supply chains.
- Support stakeholder engagement by ensuring diverse voices, including women, workers, and community representatives are reflected in consultation processes.
- Provide guidance on compliance issues and alignment with international best practices.
- Prepare and submit regular progress reports in line with the agreed deadlines and reporting requirements.

- Reporting team leader and support in the relevant activities

Qualifications of the short-term expert pool

- Education/training (2.6.1): 2 experts (**Legal & Regulatory expert & Climate Mitigation & Carbon Accounting Expert**) with university qualification (German 'Diplom'/Master) in Economics, Engineering, Environmental Science, Business Administration, Law or a related field, **one expert (Socio-economic & Gender Specialist)** with university qualification (German 'Diplom'/Master) in Social Science, Development Studies, Gender Studies or a related field
- Language (2.6.2): All experts with B2-level language proficiency in English
- General professional experience (2.6.3): one expert with 7 years of professional experience in the legal, regulatory & policy sector, one expert with 7 years of professional experience in the climate finance, climate mitigation or environmental management sector, one expert with 7 years of professional experience in socio-economic development and gender equality
- Specific professional experience (2.6.4): one expert with 5 years of professional experience in power and energy sector, particularly in electricity market regulation, licensing, PPAs, CPPAs, tariff design, and compliance with national energy policy, one expert with 5 years of professional experience in GHG emission accounting, carbon footprint analysis and climate mitigation planning, one expert with 5 years of professional experience in Socio-economic impact assessment, gender analysis and mainstreaming.
- Regional experience (2.6.5): two experts with 2 years of experience in projects in Asia and one expert with 1 year of experience in projects in Asia.
- Development cooperation (DC) experience (2.6.6): All experts with two years of experience in DC
- Other (2.6.7): All experts with demonstrated professional experience with policy and regulatory reforms, GHG Emission accounting for RMG Sector and socio-economic impact assessment for energy transition

The tenderer must provide a clear overview of all proposed short-term experts and their individual qualifications.

5. Costing requirements

Assignment of personnel and travel expenses

Per diem allowances are reimbursed as a lump sum up to the maximum amounts permissible under tax law for each country as set out in the country table in the circular from the German Federal Ministry of Finance on travel expense remuneration (downloadable from the German Federal Ministry of Finance – tax treatment of travel expenses and allowances for international business travel as of 1 January 2026 (GERMAN ONLY)).

Accommodation allowances are reimbursed as detailed in the specification of inputs below.

With special justification, additional Accommodation costs up to a reasonable amount can be reimbursed against evidence.

All business travel must be agreed in advance by the officer responsible for the project

Sustainability aspects for travel

GIZ has undertaken an obligation to reduce greenhouse gas emissions (CO₂ emissions) caused by travel. When preparing your tender, please incorporate options for reducing emissions, such as selecting the lowest-emission booking class (economy) and using means of transport, airlines and flight routes with a higher CO₂ efficiency. For short distances, travel by train (second class) or e-mobility should be the preferred option.

CO₂ emissions caused by air travel must be offset. GIZ specifies a budget for this, through which the carbon offsets can be settled against evidence.

There are many different providers in the market for emissions certificates, and they have different climate impact ambitions. The Development and Climate Alliance (German only) has published a list of standards (German only). GIZ recommends using the standards specified there.

Specification of inputs

Fee days	Number of experts	Number of days per expert	Total	Comments
Team leader and Grid/Power System Expert	1	74	74	
Expert 1: National Energy Specialist/ Power System Expert	1	44	44	
Expert 2: Power System Economist/ Financial Expert	1	40	40	
Short Term Pool 1: Legal & Regulatory Expert, Climate Mitigation & Carbon Accounting Specialist, Socio-economic & Gender Specialist	3	25	75	
Travel expenses	Quantity	Number per expert	Total	Comments
Per-diem allowance in country of assignment	40		46	Bangladesh
Overnight allowance in country of assignment	25		25	Overnight stays abroad: Note: Under the BMF travel expense regulations, overnight allowances not exceeding 100% of the lump sum amounts can be submitted for reimbursement against evidence. Up to 75% of the maximum rates

				<p>specified in the travel expense regulations can be submitted for reimbursement on a lump-sum basis.</p> <p>Please indicate in the price schedule whether your offer is on a lump-sum basis or against evidence.</p> <p>Please indicate in the price schedule whether your offer is on a lump-sum basis or against evidence.</p>
Transport	Quantity	Number per expert	Total	Comments
International flights <i>(Round Trips)</i>	8			Travel to the place of service delivery - Bangladesh
Domestic flights <i>(Round Trips)</i>	6			Flights within the country of assignment during service delivery
CO₂ compensation for air travel	1		700.00	A fixed budget of EUR 700.00 is earmarked for settling carbon offsets against evidence.
Transfer expenses	1		3,000.00	Travel within the country of assignment, visit RMG Factories, Key Stakeholder's office, transfer to/from airport etc.
Other costs	Number	Price	Total	Comments
Flexible remuneration.	1	8,500.00	8,500.00	<p>A budget of EUR 8,500.00 is foreseen for flexible remuneration. Please incorporate this budget into the price schedule.</p> <p>Use of the flexible remuneration item requires prior written approval from GIZ.</p>

6. Inputs of GIZ or other actors

GIZ are expected to make the following available:

- GIZ may facilitate the logistics support (venue & necessary arrangements) for the participants required for organizing the dissemination workshop and other in person consultation sessions

7. Requirements on the format of the tender

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

The complete tender must not exceed 20 pages (excluding CVs). If one of the maximum page lengths is exceeded, the content appearing after the cut-off point will not be included in the assessment. External content (e.g. links to websites) will also not be considered.

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 each. They must clearly show the position and job the proposed person held in the reference project and for how long. The CVs also be submitted in English.

Please calculate your financial tender based exactly on the parameters specified in Chapter 5 Quantitative requirements. The contractor is not contractually entitled to use up the days, trips, workshops or budgets in full. The number of days, trips and workshops and the budgets will be contractually agreed as maximum limits. The specifications for pricing are defined in the price schedule.