

GOVERNMENT OF KHYBER PAKHTUNKHWA

IRRIGATION DEPARTMENT



REQUEST FOR PROPOSAL

**FOR PROCUREMENT OF CONSULTANCY SERVICES
(SINGLE STAGE TWO ENVELOPES PROCEDURE)**

**RECHARGE PAKISTAN: BUILDING PAKISTAN'S RESILIENCE TO CLIMATE CHANGE
THROUGH ECOSYSTEM-BASED ADAPTATION (EBA) AND GREEN INFRASTRUCTURE (GI)
FOR INTEGRATED FLOOD RISK MANAGEMENT KHYBER PAKHTUNKHWA
(IRRIGATION COMPONENT)**

**Sites Validation, Detailed Designing and Construction Supervision of Green
Infrastructure (GI) and Ecosystem based Adaptation (EbA) activities/civil works
in DI Khan and Ramak watersheds under the Recharge Pakistan Project**

**Issued By: EXECUTIVE ENGINEER/PROJECT DIRECTOR
IRRIGATION DIVISION SOUTH WAZIRISTAN
TRIBAL DISTT: TANK (RECHARGE PAKISTAN)**

SEPTEMBER 2025

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PROJECT PRELIMINARY FEASIBILITY (BRIEF)

Background & Rationale:

Khyber Pakhtunkhwa (KP) is one of Pakistan's most climate-sensitive provinces, characterized by complex ecological diversity and socio-economic vulnerability. While the province benefits from fertile agricultural plains and river valleys, it also faces persistent challenges from climate variability. In particular, the southern district of Dera Ismail Khan, the D.I. Khan and Ramak watersheds are consistently exposed to climate hazards, primarily flashfloods, water scarcity, soil erosion, and land degradation.

These watersheds are fed by hill torrents originating from the Suleiman and Marwat ranges. Each year, heavy monsoon rainfall results in destructive torrents that devastate farmland, displace populations, and erode productive soils. At the same time, prolonged dry periods leave communities without reliable water for agriculture, livestock, or domestic use. This dual exposure to flood and drought extremes has rendered the localeconomy-fragile.

The situation is further aggravated by socio-economic indicators. The region's population exceeds 1.6 million, largely dependent on agriculture and livestock, with limited alternative livelihoods. The area registers a Multidimensional Poverty Index (MPI) of 0.362, categorizing it among the poorest districts of KP. When combined with weak infrastructure and limited institutional capacities, these factors amplify vulnerability andconstrain-long-term-development.

Climate change projections highlight the urgency of intervention. By 2060, Pakistan is expected to face temperature increases of 1.4°C to 3.7°C, with more intense and erratic monsoon events. These changes will magnify the risks of flash flooding, drought recurrence, and land degradation. Unless addressed, water insecurity will deepen, agricultural productivity will decline, and community resilience will deteriorate.

Against this backdrop, the Recharge Pakistan Project introduces a comprehensive solution that integrates Ecosystem-based Adaptation (EbA) and Green Infrastructure (GI) to build resilience, safeguard livelihoods, and enhance long-term sustainability.

Project Overview:

The Recharge Pakistan Project is a flagship national initiative jointly supported by the Green Climate Fund (GCF), the World Wide Fund for Nature (WWF–Pakistan), and the Coca Cola Foundation (TCCF). The project aims to establish proof of concept for scalable, nature-based flood risk management across Pakistan, demonstrating how ecosystem restoration and green infrastructure can work together to mitigate disasters and improve water security. Within Khyber Pakhtunkhwa, the irrigation component of the project is being executed through the Irrigation Department, KP, with financial and technical support from WWF–Pakistan. This component specifically targets DI Khan and Ramak watersheds, two of the most vulnerable catchments in the province.

The overall goal is to divert, store, and recharge floodwaters in a manner that reduces destructive impacts while harnessing water for beneficial uses during droughts. By integrating traditional knowledge (e.g., Karez systems) with modern NbS (e.g., wetlands restoration, vegetative buffers, recharge basins), the project provides a balanced approach that is cost-effective, sustainable, and replicable.

Objectives & Strategic Approach:

Objectives:

The irrigation component of Recharge Pakistan is designed around five core objectives:

1. Protect lives, property, and infrastructure by reducing the impact of floods and associated hazards.
2. Optimize floodwater utilization for aquifer recharge, agriculture, and domestic needs.
3. Restore ecosystems and natural hydrology through wetland rehabilitation, Karez restoration, and vegetated buffers.
4. Strengthen community resilience by introducing water management systems that support sustainable livelihoods.
5. Develop replicable models of NbS and GI interventions that can be scaled across other high-risk watersheds of Pakistan.

Strategic Approach:

1. **Integrated Flood Risk Management:** Combining structural GI measures (embankments, bunds, recharge basins) with ecosystem restoration (EbA).
2. **Community Engagement:** Local populations will be involved in site validation, design inputs, and long-term maintenance through Water User Groups.
3. **Phased Implementation:** Activities will be executed in three phases site validation, detailed design, and construction supervision to ensure precision and adaptability.
4. **Sustainability:** A long term 30 year O&M plan will institutionalize community led monitoring and ensure continuity of benefits.

Details of Assignment:

During the development phase of the Recharge Pakistan project, preliminary design assessments and a feasibility study were carried out, which included initial site surveys and preliminary models to identify the most suitable sites for implementing EbA and GI interventions/activities. Through this feasibility study, the specific types, locations/areas, and cost-effectiveness of implementing ecosystem-based adaptation and green infrastructure interventions were determined to assess maximum flood and drought reduction benefits for communities living in the D.I Khan division and Ramak watersheds.

The consultant shall use the Recharge Pakistan's approved funding proposal, feasibility study report¹ and hydrological modelling assessments as a reference and build upon its preliminary investigation, findings, and results. However, without limiting it, the consultant shall carry out independent site visits/investigations to supplement the available information and source all requisite data for preparing layouts, plans, rendered images, preliminary and detailed designs, bills of quantities (BOQs), complete bidding document packages and all other relevant engineering documentation as required by the Project Director (Recharge Pakistan) and/or WWF - Pakistan for onsite execution of the civil works.

Proposed Interventions:

The interventions in DI Khan and Ramak are designed to reduce flood damage, enhance drought resilience, and restore degraded ecosystems.

Green Infrastructure (GI):

1. Flood Protection Embankments (09): Safeguarding villages, farmland, and public assets from recurring floods.
2. Flood Dispersal Embankment (01): Redirecting flash torrents away from settlements into safe storage zones.
3. Gabion Bunds (39): Stabilizing riverbanks and slopes while slowing water velocity to reduce erosion.
4. Small Retention Areas (34): Capturing seasonal floodwaters to enhance infiltration and serve as local reservoirs.
5. Large Retention Areas (02): Providing major floodwater detention capacity, buffering extreme events.

¹Recharge Pakistan's funding proposal, feasibility study and hydrological assessments will be shared with the design consultant

6. Recharge Basins (09): Enabling aquifer replenishment to secure long-term water availability.

S.No.	Location	Village ²	Quantity	Proposed Dimensions ³
Flood protection embankments				
1	DI Khan/Ramak Watershed	Jandola, Shahbaz Khel, Kulachi, Paniala	9	Length: 150 m Width: 150 m Height: 10 m
Total			9	
Dispersal embankments				
2	DI Khan Watershed	Tank	1	Length: 150 m Width: 150 m Height: 10 m
Total			1	
Gabion bunds				
3	DI Khan/Ramak Watershed	Jandola, Gomal Zam, Spalipon, Tangi Abbas Khel, Juma Gul Manrai, Tutti Khel and Abdul Khel	39	Length: 150 m Height: 6 m
Total			39	
Small retention areas				
4	DI Khan Watershed	Tank, Kulachi, Jandola, Tangi Abbas Khel, Juma Gul Manrai	34	Length: 275 m Width: 275 m Height: 1 m
Total			34	
Large retention areas				
5	DI Khan Watershed	Khargai, Kot Nasran, Daraban, Chaudhwan	2	Length: 874 m Width: 874 m Height: 1 m
Total			2	
Recharge basins				
6	DI Khan Watershed	Tank, Daraban	9	Length: 150 m Width: 14.5 m Height: 2 m
Total			9	
Grand Total (94)				

Ecosystem-Based Adaptation (EbA):

1. Wetland Restoration (Badri Wetlands): Excavation of 264 m of flow paths, de-siltation of 2 ha pond, and reinforcement of 410 m of embankments.
2. Karez System Rehabilitation (Paniala): Restoration of 4,000 m of traditional subterranean irrigation channels, ensuring continuous flow to downstream ponds and agricultural areas.
3. Vegetated Buffer Zones: Establishing natural flood barriers across intervention sites, reducing erosion and enhancing biodiversity.

Implementation Strategy & Scope of Work:

Duration: The interventions are planned to be completed by 31st December 2030, with a dedicated 30-year O&M framework to ensure sustainability.

²The villages identified for implementing Green Infrastructure interventions are subject to onsite validation of site-specific coordinates determined during the Project's feasibility study. Already identified site-specific coordinates will be shared with the design consultancy firms.

³ These proposed dimensions are based on the initial assessments conducted during project's feasibility and are subject to change as per the on-site conditions & technical requirements to meet the overall project's impact.

Phased Execution:

1. **Phase I – Site Validation & Pre-Design Surveys:**
 - Conduct geotechnical, hydrological, environmental, and social assessments.
 - Apply WWF safeguard checklists for Nature based Solutions (NbS), environmental and social screening.
 - Validate and finalize sites for interventions.
2. **Phase II – Detailed Design & Tender Preparation:**
 - Develop structural/hydraulic designs and BOQs.
 - Prepare GIS maps, layouts, and implementation plans.
 - Draft ESMPs/ESIAs and a 30-year O&M strategy.
 - Prepare tender documents for contractor selection.
3. **Phase III – Construction Supervision & Monitoring:**
 - Supervise implementation of EbA and GI interventions.
 - Ensure compliance with designs, specifications, and safeguards.
 - Provide progress reports, as-built drawings, and final completion documents.

Consultant's Role:

The selected consultant will be responsible for site surveys, validation, and data collection; detailed engineering and hydraulic design; preparation of safeguard documentation; bidding support and contractor selection; and construction supervision and certification of works.

Expected Outcomes & Impact:

- Flood Damage Reduction: Thousands of households, agricultural lands, and public assets shielded from recurrent flooding.
- Groundwater Recharge: Enhanced infiltration through recharge basins and retention structures, reducing drought vulnerability
- Improved Livelihoods: Revitalized agriculture, increased crop yields, and better water access for domestic and livestock use.
- Community Empowerment: Support the Water User Groups for local management, creating ownership and sustainability.
- Environmental Restoration: Rehabilitation of degraded ecosystems, improved biodiversity, and reduced soil erosion.
- National Replication: Successful models in DI Khan and Ramak to be scaled across other flood-prone districts of Pakistan.

Sustainability & Long-Term Vision:

- Sustainability lies at the heart of the Recharge Pakistan framework. The project's 30-year O&M plan will clearly define roles of the Irrigation Department and community Water User Groups. Regular monitoring, repair, and adaptive management will ensure interventions remain functional
- By merging Green Infrastructure with Ecosystem-based Adaptation, this component creates a resilient water management system that is both economically viable and environmentally sound. The interventions in DI Khan and Ramak will serve as demonstration sites for climate-resilient development in Pakistan, guiding future investments and policy frameworks.

(LIST OF VILLAGES FOR REFERENCES)

(AREAS / VILLAGES) FOR EBA AND GI-INTERVENTIONS AS PER (WWF-RECHARGE PAKISTAN).

DISTRICT	NAME OF AREA/VILLAGE
D.I.KHAN	PANIALA/BADRI AREA /KOHE KHAISORE /BURZWALI
	WANDA KHAN MUHAMMAD /ABDUL KHEL /KUTTI KHEL AREA /MARWAT AREA OF DIKHAN

	BANDKURAI
	KULACHI/MADDI AREA
	LUNI KULACHI
	MUSAZAI /DARABAN/CHOWDWAN
	DARAZINDA AREA
TANK	JANDOLA & SURROUNDING VILLAGES /JUMA GULMARNAI
	MULAZAI/DARABAIN
	PAI/ABIZAR
	SHAH ALAM/NASRAN
	TANK ZAM AREA
	AMA KHEL/KOTE KAT
	WARASPOON
	KHARGAI/JANDOLA
	CHANRA/JANDOLA
	KIRI HAIDER/WARASPOON AREA /DAOOD KHEL
	BHITTANI AREA OF TANK
	TATTA TANK
SOUTH WAZIRISTAN DISTRICT UPPER AND LOWER	KAKAUDOR ALGAD
	SARAROGHA AREA
	SERWEKAI/MOLA KHAN SARAI/CHAGHMALAI
	TIARZA AREA /ABBAS KHEL
	TOI KHULA AREA /WANA AREA /SPALIPOON AREA

LETTER OF INVITATION

To, All the Consulting Firms:

The Executive Engineer Irrigation Division South Waziristan Tribal District Tank Govt: of Khyber Pakhtunkhwa as (Project Director Recharge Pakistan),
(hereinafter called "Procuring Entity ") now invites proposals to provide the following consulting services:

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Sites Validation, Detailed Designing and Construction Supervision of Green Infrastructure(GI) and Ecosystem based Adaptation(EbA) activities/civil works in DI Khan and Ramak watersheds under the Recharge Pakistan Project.

1. More details on these services are provided in the Terms of Reference.
2. This Request for Proposal(RFP) has been published in national Newspapers and uploaded at KPPRA website:
<https://eprocure.gov.pk/#/auth/login>
(It is not permissible to transfer this invitation to any other firm).
3. A firm will be selected under QCBS Selection Method with **70:30** ratio for Technical and Financial proposals respectively, procedures described in this RFP, in accordance with the KPPRA Rules 2014 / WWF-Recharge Pakistan (KPK) vide approved Grant Agreement Schedule-V Page-61.
4. The RFP includes the following documents:
 - 1-Project Preliminary Feasibility(Brief).
 - 2-Letter of Invitation.
 - 3 - Instructions to Consultants
 - 4-Instructions Regarding Submission of Proposals
 - 5- Terms of Reference (TOR's)
 - 6- Reporting Documentation Mechanism
 - 7- Implementation Plan(Duration and Timelines)
 - 8- Mode of Payment
 - 9- Consultant Professionals/Key Personnels

Please inform us in writing at the following address Executive Engineer/Project Director
Irrigation Division South Waziristan Tribal District Tank(Recharge Pakistan).

5. Upon receipt:
 - (a). That you received the Letter of Invitation(RFP); and
 - (b). Whether you will submit a proposal alone or in association.

Yours sincerely,

Executive Engineer / Project Director

On behalf of WWF-PAKISTAN (Grantor)

Irrigation Division South Waziristan Tribal Distt:

Tank(Recharge Pakistan).

Phone&Fax:0963 -512385

E-Mail irrigationdivisionswtd@gmail.com

INSTRUCTIONS TO CONSULTANTS

1. Definitions

- (a) "Procuring Entity (PE)" means the department with which the selected Consultant signs the Contract for the Services.
- (b) "Consultant" means a professional who can study, design, organize, evaluate and manage projects or assess, evaluate and provide specialist advice or give technical assistance for making or drafting policies, institutional reforms and includes private entities, consulting firms, legal advisors, engineering firms, construction managers, management firms, procurement agents, inspection agents, auditors, international and multinational organizations, investment and merchant banks, universities, research institutions, government agencies, nongovernmental organizations, and individuals
- (c) "Contract" means an agreement enforceable by law and includes General and Special Conditions of the contract.
- (d) "Data Sheet" means such Part of the Instructions to Consultants that is used to reflect specific assignment conditions.
- (e) "Day" means a calendar day including holiday.
- (f) "Government" means the Government of Khyber Pakhtunkhwa.
- (g) "Instructions to Consultants" (Section 2 of the RFP) means the document which provides shortlisted Consultants with all information needed to prepare their Proposals.
- (h) "LOI" (Section 1 of the RFP) means the Letter of Invitation sent by the procuring Entity to the Consultant.
- (i) "Proposal" means the Technical Proposal and the Financial Proposal.
- (j) "RFP" means the Request For Proposal prepared by the procuring Entity for the selection of Consultants.
- (k) "Sub-Consultant" means any Person or entity to whom the Consultant subcontracts any Part of the Services.
- (l) "Terms of Reference" (TOR) means the document included in the RFP as Section 5 which explains the objectives, scope of work, activities, tasks to be Performed, respective responsibilities of the procuring Entity and the Consultant, and expected results and deliverables of the assignment.

2. Introduction	2.1 The Procuring Entity named in the Data Sheet will select a consulting firm/organization (the Consultant) from those listed in the Letter of Invitation, in accordance with the method of selection specified in the Data Sheet. 2.2 Consultants should familiarize themselves with rules / conditions and take them into account while preparing their Proposals. Consultants are encouraged to attend a pre-proposal conference if one is specified in the Data Sheet. Attending the pre-proposal conference is, however optional. Consultants may liaise with procuring Entity's representative named in the Data Sheet for gaining better insight into the assignment. 2.3 Consultants shall bear all costs associated with the preparation and submission of their proposals and contract negotiation. The Procuring Entity reserves the right to annul the selection process at any time prior to Contract award, without thereby incurring any liability to the Consultants. 2.4 Procuring Entity may provide facilities and inputs as specified in Data Sheet
3. Conflict of Interest	3.1.1 Consultants are required to provide professional, objective, and impartial advice and holding the Procuring Entity interest Paramount. They shall strictly avoid conflict with other assignments or their own corporate interest. Consultants have an obligation to disclose any situation of actual or potential conflict that impacts their capacity to serve the best interest of the Procuring Entity, or that may reasonably be perceived as having such effect. Failure to disclose said situations may lead to the disqualification of the Consultant or the termination of its Contract. 3.1.2 Without limitation on the generality of the foregoing, Consultants, and any of their affiliates, shall be considered to have a conflict of interest and shall not be recruited, under any of the circumstances set forth below: (i). A consultant that has been engaged by the procuring Entity to provide goods, works or services other than Consulting services for a project, any of its affiliates, shall be disqualified from providing consulting services related to those goods, works or services. Conversely, a firm hired to provide consulting services for the preparation or implementation of a project, any of its affiliates, shall be disqualified from subsequently providing goods or works or services other than consulting services resulting from or directly related to the firm's consulting services for such preparation or implementation (ii) A Consultant (including its Personnel and Sub Consultants) or any of its affiliates shall not be hired for any assignment that, by its nature, may be in conflict with another assignment of the Consultant to be executed for the same or for another Procuring Entity.

	(iii) A Consultant (including its Personnel and Sub Consultants) that has a business or family relationship with a member of the Procuring Entity's staff who is directly or indirectly involved in any Part of (i) the preparation of the Terms of Reference of the Assignment, the selection process for such assignment, or (iii) supervisions of the Consultants
4. Conflicting Relationships	Government officials and civil servants may be hired as consultants only if: i. They are on leave of absence without Pay; ii. They are not being hired by the Entity they were working for six months prior to going on leave; and iii. Their employment would not give rise to any conflict of interest
5. Fraud and Corruption	It is Government's policy that Consultants under the contract(s), observe the highest standard of ethics during the procurement and execution of such contracts. In pursuit of this policy, the Procuring Entity follows the instructions contained in Khyber Pakhtunkhwa Public procurement Rules 2014 which defines: "corrupt and fraudulent practices" includes the offering, giving, receiving, or soliciting, directly or indirectly of anything of value to influence the act of another Party for wrongful gain or any act or omission, including misrepresentation, that knowingly or recklessly misleads or attempt mislead a Party to obtain a financial or other benefit or to avoid an obligation; Under Rule 44 of KPPRA 2014, "The PE can inter-alia blacklist Bidders found to be indulging in corrupt or fraudulent practices. Such barring action shall be duly publicized and communicated to the KPPRA. Provided that any supplier or contractor who is to be blacklisted shall be accorded adequate opportunity of being heard".
6. Integrity Pact	Pursuant to section 16(2)(3) of KPPRA Act 2012 Consultant undertakes to sign an Integrity Pact in accordance with prescribed format attached hereto for all the procurements estimated to exceed Rs. 2.5 million.

7. Only One Proposal	Consultants may only submit one proposal. If a Consultant submits or participates in more than one proposal, such proposal shall be disqualified.
8. Proposal Validity.	a. The Data Sheet indicates Proposals validity that shall not be more than 90 days in case of National Competitive Bidding (NCB) and 120 days in case of International competitive Bidding (ICB). During this Period, Consultants shall maintain the availability of Professional staff nominated in the Proposal. The Procuring Entity will make its best effort to complete negotiations within this period. Should the need arise; however, the Procuring Entity may request Consultants to extend the validity period of their proposals. Consultants who agree to such extension shall confirm that they maintain the availability

	of the Professional staff nominated in the Proposal, or in their confirmation of extension of validity of the Proposal, Consultants may submit new staff in replacement, who would be considered in the final evaluation for contract award. Consultants who do not agree have the right to refuse to extend the validity of their Proposals
9. Clarification and Amendment in RFP Documents	9.1 Consultants may request for a clarification of contents of the bidding document in writing, and procuring Entity shall respond to such queries in writing within three (03) calendar days, provided they are received at least eight (08) calendar days prior to the date of opening of proposal. The procuring Entity shall communicate such response to all Parties who have obtained RFP document without identifying the source of inquiry. Should the PE deem it necessary to amend the RFP as a result of a clarification, it shall do so. 9.2 The Procuring Entity may amend the RFP five (05) days before the closing date by issuing an addendum/corrigendum in writing. The addendum shall be sent to all Consultants and will be binding on them. Consultants shall acknowledge receipt of all amendments. To give Consultants reasonable time in which to take an amendment into account in their Proposals the Procuring Entity may, if the amendment is substantial, extend the deadline for the submission of Proposals.
10. Preparation of Proposals	10.1 In preparing their Proposal, Consultants are expected to examine in detail the documents comprising the RFP. Material deficiencies (deviation from scope, experience and qualification of Personnel) in providing the information requested may result in rejection of a Proposal. 10.2 The estimate number of professional staff months or the budget required for executing the assignment should be shown in the data sheet, but not both. However, proposal shall be based on the professional staff month or budget estimated by the consultant

11. Language	The Proposal as well as all related correspondence exchanged by the Consultants and the Procuring Entity shall be written in English. However, it is desirable that the firm's Personnel have a working knowledge of the national and regional languages of Islamic Republic of Pakistan
12. Technical Proposal Format and Content	12.1 While preparing the Technical Proposal, consultants must give Particular attention to the following: (i) If a consultant considers that it does not have all the expertise for the assignment, it may obtain a full range of expertise by associating with individual consultant(s) and/or other firms or entities in a joint venture or sub-Consultancy, as appropriate. The international consultants are encouraged to seek the Participation of local consultants by entering into a joint venture with, or subcontracting Part of the assignment to, national consultants. (ii) For assignments on a staff-time basis, the estimated number of professional staff-months is given in the Data Sheet. The proposal shall, however, be based on the number of professional

	staff-months estimated by the firm. (iii) It is desirable that the majority of the key professional staff proposed be Permanent employees of the firm or have an extended and stable working relationship with it. (iv) Proposed professional staff must, at a minimum, have the experience indicated in the Data Sheet, preferably working under similar geographical condition. (v) Alternative professional staff shall not be proposed, and only one curriculum vitae (CV) shall submitted for each position 12.2 The Technical Proposal shall provide the following information using the Standard Forms (Section 3): (i) A brief description of the consultant organization and an outline of recent experience on assignments (Section 3B) of a similar nature. For each assignment, the outline should indicate, inter alia, the profiles of the staff, duration of the assignment, contract amount, and firm's involvement. (ii) Any comments or suggestions on the Terms of Reference and on the data, a list of services, and facilities to be provided by the PE (Section 3C). (iii) The list of the proposed staff team by specialty, the tasks that would be assigned to each staff team member, and their timing (Section 3E). (iv) CVs recently signed by the proposed professional staff and the authorized representative submitting the proposal (Section 3F). Key information should include number of years working for the consultant and degree of responsibility held in various assignments during the last (PE may give number of years as Per their requirement) years (v) Estimates of the total staff input (professional and support staff; staff time) needed to carry out the assignment, supported by bar chart diagrams showing the time proposed for each professional staff team member (Sections 3E and 3G). (vi). A detailed description of the proposed methodology, work plan for Performing the assignment, staffing, and monitoring of training, if the Data Sheet pacifies training as a major component of the assignment (Section 3D). (vi) Any additional information requested in the Data Sheet. 12.3. The Technical Proposal shall not include any financial information.
13. Financial Proposals	The Financial Proposal shall be prepared using the attached Standard Forms (Section 4). It shall list all costs associated with the assignment, including (a) remuneration for staff (in the field and at the Consultants' office), and (b) reimbursable expenses indicated in the Data Sheet (if applicable). Alternatively Consultant may provide their own list of cost. If appropriate, these costs should be broken down by activity. All activities and items described in the Technical Proposal must be priced separately; activities and items described in the Technical Proposal but not priced, shall be assumed to be included in the prices of other activities or items.
14. Taxes	The Consultant will be subject to all admissible taxes including stamp duty and service charges at a rate prevailing on the date of contract agreement unless exempted by relevant tax

	authority.
15. Submission, Receipt, and Opening of Proposals	15.1 Proposal shall contain no interlineations or overwriting. Submission letters for both Technical and Financial Proposals should respectively be in the format of TECH-1 of Section 3, and FIN-1 of Section 4. All Pages of the original Technical and Financial Proposals will be initialled by an authorized representative of the Consultants (Individual Consultant). The authorization shall be in the form of a written power of attorney accompanying the Proposal 15.2 All required copies of the Technical Proposal are to be made from the original. If there are discrepancies between the original and the copies of the Technical Proposal, the original governs. 15.3 The original and all copies of the Technical Proposal shall be placed in a sealed envelope clearly marked "Technical Proposal" Similarly, the original Financial Proposal (if required under the selection method indicated in the Data Sheet) shall be placed in a sealed envelope clearly marked "Financial Proposal" followed by name of the assignment, and with a warning "Do Not Open With The Technical Proposal " If the Financial Proposal is not submitted in a separate sealed envelope duly marked as indicated above, this will constitute grounds for declaring the Proposal non-responsive. 15.4 The Proposals must be sent to the address indicated in the Data Sheet and received by the PE no later than the time and the date indicated in the Data Sheet, or any extension to this date. Any proposal received by the PE after the deadline for submission shall be returned unopened. In order to avoid any delay arising from the postal or PE's internal dispatch workings, Consultants should ensure that proposals to be sent through couriers should reach a day before the deadline for submission
16. Proposal Evaluation	From the time the Proposals are opened to the time the Contract is awarded, the Consultants should not contact the PE on any matter related to its Technical and/or Financial Proposal. Any effort by consultants to influence the PE in the examination, evaluation, ranking of Proposals, and recommendation for award of Contract may result in the rejection of the Consultants' Proposal. Evaluators of Technical Proposals shall have no access to the Financial Proposals until the technical evaluation is concluded
17. Evaluation of Technical Proposals	17.1 The evaluation committee shall evaluate the Technical Proposals on the basis of their responsiveness to the Terms of Reference, applying the evaluation criteria, sub-criteria, and point system specified in the Data Sheet. Each responsive Proposal will be given a technical score (St). A Proposal shall be rejected at this stage if it fails to achieve the minimum technical score indicated in the Data Sheet. In the case of Quality-Based Selection, Selection Based on Consultant's Qualifications, and Single-Source Selection, the highest ranked consultant or firm selected on a single-source basis is invited to negotiate its proposal and the contract on the basis of the Technical Proposal and the Financial Proposal submitted. <i>Public Opening and Evaluation of Financial Proposals: (LCS, QCBS, and Fixed Budget Selection Methods Only)</i> 17.2 After the technical evaluation is completed, the PE shall notify in writing Consultants that have secured the Minimum qualifying marks, the date, time and location, allowing a reasonable time, for opening the Financial Proposals. Consultants' attendance at the opening of Financial Proposals is optional.

	Financial proposals of those consultants who failed to secure minimum qualifying marks shall be returned unopened .
18. Evaluation of Financial Proposals	18.1 Financial Proposals shall be opened publicly in the presence of the Consultants' representatives who choose to attend. The name of the Consultants and the technical scores of the Consultants shall be read aloud. The Financial Proposal of the Consultants who met the minimum qualifying mark will then be inspected to confirm that they have remained sealed and unopened. These Financial Proposals shall be then opened, and the total prices read aloud and recorded. Copy of the record shall be sent to all Consultants. 18.2 The Evaluation Committee will correct any computational errors. When correcting computational errors, in case of discrepancy between a Partial amount and the total amount, or between word and figures the formers will prevail. In addition to the above corrections, activities and items described in the Technical Proposal but not priced, shall be assumed to be included in the prices of other activities or items. 18.3 In case of Least Cost Selection LCS Method, the bid found to be the lowest evaluated bid shall be accepted. 18.4 In case of Quality and Cost Based Selection QCBS Method the lowest evaluated Financial Proposal (Fm) will be given the maximum financial score (Sf) of 100 points. The financial scores (Sf) of the other Financial Proposals will be computed as indicated in the Data Sheet. Proposals will be ranked according to their combined technical (St) and financial (Sf) scores using the weights T = weight given to the Technical Proposal. P = weight given to the Financial Proposal. $(T + P = 1)$ Indicated in the Data Sheet: $S = St \times T\% + Sf \times P\%$. The firm achieving the highest combined technical and financial score will be invited for negotiations. 18.5 In the case of Fixed-Budget and Quality Based Selection, the Procuring Entity will select the firm that submitted the highest ranked Technical Proposal.
19. Negotiations	Negotiations will be held at the date and address indicated in the Data Sheet. The invited Consultant will, as a pre-requisite for attendance at the negotiations, confirm availability of all Professional staff. Failure in satisfying such requirements may result in the PE proceeding to negotiate with the next-ranked Consultant. Representatives conducting negotiations on behalf of the Consultant must have written authority to negotiate and conclude a Contract.
20. Technical negotiations	Technical Negotiations will include a discussion of the Technical Proposal, the proposed technical approach and methodology, work plan, organization and staffing, and any suggestions made by the Consultant to improve the Terms of Reference. The PE and the Consultants will finalize the Terms of Reference, staffing schedule, work schedule, logistics, and reporting. These

	documents will then be incorporated in the Contract as "Description of Services" . Minutes of negotiations, which will be signed by the PE and the Consultant, will become Part of Contract Agreement.
21. Financial negotiations	If applicable, it is the responsibility of the Consultant, before starting financial negotiations, to contact the local tax authorities to determine the tax amount to be Paid by the Consultant under the Contract. The financial negotiations will include a clarification (if any) of the firm's tax liability, and the manner in which it will be reflected in the Contract; and will reflect the agreed technical modifications in the cost of the services. Consultants will provide the PE with the information on remuneration rates described in the Appendix attached to Section(i.e. Financial Proposal - Standard Forms of this RFP.
22. Availability of Professional staff/experts	Having selected the Consultant on the basis of, among other things, an evaluation of proposed Professional staff, the PE expects to negotiate a Contract on the basis of the Professional staff named in the Proposal. Before contract negotiations, the PE will require assurances that the Professional staff will be actually available. The PE will not consider substitutions during contract negotiations unless both Parties agree that undue delay in the selection process makes such substitution unavoidable or for reasons such as death or medical incapacity. If this is not the case and if it is established that Professional staff were offered in the proposal without confirming their availability, the Consultant may be disqualified . Any proposed substitute shall have equivalent or better qualifications and experience than the original candidate and be submitted by the Consultant within the period of time specified in the letter of invitation to negotiate.
23. Award of Contract	23.1 After completing negotiations, the Procuring Entity shall award the Contract to the selected Consultant within seven (07) days after letter of acceptance or award has been issued. Procuring Entity shall publish on the website of the Authority and on its own website, if such a website exists, the result of the bidding process, identifying the bid through procuring identifying number, if any and the following information, evaluation report, form of contract and letter of award, bill of quantity or schedule of requirement, as the case may be. However, the procuring entity shall announce the final results of a bid evaluation giving justifications for acceptance or rejection of bids at least ten(10) days prior to the award of a contract and place the same on its and authority website 23.2 After publishing of award of contract consultant required to submit a Performance security at the rate indicated in date sheet. 23.3 The Consultant is expected to commence the assignment on the date and at the location specified in the Data Sheet
24. Confidentiality	Information relating to evaluation of Proposals and recommendations concerning awards shall not be disclosed to the Consultants who submitted the Proposals or to other Persons not officially concerned with the process, until the publication of the award of Contract. The undue use by any Consultant of confidential information related to the process may result in the Rejection of its Proposal.

DATASHEET

1.1	Name of the Assignment: "RECHARGE PAKISTAN: BUILDING PAKISTAN'S RESILIENCE TO CLIMATE CHANGE THROUGH ECOSYSTEM-BASED ADAPTATION (EBA) AND GREEN INFRASTRUCTURE (GI) FOR INTEGRATED FLOOD RISK MANAGEMENT KHYBER PAKHTUNKHWA (IRRIGATION COMPONENT) Sites Validation, Detailed Designing and Construction Supervision of Green Infrastructure (GI) and Ecosystem based Adaptation (EbA) activities/civil works in DI Khan and Ramak watersheds under the Recharge Pakistan Project The Name of the PE's official (s): WWF-PAKISTAN (GRANTOR) through Executive Engineer / Project Director Irrigation Division South Waziristan Tribal Distt: Tank (Recharge Pakistan). Phone & Fax: 0963 – 512385 E-Mail: irrigationdivisionswtd@gmail.com
1.2	The method of selection is: QCBS:70:30 Technical: Financial Weightage Guidelines Notified vide Notification No. KPPRA/M&E/SBDs/1-1/2015; Dated Peshawar the May 03, 2016
1.3	The Consultant shall submit a Technical Proposal and a Financial Proposal. Both proposals must be submitted at the same time, but in Separate Sealed Envelopes.
1.4	The PE will provide the following inputs and facilities, as detailed in the Terms of Reference (TORs).
1.5	"Proposals must be submitted no later than 09 October 2025 at 11:30 AM. Proposals submitted after the deadline will be Returned Unopened." The Proposal submission address is: Office of the Executive Engineer / Project Director Irrigation Division South Waziristan Tribal District Tank (Recharge Pakistan).
1.6	"The proposals must remain valid for a period of Ninety (90) Days from the date of opening, in case of National Competitive Bidding (NCB).
1.7	Expected date for commencement of consulting services: 05 November 2025. at Executive Engineer / Project Director Irrigation Division South Waziristan Tribal Distt: Tank (Recharge Pakistan).
1.8	Clause 15 of the NIEB, pertaining to clarification of queries, shall stand withdrawn. All queries raised by the consulting firms have already been conclusively addressed in writing by the Procuring Entity during the pre-bid meeting held on 09.09.2025.
1.9	The Proposal and all related correspondence shall be in English. However, it is desirable that key personnel have a working knowledge of National or other Regional languages of the Islamic Republic of Pakistan to facilitate effective field engagement.
2.0	Shortlisted consultants may associate with other shortlisted consultants in the form of a joint venture or sub-consultancy to enhance their qualifications. However, associations with non-shortlisted firms in any capacity are not permitted. Any proposal involving a non-shortlisted entity will be rejected, and applies to all participants shortlisted through the REOI process.
2.1	The estimated number of professional staff-months required for the assignment is provided in the attached Terms of Reference (TOR). Consultants are advised to prepare and submit their Financial Proposals based on their own cost estimates in line with the scope defined in the TOR."
2.2	The Consultant shall submit a Full Technical Proposal (FTP), in accordance with the Quality- and Cost-Based Selection (QCBS).

2.3	Training is a specific component of this assignment: NO
2.4	Reimbursable Expenses The Financial Proposal shall clearly list all applicable Reimbursable Expenses, stated either in local or foreign currency (if specifically pre-approved by the Employer). These are costs in addition to the remuneration for consulting services, and shall be reimbursed strictly on the basis of actual expenditures, supported by original receipts/invoices, and subject to the prior written approval of the Employer. The following categories of reimbursable expenses shall apply (items not applicable may be deleted by the Consultant, and no additional category shall be claimed unless pre-approved in writing by the Employer): 1. Per Diem Allowance – Daily allowance for each Consultant or expert for days spent outside the home office in connection with the assignment, covering lodging, meals, and incidentals, subject to ceilings specified in the Contract. 2. Travel Costs – Transportation costs for international and local travel of Consultant's Personnel using the most direct and appropriate route (airfare shall be economy class only), subject to prior written approval of the Employer. 3. Office Accommodation, Field Investigations, and Surveys – Cost of temporary project office rent, utilities, and essential field work required for data collection or field activities. 4. Local Communications – Cost of telephone, fax, internet, courier, and other means of local communication essential for the execution of services. 5. Equipment, Rental and Freight – Rental or freight cost of equipment or instruments specifically required for the project, if not already included in the lump-sum fee and subject to the Employer's prior approval. 6. Report Printing and Dispatch – Printing, binding, and courier cost of reports or deliverables required under the contract, limited to the number of copies specified by the Employer. 7. Miscellaneous/Other Justified Expenses – Any other necessary, reasonable, and pre-approved expenses not covered above but directly required for the performance of the services, subject to ceilings (if any) specified in the Contract. Mandatory Clarifications All reimbursable expenses shall require prior written approval of the Employer. • Consultants shall not embed reimbursable expenses within their lump-sum fee — they must be itemized separately. • Reimbursement shall be subject to submission of original receipts, invoices, or equivalent evidence of expenditure. Claims without supporting documents shall not be admissible. • The Procuring Entity reserves the right to approve, cap, or disallow any reimbursable expense deemed non-essential, excessive, or not directly related to the assignment. • Foreign currency reimbursable expenses, if any, shall only be admissible with the Employer's prior written approval.
2.5	"Taxes and Duties (in accordance with Schedule II of the Khyber Pakhtunkhwa Public Procurement of Consultancy Services Regulations, 2021)" Amounts payable by the Procuring Entity (PE) to the Consultant under the Contract shall be subject to all applicable local taxes, duties (including stamp duty), and service charges as per the laws of the Islamic Republic of Pakistan. Consultants shall ensure that their Financial Proposals include all applicable taxes, including General Sales Tax (GST), unless exempted by the relevant tax authority under applicable law. Evidence of such exemption, if applicable, must be provided at the time of contract execution. Note: The PE shall deduct applicable withholding taxes at source as per government rules. Consultants are responsible for understanding and complying with all applicable tax obligations.
2.6	Since this procurement is being conducted under National Competitive Bidding (NCB), all costs shall be quoted in Pakistani Rupees (PKR). Provisions applicable to International Competitive Bidding (ICB) "Do Not Apply".
2.7	Consultant must submit: One (1) original and two (2) copies of the Technical Proposal, and One (1) original of the Financial Proposal, each in separate sealed envelopes clearly marked as 'Technical Proposal' and 'Financial Proposal', respectively.

Criteria, Sub-Criteria, and Point System for the Evaluation of Full Technical Proposals:

The following criteria shall be applied for evaluating **Technical Proposals** based on "QCBS" as per WWF-Recharge Pakistan in the capacity of **Grantor**. The Proposals of the Consultancy Firms will be evaluated as per following criteria.

- 1.** Qualifications working in Rural Pakistan creating detailed designs and Building Grey-Green infrastructure solutions to reduce flooding and drought using natural materials and means to enhance the functioning of existing Ecosystems. These solutions should include Flood Protection Embankments, Flood Dispersal Embankments, Gabion Bunds, and Small and Large Water Retention Areas:

(i)- Feasibility Study : 25% Marks/Points

(ii)- Detailed Design : 25% Marks/Points

(iii)- Procurement : 10% Marks/Points

(iv)- Construction and Supervision : 40% Marks/Points

Full marks/points (maximum 30) shall be awarded to the Firm that submits verifiable evidence of having successfully completed at least five (05) projects, during the last ten (10) years, implementing the listed grey-green solutions in rural Pakistan, as per the criteria mentioned above.

Total Points for Criterion: 30 Points

- 2. Experience Relevant to the Assignment:**

Relevant experience shall include projects, such as flood protection and dispersal embankments, river training works, small and delay action dams, check dams, recharge and retention ponds, watershed management, wetland restoration, gabion structures for erosion control and other community-based resilience projects including climate-resilient irrigation.

(i)- Feasibility Study : 25% Marks/Points

(ii)- Detailed Design : 25% Marks/Points

(iii)- Procurement : 10% Marks/Points

(iv)- Construction and Supervision : 40% Marks/Points

Full marks/points (maximum 30) shall be awarded to the Firm that submits verifiable evidence of having successfully completed at least five (05) projects, during the last ten (10) years, implementing the listed grey-green solutions in rural Pakistan, as per the criteria mentioned above.

Total Points for Criterion: 30 Points

- 3. Adequacy of the Proposed Methodology and Work Plan:**

The evaluation shall be carried out on the following sub-criteria:

a) Technical Approach & Methodology (10 Points):

- Fully comprehensive, TOR specific, and demonstrates clear linkage with project objectives.
(10) Points
- Partially comprehensive, addresses TOR requirements but with gaps in approach or clarity.
(5-7) Points
- Generic, vague, or not relevant to TOR.
(0-4) Points

b) Work Plan & Deliverables (10 Points):

- Detailed, realistic, and time-bound plan with clear deliverables and milestones. (10) Points
- Work plan provided but lacks sufficient detail or clarity in timelines/milestones. (5-7) Points
- Inadequate, unrealistic, or missing work plan. (0-4) Points

Total Points for Criterion: 20 Points

4. Skills&CompetenciesrequiredfortheAssignment:

Key Professional Staff Qualifications and Competence:

The total margin is divided amongst experts in the following proportions.

The number of points to be assigned to each of the positions or disciplines shall be determined considering the following three sub criteria and relevant Percentage weights:

(i)- General qualifications:

- a). BSc.Eng: or MSc.(16Years Education):80%
- b). MS or M.Phil 90%
- c). PhD 100%

Total: 2.5 Points

(ii)- Adequacy for the Assignment:

- a).Relevant Experience:(10 years experience of particular discipline will carry full Marks)
- i). General experience:01Points
- ii). Experience of Similar Nature 05 projects:01Points
- iii). Experience of Flood Protection Nature 05 projects: 01Points

Total: 03Points

- b). General Experience:

Experience after completion of 16 Years education

15 Years of general experience will carry full marks): **02 Points**

Total (a+b):05 Points

(iii)- Experience in Region and Language:

- Work experience in Khyber Pakhtunkhwa 01Points
- Knowledge of regional languages: (Urdu) 0.5 Points(RWS)
- (English) 0.5 Points (RWS)
- (Pashto) 0.5 Points(RWS)

Total: 2.5 Points

Total Points for Criterion: (i+ii+iii): 10 Points

This proforma must be available on top of each CV in addition to the information to be provided as per standard format, Otherwise will not be considered.

standard format.

1	2	3	4	5	6
Sl.no	Name of Project	Location with Province and Country	Client	Address, Phone and Fax no of Client	Handled as; Single Firm Lead Firm Joint Venture/Partner
7	8	9	10		
Cost of Project	Cost of Services	Scope of Services: Feasibility Detailed Design Procurement Construction & Supervision	Scope of Work		

8). UNDERTAKING:

It is hereby certified that the above credentials are based at true statements on facts and we take full responsibility for the correctness and accuracy of the information supplied herein to the best of our knowledge and belief. This is also to certify that the owner/partners/directors working solely for the consulting engineering profession. This is further to certify that we are independent consulting engineers and have no interest in any construction and conflicting commercial industrial and business activities which are likely to influence our professional independence and neutrality. We also undertake to fully abide by KPPRA act/rules & the Pakistan Engineering Council (Conduct and Practice of Consulting Engineers) Byelaws 1986 & registered with Khyber Pakhtunkhwa Revenue Authority.

Attested By Gazetted Officer

Signature with Name and Designation

CNIC NO. _____

Address: _____

RemunerationType:Remuneration for this consultancy shall be based on a Time-Based contractThe Consultant shall be paid as per the agreed payment schedule/mode of payment linked to time inputs or deliverables, subject to verification and approval by the Procuring Entity.

Given the nature of this consultancy, which involves construction supervision, variation orders, and site-based verifications, a Time-Based Contract has been adopted to ensure that the Consultants are remunerated fairly for actual verified inputs, while maintaining strict oversight by the Employer.

The single currency for price conversions is: "Not applicable,
As all financial proposals are to be submitted in Pakistani Rupees (PKR), as this procurement is being conducted under National Competitive Bidding (NCB).

	The Formula for Determining the Technical and Financial Scores: The final evaluation will be based on the Quality and Cost Based Selection (QCBS) method in accordance with. The following criteria's shall be applied for evaluating Technical and Financial Proposals as per WWF-Recharge Pakistan in the capacity of Grantor. (1). Technical Proposal: The Criteria and Sub Criteria shall be evaluated against the Terms of Reference. The Final Score of the Technical Proposal shall be summed up by using the following formula: $Technical\ Score = (Points\ Scored / 100) \times 70$
	(2). Financial Proposal: Only the proposals with a score Equal to or Greater than (60 Points) for the Technical Evaluation shall be considered for Financial Evaluation. The score for the Financial Proposal shall be calculated using the following formula: $Financial\ Score = (Lowest\ Quoted\ Price / Quoted\ Price) \times 30$
2.9	Expected Date and Address for Contract Negotiations: Clause 15 of the NIEB, pertaining to clarification of queries, shall stand withdrawn. All queries raised by the consulting firms have already been conclusively addressed in writing by the Procuring Entity during the pre-bid meeting held on 09.09.2025.
3.0	The successful Consultant shall be required to submit a Performance Security Equivalent to Ten percent (10%) of the Contract Amount in the form of a Bank Guarantee from a scheduled Bank in Peshawar or Islamabad Pakistan. This security shall be submitted within the time specified in the Letter of Acceptance and shall remain valid until the Completion of the Assignment.
3.1	All bidders/consultants participating in the procurement process for a contract valuing PKR 2.5 million or more are required to sign and submit an Integrity Pact with their proposal. Failure to submit a duly signed Integrity Pact shall render the bid/proposal Non-Responsive and liable to Rejection.
3.2	(1)- Each page of the proposal must be numbered, sealed and signed by the owner of the firm. (2)- Proposals must be stippled binded. Ring binding will not be considered. (3)- Client reserves the right to make any change in TOR's and marking criteria which is commonly applicable to all proposals. (4)- Any observation/clarification required should be brought in the notice of the PP/Client/Employer before submission of the proposal during in the clarification meeting. (5)- Any disinformation/mis-statement or false information provided in the Technical or Financial Proposal will render the proposal as Non-Responsive and shall make the firm liable for punitive action under the relevant rules.

	6)- At least three (03) proposals will be entertained for competitiveness and transparency of the process. If only one or (02) proposals are received, then the case will be referred to client for perusal and further evaluation / decision. (7)- Bidders are required to submit a Bid Security equivalent to 2% of the quoted bid price in the form of a Call Deposit Receipt (CDR), drawn in favor of the Executive Engineer, Irrigation Division South Waziristan Recharge Pakistan. The Bid Security must be placed in the Financial Proposal (sealed envelope), while an Affidavit shall be included in the Technical Proposal, confirming that the Bid Security is enclosed in the Financial Proposal (without disclosing the amount). Failure to comply with this requirement shall render the Technical Proposal Non-Responsive, and such proposals will be returned without further consideration.
3.3	Force Majeure: 1. Definition & Scope: Force Majeure shall be strictly limited to extraordinary events or circumstances beyond the reasonable control of the Consultant, unforeseeable at the time of contract signing, and which directly and substantially prevent performance of the Services. Ordinary adverse weather, staff unavailability, mismanagement, financial difficulties, administrative delays, shortage of materials, equipment failure, or any similar grounds shall not be deemed Force Majeure under this Contract. 2. Notice Requirement: The Consultant shall notify the Employer in writing within forty-eight (48) hours of the occurrence of any alleged Force Majeure event, supported with detailed justification, verifiable evidence, and proof of unavoidable impact on the Services. Failure to notify within this period shall render the claim null and void. 3. Employer's Discretion: The Employer shall have the exclusive and final authority to assess, verify, and decide the admissibility of any Force Majeure claim. The Consultant shall remain bound to continue performance of unaffected obligations. 4. No Automatic Relief: Occurrence of a Force Majeure event shall not automatically entitle the Consultant to extension of time or additional compensation. Any relief, if deemed justified, shall be granted strictly at the Employer's discretion and only through a written order. 5. Penalties for False Claims: Any false, exaggerated, or unsubstantiated claim of 6. Force Majeure by the Consultant shall be treated as willful breach of contract and shall render the Consultant liable to: ○ Forfeiture of retention money/security deposit, ○ Imposition of liquidated damages and/or penalties, ○ Termination of contract, without prejudice to the Employer's right to seek further legal remedies.

INSTRUCTIONS REGARDING SUBMISSION OF PROPOSALS:

1. All interested bidders / consultancy firms shall upload their Technical and Financial bids via EPADS till specified timelines as well as to submit **Two hard copy of Technical Proposal and One hard copy of Financial Proposal** to the employer. Non submitting of soft copy on EPADS and hard copies to employer office would lead the firm as **Non Responsive**.
2. The proposals shall be valid for a period of **90-days** after the last date of submission, which is extendable on the expiry of above period through mutual agreement.
3. The technical and financial proposals of the consultants will be evaluated according to criteria for procurement of consultancy services of the Government of Khyber Pakhtunkhwa, applying weight-age formula of 70:30 for technical and financial proposals respectively (**Approved vide Grant Agreement Schedule-V, page-61**)
4. Financial proposals "Technically Qualified" consulting firm will be considered and opened by competent forum in presence of the competitive firm's representatives. The contract agreement will be governed by laws and regulations of the Govt. of Khyber Pakhtunkhwa.
5. **The employer reserves the right for any addition alteration or amendment in the TOR of the Project.**
6. Consultants shall be responsible for payment of all taxes in vogue time to time by Govt in respect of personnel and other activities with no liability to the client.
7. Originally signed CVs of the proposed personnel having contact number and postal address along with availability certificate of the personnel for the Project shall be annexed in the technical proposal.
8. The consultant shall quote the fee including detailed breakup cost and unit cost of all type of studies, investigations including review of previous studies and topographic surveys.
9. Payment for the personnel will be made as per actual time consumed on the Project but not in excess of the provision of man months made in the TORs of consultancy.
10. Payment to the consultants for Geo-technical, Hydrologist, Social and Gender Safeguards Specialist & Ecologist investigation will be made as per actual work done at the site on the unit cost quoted by the consultant.
11. On the satisfactory performance of the services, the payment to the consultants shall be made as per actual inputs / (schedule given in TORs) , while in case of incomplete assignment; the payment will be made for the work done in accordance with the breakup of the services submitted by the consultants.

OTHER CONDITIONS:

1) Security deposit and income tax/sale tax etc will be deducted as per the prevailing Government rules notified during period of agreement.

2) The consultancy Firm shall establish Resident Engineer Office in DIKhan / Tank for the ongoing project activities at prescribed location and site offices /camps in close vicinity of the respective project sites after approval of the client.

3) Consultants shall attend the meetings, site visits and shall also make presentation if so directed by the PD-Recharge Pakistan/WWF-Pak at consultative forums etc for which no TA/DA, boarding, lodging and claim for incidental charges etc, shall be entertained.

4) The consultancy firm shall not sublet consultancy services or its any part thereof to any other agency/person without prior approval of the client.

5) The consultancy charges shall be inclusive of all costs of Pre-Design Screening, Assessments, Site Surveys, Detailed Design of Eba & GI interventions, incl. revised cost estimates, finalized BOQs, ESMPs, Preparation of Tender Documents, Construction Supervision and Preparation of Environmental & Social Management Plans for Ecosystem based Adaptation (EbA) and 94 Green Infrastructure (GI) interventions including other services as already mentioned in the TORs.

6) The consultancy Firm will provide undertaking that the key staff engaged on the project would not be employed on any other project during running period of the project. However, in case of unavoidable circumstances approval for proposed replacement will be obtained from the client. Any violation will liable the contract for termination.

7) If the consultant fails to complete any activity or part of activity the client reserves the right to execute the same at the consultant risk & cost.

8) If a project or part of project is dropped due to any reason, man months of the consultant key staff and logistics will be curtailed proportionally.

9) The Consultant shall quote the cost/fees for each stage of the study separately, i.e., Detailed Design and Construction Supervision.

10) An agreement for each stage of the study will be executed separately.

11) If the Client suffers any loss or damage due to a proven fault, negligence, or deficiency in Design Review and/or Supervision by the Consultant, the Consultant shall be held liable. In such case, the Consultant shall bear the cost of the loss/damage, and the Client shall have the right to initiate punitive action, including but not limited to penalties, blacklisting, and/or recovery proceedings, in accordance with the applicable KPPRA Guidelines and relevant laws.

TERMS OF REFERENCES (TOR's)

All interventions/schemes shall have minimum/no adverse environmental impacts and should be designed according to the internationally accepted standards of Nature-based Solutions (NbS) and must have low-impact construction profiles. Designs shall incorporate indigenous and bio-engineering techniques and use locally available materials including but not limited to stones, gravel, clayey silt, compacted earth and local vegetation.

TORs for Detailed Design.

1. Collect, compile, review, and analyse all available topographic, hydrologic, climatologic, geologic, and socio-economic data, and identify requirements for additional data.
2. Conduct field investigations and data observations at project sites, including areas identified for flowpath rehabilitation, ponds, embankments, gabions, recharge basins, karez systems, catchment runoff, sheet flow, HFD, soil properties, flow discharge, and sediment rate analysis.
3. Estimate water potential and identify site-specific flood and drought-related problems in the project area.
4. Estimate peak discharge (HFD) of floods for EbA and GI interventions by conducting frequency and damage frequency analyses.
5. Estimate HFL and flood levels corresponding to different discharges through stage–frequency analysis.
6. Apply WWF–Pakistan’s technical (geotechnical and hydrological), NbS, environmental, climatic, social, and gender screening tools, checklists, and methodologies.
7. Conduct consultations with local community groups, particularly women’s groups, regarding the identified EbA and GI interventions.
8. Prepare Environmental and Social Management Plans (ESMPs) and Environmental & Social Impact Assessments (ESIAs, if required) in line with the approved ESMF of the Recharge Pakistan Project.
9. Study non-structural measures for flood and erosion management in the area.
10. Review preliminary designs for selected schemes/activities, including all system elements. Incorporate additions, deletions, or modifications resulting from analytical findings or model testing, subject to prior approval from PD-RP and WWF–Pakistan.
11. Conduct detailed site surveys of all EbA and GI interventions/activities in the specified target watersheds, covering:
 - a. Topography of the area
 - b. Spot levels for hydraulic parameters
 - c. Measurement of flood discharge/sheet flow
 - d. Measurement of perennial flow and HFD
 - e. High flood levels (HFL) in the area
 - f. Benchmarks fixing
 - g. GPS coordinate plotting on maps
12. Conduct cross-sections at required intervals across nullahs/streams/rivers.
13. Prepare detailed drawings with brief notes/history of existing flood works or hydraulic structures.
14. Mark the location of settlements and infrastructure on survey plans.

15. Conduct soil investigations of nullah/stream bed material for designing hydraulic structures.
16. Record spot levels at each cross-section as per site conditions.
17. Mark all relevant details on survey maps, including stream alignment, infrastructure, villages (with coordinates), and HFL.
18. Submit original survey maps, field books, and records in both hard and soft formats, duly signed/verified.
19. Compile video and photographic documentation of all surveyed sites.
20. Determine site-specific coordinates and prepare GIS maps of finalized sites.
21. Prepare an exhaustive list of indigenous flood risk management techniques traditionally employed by local communities for each scheme/intervention and propose technically viable NbS options for incorporation in detailed designs.
22. Prepare detailed layouts, master plans, desilting plans, and site-specific structural and hydraulic designs.
23. Prepare detailed cost estimates, BOQs, and related documents based on the prevalent MRS or other approved systems.
24. Divide and prioritize all GI schemes/interventions on a yearly basis. Design and finalize packages/lots/clusters of 20–25 EbA and GI schemes annually for execution by contractors.
25. Identify and design additional or alternative intervention sites if initially identified sites fail to meet WWF–Pakistan’s selection criteria.
26. Develop a long-term (30-year) Operations & Maintenance (O&M) plan for all EbA and GI activities.
27. Assess direct and indirect benefits to agriculture and related sectors.
28. Prepare bidding/tender documents for hiring civil works contractors.
29. Assist PD-RP in contractor prequalification as per KPPRA rules (if required).
30. Assist PD-RP in the tendering process and bid evaluation (if required).
31. Conduct periodic reviews of designs, estimates, and construction drawings in accordance with updated site conditions.
32. Submit revised designs, estimates, construction drawings, and other documents in line with actual site conditions.
33. Submit as-built drawings of all executed EbA and GI interventions upon completion.
34. Prepare construction schedules and cash flow projections.
35. Review/vet proposed and approved cost estimates and suggest improvements, if necessary.
36. Revise the preliminary project cost in case of overruns or scope changes.
37. After finalization of design stage for construction supervision/contractors hiring, proper packages maybe provided as per request of client and WWF- Pakistan.
38. Prepare PC-IV for the project, if required.
39. Prepare a final revised PC-I proforma, if directed by the Client.
40. Deliver preliminary structural and hydraulic design reports.
41. Deliver detailed designs, cost estimates, and BOQs.
42. Deliver desilting masterplans and implementation plans.
43. Deliver site-specific coordinates and GIS maps.

44. Deliver vegetation plans and documentation of proposed NbS techniques/approaches.
45. Deliver bidding/tender documents (sub-work wise) for civil works contractors.
46. Deliver a long-term (30-year) O&M plan for all EbA and GI activities.
47. Deliver any additional documents requested by PD–Recharge Pakistan or WWF–Pakistan.
48. Provide a list of benchmarks (BMs).
49. Provide layout plans on A-size survey sheets for each intervention.
50. Provide finalized survey maps.
51. Provide field books/records.

TOR's for Construction Supervision.

1. Review and approve the construction schedule and method statements submitted by contractor(s).
2. Carry out weekly supervision visits and site inspections.
3. Surveyors/site inspectors stationed at sites; Site Engineers to conduct minimum two inspections per week.
4. Record measurements of executed work in site books, share weekly digital records.
5. Verify measurements and works executed with photo records, GPS mapping, logs.
6. Review and certify materials usage (soils, stones, aggregates, geotextiles).
7. Validate reuse/disposal of excavated materials as per ESMP/ESIA.
8. Submit weekly and monthly progress reports with geo-tagged photos, planned vs achieved, IPC updates.
9. Facilitate collaborative execution frameworks among contractors.
10. Ensure contractor obligations on sourcing, waste disposal, site restoration, community health & safety.
11. Prepare and verify measurement books for EbA/GI interventions.
12. Verify and certify IPCs and Final Payment Certificates (with seal).
13. Submit report with justifications if Variation Order (VO) is needed.
14. Verify contractor price escalation claims.
15. Ensure proper approval of Variation Orders before certifying related payments.
16. Redesign interventions/activities in line with actual site conditions (with approvals).
17. Ensure EbA/GI interventions follow national/international best practices for NbS.
18. Establish comprehensive record management system.
19. Ensure construction quality procedures, material testing, safeguard compliance, corrective actions.
20. Modify/upgrade designs if required during implementation.
21. Ensure ESMP/ESIA implementation and mitigation measures.
22. Validate/verify contractor's Extension of Time (EOT) claims.
23. Prepare final punch list and ensure rectification before final payment.
24. Submit Final Completion Report (FCR) upon project completion.
25. All desk/official work carried out in PM/RE office duly approved.
26. Client reserves right for addition/alteration in TORs.
27. Consultancy firm shall annex cost details in bid.
28. Original signed CVs with availability certificates to be annexed with technical proposal.
29. Consultancy firm shall submit award/completion letters as experience proof.
30. Employer reserves right to remove personnel.
31. Consultancy firm to provide backup data in hard & soft.
32. In case of JV, PD-RP will communicate with Team Leader only.
33. In JV, payment as per agreement.
34. In case of default, employer can engage/pay another firm.
35. No site activity without PD-RP/WWF approval.
36. Consultancy firm shall assist field formation during visits.
37. Supervision of construction in the capacity of Engineer; submit variation reports.

38. Submit indemnity bond for design or quality defects.
39. Provide/supervise material testing in contractor's lab, keep record.
40. Provide technical assistance to PD-RP during execution.
41. Mode of payments as per TORs.
42. Provide advice on contractual issues/corrigendum.
43. Coordinate between contractors and PD-RP.
44. Prepare and submit rationalized progress reports.
45. Participate and coordinate in progress meetings.
46. Assist during defect liability period, supervise rectification.
47. Inspect during DLP and verify for security deposit release.
48. Assist PD-RP in case of litigation.
49. Recommend liquidated damages against contractor if required.
50. Reject/dismantle substandard work and recommend action.
51. Ensure proper utilization/disposal of excavated material at designated safe sites.
52. Inspect works during maintenance period as per O&M plan.
53. Maintain record of Executed Variation Orders (VO), with proper escalation / de-escalation justifications as well as validated/verified (EOT) claims processed.

Implementation Plan (Duration and Timeline)

The consultancy firm will strictly follow and comply with the following designed Implementation Plan (duration and timelines target) for timely completion of the project activities as mentioned here under:

Detailed Design: 05 Months

Phase 1: Pre-Design Screening, Assessments, and Site Surveys (03 Months)

Deliverables:

1. Pre – Design Site Screening Reports
2. Preliminary Structural and Hydraulic Design Reports

Phase – 1" shall only be considered "complete" once the consultancy firm has submitted pre-design site screening reports to Project Director – Recharge Pakistan (Irrigation Department) and the office of the Project Director, after seeking corresponding approval from WWF – Pakistan, has provided the confirmation of approval in writing.

Phase 2: Detailed Design of GI Interventions (02 Months)

Three (02) months after the completion of phase-1.

Deliverables:

1. Detailed designs, bill of quantities (BOQs), masterplans, implementation plans,
2. Site-specific coordinates and GIS maps,
3. Environmental & Social Management Plans or Environmental & Social Impact Assessments (ESIAs, if required) as per the project's approved ESMF,
4. Vegetation Plans and proposed NbS techniques/approaches documentation
5. Bidding/tender documents for hiring of civil works contractor(s) and
6. Long-term (30 years) operations & maintenance (O&M) plan for all EbA and GI activities.
7. Any additional documents requested by PD–Recharge Pakistan or WWF–Pakistan

Phase – 2 shall only be considered "complete" once WWF-Pakistan has approved all the detailed designs, BOQs, ESMPs (including any other relevant environment & social documentation as required) and has provided the confirmation of approval to the Irrigation Department in writing.

Construction Supervision: 57 Months approx. (Till December 2030)

Phase 3: Construction supervision during the implementation of Eba and GI interventions.

A duration of fifty seven(**57**) months is planned for the completion of the activities under Phase-3. It is pertinent to mention that the duration of the consultancy firm's services for this particular phase shall depend on the timely execution and on-site implementation of EbA and GI activities by the civil works contractor(s). The client may extend the duration of this phase on a need basis, depending on ground realities. Additionally, a **three (03) month defect liability period**, following the completion of EbA and GI activities/interventions, will be added to this phase. The total expected time duration for Phase-3 is estimated to be sixty (**60**) months. Hence, the overall estimated duration of the project shall be **sixty five(65)** months.

(Note):

It is important to mention here that the consultancy firm shall prepare a detailed implementation plan, duly supported by practical timelines for the execution of the proposed activities under Phases 1, 2, and 3, as discussed above. The implementation plan shall be presented in the form of a Gantt Chart, which will be helpful in ensuring feasible, efficient execution and timely completion of the project.

Reporting Documentation Mechanism

The consultancy firm shall prepare and submit the following reports to the Project Director, Recharge Pakistan (Irrigation Department), on the dates specified for each. These reports must cover all the EbA and GI schemes/interventions.

The PD–RP shall review the submitted reports within **five (05) days** of receipt. If the reports are deemed satisfactory, they will be endorsed to WWF–Pakistan. However, if the reports do not fulfill the required obligations, the PD–RP may seek clarification from the consultancy firm regarding any deficiencies. These explanations must be provided unconditionally by the consultancy firm within **three (03) days** of the PD's official correspondence, or within any other period specified in writing by the PD–RP.

If, upon receiving the consultancy firm's response, the PD–RP is not satisfied and rejects the explanation, then consultancy firm shall be required to rectify the deficiencies and address the concerns of the PD–RP within **five (05) days**. Failure to do so will result in the PD–RP taking necessary action against the consultancy firm for failing to fulfill its contractual obligations, including deviations from design specifications and reporting requirements under the relevant clauses of the Contract.

(A)- Reporting Documentation For Detail Design:

1.Pre-design Site Screening Reports:

These reports shall include all documents and deliverables required and stipulated under "Phase–1". The consultancy firm shall submit the reports to the PD–RP for approval on or before 30th Nov 2025, (for Year 1) or within any other period specified in writing by the PD–RP. The PD–RP shall then endorse these reports to WWF–Pakistan for approval. WWF–Pakistan will only be able to approve the reports after securing corresponding approvals from WWF–US and GCF.

2.Detailed Design Reports (DDR):

These reports shall include all documents and deliverables required and stipulated under "Phase–2" and shall be submitted by the consultancy firm to the PD–RP for approval on or before 15th Dec 2025, (for Year 1) or within any other period specified in writing by the PD–RP. The PD–RP shall then endorse these reports to WWF–Pakistan for approval. WWF–Pakistan will only be able to approve

these reports after securing corresponding approvals from WWF-US and the GCF.

3.Safeguards Eligibility and Impacts Screening (ESS Screening): Environmental and Social Screenings shall be conducted for all project activities. While the PD-RP and WWF-Pakistan's site teams will primarily be responsible for conducting the screenings, the consultancy firm shall cooperate and provide the necessary support and human resources in cases where the PD-RP and WWF-Pakistan's site teams are unable to access project sites. A screening template will be provided in due course after the signing of this agreement. It shall be the consultancy firm's responsibility to prepare and submit the ESS Screening Reports on or before 30th Nov 2025 (for Year 1) and by **15th October annually (from Year 2 onwards)**, and in advance of the initiation of any project activities that were not screened previously.

4.Environmental and Social Management Plans (ESMPs) and Assessments: These may include Environmental Impact Assessments, Indigenous Peoples Plans, Environmental and Social Management Plans, or Livelihood Restoration Plans that may be required (in accordance with the requirements under Recharge Pakistan's ESMF) as a result of the ESS screening process and/or on the advice of WWF-US. These plans must be approved by WWF-US and the GCF and must also be disclosed to the targeted communities for the period specified in Recharge Pakistan's ESMF, before the on-site execution of any project activity can begin. These plans must be developed after the ESS screenings have taken place and before any related project activities are initiated. It shall be the responsibility of the consultancy firm to prepare and submit the ESMPs and related assessments along with the Detailed Design Reports on or before 30th Nov 2025(for Year 1), and to update such plans in October (annually), or at any other time as specified in writing by the PD-RP (Irrigation Department).

5.Operations & Maintenance (O&M) Plan: The consultancy firm shall develop an Operations and Maintenance (O&M) Plan for the project interventions in consultation with the PD-RP office and in accordance with the guidelines provided by WWF-Pakistan. The Plan shall be submitted to the PD-RP for approval on or before 15th Dec 2025, or within any other period specified in writing by the PD-RP. The PD-RP shall further endorse the Plan to WWF-Pakistan for approval. WWF-Pakistan will only be able to approve the Plan after securing corresponding approval from WWF-US and the GCF.

(B)- Reporting Documentation For Construction Supervision:

1. Quarterly Progress Report (QPR:) Annual Work Plans and Budgets (AWPBs) will be prepared and approved periodically during the project's implementation period. The consultancy firm shall prepare and submit Quarterly Progress Reports (QPRs) for ongoing project activities, aligned with the approved AWPBs, to the PD-RP for review and approval by **30th September, 30th December, 30th March, and 30th June each year** or within any other period specified in writing by the PD-RP. The PD-RP shall further endorse these reports to WWF-Pakistan for review and approval.

2. Quarterly Financial Report (QFR): The consultancy firm shall prepare a Quarterly Financial Report (QFR) detailing the eligible expenditures incurred during the reporting period, in consultation with the office of the PD-RP. The QFR shall include, but not be limited to, bank statements with reconciliations, statements of expenditures (SOEs), etc. A QFR template will be jointly developed by the PD-RP and WWF-Pakistan in due course. The consultancy firm shall prepare and submit the QFR to the PD-RP office at the close of each financial quarter, specifically by **5th April, 5th July, 5th October, and 5th January. (05 days following the end of the quarterly reporting period).**

3.Semi-Annual Performance Report (SAPR): It is a mid-year report covering the period from **1st January to 30th June** of the same calendar year and forms part of the Annual Progress Report (APR). (The APR will be a consolidation of the second semester along with the mid-year report.) The SAPR discusses technical aspects, progress, achievements, and performance of all project activities, including Environmental and Social Safeguards and Gender aspects, as per the template provided by WWF-Pakistan. The consultancy firm shall prepare and submit the SAPR to the PD-RP on or before

5th July (annually).

4. Annual Performance Report (APR): This will be an annual report covering all project activities and shall address Environmental and Social Safeguards, as well as Gender aspects, in accordance with the template provided by WWF–Pakistan. The Annual Progress Report (APR) shall cover the period from **1st January to 31st December** of the previous calendar year and must be submitted by the consultant to the PD–RP on or before 5th January annually. The PD–RP shall further endorse the APR to WWF–Pakistan for review and approval.

5. Annual Work Plan and Budget (AWPB): The consultancy firm shall prepare the Annual Work Plan and Budget (AWPB) for all project interventions/activities in consultation with the PD–RP office and in accordance with the guidelines/template provided by WWF–Pakistan, each year for the period from **1st January to 31st December** of the following calendar year. The AWPB shall be submitted by the consultant to the PD–RP on or before **30th October annually**. The PD–RP shall further endorse the AWPB to the Provincial Oversight Committee (POC) and WWF–Pakistan by the due date for approval. The consultancy firm shall not make any changes to the AWPB without the prior explicit approval of the PD–RP and WWF–Pakistan.

6. Updated Implementation Plan: The consultancy firm shall prepare implementation plans for subsequent years, detailing the progress of activities and planning for the upcoming years, as part of the Annual Work Plans & Budgets (AWPBs). These plans shall be prepared in consultation with the PD–RP (Irrigation Department) and WWF–Pakistan. The consultant shall prepare an implementation plan each year for the period from **1st January to 31st December** of the following calendar year and submit it to the PD–RP on or before **30th October (annually)**. The template for the implementation plan shall be jointly developed by the PD–RP and the consultant, in consultation with WWF–Pakistan, in due course.

7. Project Completion Report (PCR): The consultancy firm shall prepare the Project Completion Report (PCR) and submit it to the PD–RP immediately after the physical completion of each job/sub-work, within **fifteen (15) days**, and for the overall project activities within **one month (30 days)**, or by such later date as may be agreed upon by the PD–RP and WWF–Pak for this purpose. The PCR must cover all technical details/data, costs, etc., related to the sub-work/intervention and the consultancy firm's performance of its obligations under this Agreement.

MODE OF PAYMENT

1. Basis of Payment.

1.1 Payment to the Consultants shall strictly be made on the basis of actual physical progress achieved and verified personnel inputs, irrespective of the approval, acceptance, or award of any submitted proposals/reports.

1.2 No claim whatsoever shall be entertained for activities, reports, or proposals not formally admitted and certified by the Employer.

2. Exclusivity of Remuneration.

2.1 The Consultants shall not be entitled to any remuneration, allowances, or reimbursement of direct/indirect costs, overheads, profit margins, or any other expenses beyond the payments expressly stipulated in this RFP/TOR.

2.2 All costs and liabilities in connection with the performance of services shall be deemed included in the quoted financial proposal of the Consultants.

3. Retention Money / Performance Security.

3.1 Ten percent (10%) of each interim/running payment shall be retained by the Employer as Performance Security/Retention Money.

3.2 This withheld amount shall only be released after the satisfactory completion of all contractual obligations, submission and formal acceptance of all reports/documents as per the TOR, and upon expiry of the Defect Liability Period to the satisfaction of the Employer.

3.3 Any shortfall, delay, or deficiency in performance shall render the Consultants' retention money liable to forfeiture, without prejudice to other legal remedies available to the Employer.

4. Deductions for Delays and Deficiencies.

4.1 In case of any delay, non-compliance, shortfall, or deficiency in performance, the Employer shall have the absolute right to make proportionate deductions, withhold payments, or impose financial penalties, in addition to retaining the Performance Security.

5. No Advance Payment.

5.1 No advance payment shall be admissible to the Consultants under any circumstances.

5.2 All payments shall be strictly linked to verified deliverables and certified progress as per the TOR.

Sr. No.	Description	Percentage
01	Upon satisfactory completion and acceptance of Pre-Design Screening, Assessments, and Site Surveys of the proposed interventions, duly verified and approved by the Employer.	05%
02	Upon submission and formal acceptance of Detailed Designs of GI interventions, inclusive of Cost Estimates/Revised Estimates, finalized BOQs, and duly approved ESMPs and ESIAAs (if required)	04%
03	Upon preparation and submission of complete Tender Documents in accordance with the Employer's requirements and their formal approval.	02%
04	Payment for Construction Supervision services (including preparation of TS Estimates, scrutiny and verification of Variation Orders, Escalation/De-escalation calculations, checking and certification of IPCs, etc.) shall be made strictly on the basis of actual verified man-month inputs and site expenditures, as certified by the Employer/ Engineer's Representative. No lump-sum or unverified claims shall be admissible	85%
05	Upon preparation and submission of the Long-Term Operations & Maintenance (O&M) Plan for all EbA/GI interventions, duly accepted by the Employer.	1%
06	For provision of services during the Defect Liability Period, including inspection of completed works, verification of their status, and supervision of rehabilitation/rectification of any defects/damages as directed by the Employer.	02%
07	Upon preparation and submission of all mandatory reports, documents, and deliverables as per TORs, duly certified as complete and satisfactory by the Employer.	1%
	Total	100%

CONSULTANT PROFESSIONALS/KEY PERSONNEL'S

QUALIFICATIONS OF CONSULTANT'S KEY PERSONNEL.

Consultants will assign adequately qualified key personnel to carry out the site studies/investigations and implementation of the Project as described in TORs. The engineering consultancy firm must have a sound technical team having relevant sectoral experts. The key personnel should possess the qualifications and experience as indicated against each.

Payment of Staff.

Payment for the supervisory and technical staff shall strictly be made in accordance with the TORs and for the duration actually required for full-time supervision of the Project, duly certified by the Employer. Periods of site inaccessibility, force majeure events, or flood/non-working seasons shall not entitle the

Consultant to any additional payment beyond the approved TORs.

Ownership of Items / Imperishable Assets

All items, equipment, instruments, or imperishable assets procured, rented, or otherwise acquired under this Contract shall remain the sole and exclusive property of the PD-RP Irrigation Office/Client. Upon completion or termination of the assignment, the Consultant shall be bound to return such items to the PD-RP Irrigation Office/Client in good working condition, without exception.

No Claim for Time Overrun / Cost Escalation

Under no circumstances shall any increase, enhancement, or escalation in the Contract Price be admissible on account of project delays, extended timelines, or any other reason whatsoever. The quoted bid price shall be deemed comprehensive, final, and binding for the meaningful and successful completion of the Project, irrespective of the actual duration required.

1. Project Team Leader/ Resident Engineer.

A qualified engineer with a bachelor's degree in civil engineering and a master's degree in water resources/hydrology/geotechnical, or structural Engineering with at least 15–20 years of experience as a practicing consultant. The person must have a minimum of 10 years of experience as a team leader in the design and supervision of flood management projects/construction of water channels, and associated irrigation networks in Pakistan, along with supplementary experience of working in similar nature works in hilly terrains. The Team Lead will be responsible for overall management, monitoring, and reporting, and for the submission of all technical designs and reports to the Project Director – Recharge Pakistan (Irrigation Department).

2. Water Resources Engineer / Hydrologist.

A qualified civil engineer with a master's degree in water resources, hydrology, or a related field, having a minimum of 10 years of professional experience, including at least 5 years in flood risk management/watershed-scale planning. The engineer must have proven experience in the design and implementation of Nature-based Solutions (NbS), ecosystem-based flood management, and green infrastructure. The water resources engineer shall conduct catchment-wide hydrological assessments to evaluate surface water flow, rainfall-runoff behavior, and flood risks, and provide input into the site-specific designs and locations of the EbA and GI interventions planned under the project.

3. Geotechnical Engineer.

A qualified civil engineer with a Master's degree or higher in Geotechnical Engineering and at least 10 years of experience working in a similar capacity on water resource and flood management projects. The Geotechnical Engineer will be responsible for initial site investigations, baseline data collection and analysis, designing foundations for hydraulic structures (such as flood protection embankments, gabion bunds, etc.), undertaking geotechnical investigations, carrying out necessary field and laboratory tests, and inspecting the quality of materials used in construction.

4. Structural Design Engineer.

A qualified Civil Engineer with a Master's degree in Structural Engineering, having at least 10 years of experience in the design and supervision of hydraulic and structural components of water resources and flood protection infrastructure projects. The engineer must have demonstrated experience in the design

of flood protection embankments, retaining walls, water retention structures, check dams, weirs, etc. Familiarity with integrating grey and green infrastructure (e.g., bioengineered revetments, eco-friendly retaining structures) is highly desirable. The Structural Engineer will review site conditions, prepare structural designs and drawings, and supervise construction to verify structural integrity. The Structural Engineer will work closely with the Water Resources Engineer/Hydrologist and Environmental & Social Safeguards Specialist to ensure that the technical design of the interventions meet the criteria of Nature based Solutions (NbS), thereby contributing to the overall resilience and sustainability of the project.

5.Climatologist/Climate Modeller.

A qualified expert with at least a Master's degree (preferably PhD) in Climatology, Atmospheric Sciences, Earth System Science, or a related field, and with a minimum of 8–10 years of relevant experience in climate modeling and scenario-based risk assessment. The expert must have demonstrated expertise in applying regional and global climate models (e.g., CMIP5/6, GCMs, RCMs) and downscaling techniques to simulate and analyze climate projections under RCP 4.5 or comparable scenarios. The Climate Modeler will be responsible for assessing climate risks and vulnerabilities, projecting temperature and precipitation trends, and evaluating hydrometeorological impacts on EbA and GI interventions in the project areas. This includes integrating climate projections with hydrological and ecological models to guide design parameters, inform adaptive strategies, and ensure long-term resilience of flood management infrastructure. The expert will work closely with design engineers, ecologists, and GIS specialists to support climate-resilient planning, contribute to the development of environmental and social safeguards, and provide technical inputs for design validation, monitoring frameworks, and periodic progress reporting.

6.Assistant Resident Engineer.

A qualified Civil Engineer with a Bachelor's degree having at least 10-15 years of experience in the supervision of hydraulic and structural components of water resources and flood protection infrastructure projects. The ARE must possess thorough understanding of flood control systems, such as levees, embankments, drainage channels, and retention basins and will be responsible for overseeing day-to-day construction activities, ensuring compliance with approved drawings and technical specifications, coordinating with contractors, and maintaining rigorous quality assurance and control procedures. The ARE will also be responsible for monitoring progress against the project schedule, managing site safety and environmental protection measures, reviewing and certifying contractor submissions and work completed, and preparing detailed progress reports.

7.Environmental Social & Gender Safeguards Specialist.

A qualified expert with a Master's degree in Environmental Sciences/Development Studies, and at least 10 years of experience in developing Environmental and Social Management Plans (ESMPs), conducting Environmental and Social Impact Assessments (ESIAs), carrying out environmental and social risk assessments, and designing and implementing mitigation measures in the context of flood risk management projects & conducting socio-economic field surveys, resettlement and land-use assessments, gender and social safeguards assessments. The specialist will be responsible for ensuring due diligence in environmental and social safeguards, monitoring the implementation of the ESMP throughout the project implementation stage, undertaking necessary mitigation measures in close consultation with relevant stakeholders to address adverse environmental and social impacts, and submitting monitoring reports to the Project Director – Recharge Pakistan (Irrigation Department).

8.Ecologist.

A qualified Ecologist with a master's degree in Ecology or Biological Sciences, and at least 7–10 years of experience in ecological field investigations and surveys, preparing and implementing Biodiversity Management or Action Plans, and conducting biodiversity impact assessments. The expert will conduct

field surveys, gather data related to terrestrial and riverine ecology, perform necessary analyses including, but not limited to, critical habitat assessments, prepare monitoring and evaluation plans, and carry out the monitoring of local biodiversity and the impacts of project-related activities on ecological aspects within the project area.

9.Site Engineer.

Site Engineer with bachelor's degree in civil engineering having 05-10 years of similar supervision related experience. Expert in construction, supervision, site survey, GPS management, managing hydraulic structures working, managing site record, skilled in drafting, preparation of site plans, drawings, cross sections, command over MS Word, Excel, Power point, work related reporting and command over public co-ordinations.

10.Surveyor/Site Inspector.

Surveyor with DAE in Civil or Certificate in Surveying having 05-10 Years experience in construction, supervision, site survey with level and Total station, GPS management, managing site record, skilled in preparation of site plans, drawings, cross sections, command over MS Word, Excel.

11.Quantity Surveyor.

Diploma in Civil with 10-15 Years experience in management of working at MS Word, Excel, Power point, managing co-ordinates at Google earth pro, Auto cad, Preparation of IPC's, Preparation of Estimates, Variation order, Escalation bills, GPS management, skilled in preparation of site plans, drawings, cross sections.

12.AutoCAD Operator.

DAE in Civil from recognized technical institute with Certificate/Diploma in AutoCad. Having 05 Years experience in this field. Expert in drawing cross sections, L-sections at Autocad and in Excel. Expert in import co-ordinates from AutoCad to Google and Google to AutoCad. Expert in 3D Civil, Convert UTM into Latitude & Longitude and Decimal Degrees in Excel, Convert Geographic Coordinates to UTM Coordinates, Add a picture and a link to a placemark in Google Earth, Open Google Map in AutoCAD and Insert Photo in MS Word.

13.Computer Operator/ Document Controller.

Should have Diploma of I.T from recognized institution and 05 Years experience in office working.

14.Senior Lab Technician-SLT.

Should have Certificate/Diploma in the relevant field with minimum 10 years' experience. Having professionalism in performing various tests on construction materials like soil, concrete, stone, and asphalt etc to ensure they meet quality and safety standards. Having experience of working in both laboratory and field settings, preparing and conducting tests, recording data, and assisting engineers in analyzing results.

15.Lab Technician-LT.

Should have a Certificate/Diploma in the relevant field with a minimum of 5-10 years' experience.

Having professionalism in performing various tests on construction materials like soil, concrete, stone, and asphalt etc to ensure they meet quality and safety standards. Having experience of working in both

16.Lab Helper.

Should have Certificate/Diploma in the relevant field with a minimum of 05 years' experience. Having professionalism in performing various tests on construction materials like soil, concrete, stone, and asphalt etc to ensure they meet quality and safety standards. Having experience of working in both laboratory and field settings, preparing and conducting tests, recording data, and assisting engineers in analyzing results.

17.Surveying Staff-Helpers.

Should have SSC and have 05 years' experience in surveying work.

18.Security Guards.

Able person having licensed weapon and experience of working in similar roles.

19.Naib Qasid.

Should have SSC and having 05 years experience in office working procedure.

20.Chowkidar.

Should have SSC and having 05 years experience in relevant job.

PROFESSIONALS/ KEY PERSONNEL'S REQUIREMENTS:

Consultant Bid Cost will be sum of Key Personnel's & Logistic requirement as per below details. Payment of survey, other investigation & vehicle (Running & maintenance) will be made as per actual inputs & will be adjusted in the end of study.

Sr.#	Position	Unit	Nos	Man Month	Monthly Rate	Amount In (Rs Million)
(A)	DIRECT COST					
	1. Key Staff					
01	Project Team Leader/ Resident Engineer	Month	01	65		
02	Water Resources Engineer / Hydrologist	Month	01	18		
03	Geotechnical Engineer	Month	01	12		
04	Structural Design Engineer	Month	01	62		
05	Climatologist/Climate Modeller	Month	01	12		
06	Assistant Resident Engineer	Month	01	65		
	Assistant Resident Engineer	Month	01	62		
07	Environmental Safeguards Specialist / Social and Gender Safeguards Specialist	Month	01	62		
08	Ecologist	Month	01	12		
	Total (A-1)					
	2. Non Key Staff /					

	Supporting Staff					
01	Site Engineer	Month	02	65		
	Site Engineer	Month	03	62		
02	Surveyor/Site Inspector	Month	04	65		
	Surveyor/Site Inspector	Month	04	62		
03	Quantity Surveyor	Month	01	65		
	Quantity Surveyor	Month	01	62		
04	AutoCAD Operator	Month	01	65		
05	Computer Operator/ Document Controller	Month	01	65		
06	Senior Lab Technician-SLT	Month	01	60		
07	Lab Technician-LT	Month	01	60		
08	Lab Helper	Month	01	48		
09	Surveying Staff (Helpers)	Month	09	65		
	Surveying Staff (Helpers)	Month	08	62		
10	Security Guards	Month	04	62		
	Security Guards	Month	02	65		
11	Naib Qasid	Month	02	65		
12	Chowkidar	Month	01	65		
	Total (A-2)					
	G. Total (A-1+2)					
B.	IN DIRECT COST					
	1-Commodities and Services					
01	Telephone with Internet	Month	01	65		
02	* Desktop Computer	L,S	01	--		
03	* Printer (B & W) Laserjet	L.S	02	--		
04	* Laptop (Latest generation)	L.S	03	--		
05	Office Rent	Month	01	65		
06	Supplies and Stationary	Month	01	65		
07	Vehicle Charges, Maintenance, along with Driver.	Month	02	65		
08	POL and lubricants for Vehicles	Month	02	65		
09	Repair to Equipment's	Month	01	65		
10	Project Office Utility Charges	Month	01	65		
11	Travelling Allowances	Month	01	60		
	Total (B-1)					
	B2- Furniture & Fixture					
01	* Office Table	L.S	8	--		
02	* Office Revolving Chair	L.S	8	--		
03	* Visitors Chairs	L.S	32	--		
04	* Side Rack Wooden	L.S	8	--		
05	* Steel Almirah	L.S	6	--		
06	* Computer Table With Chair	L.S	2	--		
07	(For Pre-Design Screening, Assessments & Site Surveys). Rental Charges of Surveying Instruments i/c Total Station(2), Dumpy Level(2) and Levelling Staffs, Rods, Tapes, Misc: Items etc:(per instrument).= 1 Set (01 Set for 03 Months) =1 Job	Job	03	--		
08	(For Constn: Supervision): Rental Charges of Surveying					

	Instruments i/c Total Station(1), Dumpy Level(3) and Levelling Staffs, Rods, Tapes, Misc: Items etc: : (per instrument). = 1 Set (01 Set for 57 Months)=1 Job	Job	02	--		
09	(For Defect Liability Period): Rental Charges of Surveying Instruments i/c Total Station(1), Dumpy Level(2) and Levelling Staffs, Rods, Tapes, Misc: Items etc: = 1 Set (01 Set for 03 Months)=1 Job	Job	01	--		
	Total (B-2)					
	G. Total (B-1+2)					