Terms of References

Country: Pakistan
Project: Getting Results: Access and Delivery of Quality Education Services in Balochistan (GRADES-B)
Project Number: P507512
Assignment Title: Hiring of Engineering Design, Supervision & Quality Assurance (EDS&QA) Firm for Northern & Central Region Package I
Reference No. PK-PMU-SED GOB-523060-CS-QCBS
Region: Northern & Central Region

BRIEF INTRODUCTION

The Government of Balochistan, through the Government of Pakistan, has secured **USD $100 Million** funded through IDA capital credit financing from the World Bank to implement the **Getting Results: Access and Delivery of Quality Education Services in Balochistan (GRADES-B)** project. The project is designed to increase girls' and boys' enrollment in pre-primary and primary grades, and to improve reading and numeracy proficiency in primary grades, all in project-supported schools.

The GRADES-B project aims to address educational disparities in Balochistan by enhancing access, quality, and equity in education. The initiative focuses on foundational literacy and numeracy, increased enrollment, and sustainable systemic reforms. The proposed project is structured around four components to address systemic challenges in the education sector of the province. They focus on improving access to education and enhancing teaching quality, strengthening data-driven accountability, building resilience to climate change**,** and introducing emergency preparedness mechanisms to minimize disruptions.

Project Management Unit (here and after as the Client) intends to apply part of the proceeds to cover eligible payments for hiring the services of qualified Engineering, Design, Supervision and Quality Assurance Consulting Firm (here and after as the Consulting Firm).

DESCRIPTION OF WORKS

The civil works under GRADES Balochistan cover three types of construction/rehabilitation activities, as follows:

A – Design and Construction of 150 Schools from the list of Shelter less Schools in Balochistan

The project in Balochistan aims to improve education infrastructure by constructing climate-smart classrooms and providing essential facilities to 150 shelters less schools, including disaster-resistant classrooms, boundary walls, WASH facilities, and environmentally friendly design, with disability-inclusive features to enhance access to quality education. The scope of work varying across districts and overall project requirements.

B – Construction & Rehabilitation of additional Classrooms including WASH facilities

The scope of work varying across districts and overall project requirements. Each ECE classroom will accommodate 25-30 children and be designed for an engaging learning environment with dimensions to accommodate 25 to 30 students. The scope of may vary depending on the actual need and determination.

The Firm is expected to achieve the following targets under this component;

1. Construction of 750 new additional Classrooms and rehabilitate existing school infrastructures, including Boundary walls and gate, WASH facilities, Classrooms, Play areas/courtyards, Disability access (ramps etc.), Energy-efficient upgrades (geothermal tech, insulation).

2. Rehabilitation of 650 Classrooms and rehabilitate existing school infrastructures, including Boundary walls and gate, WASH facilities, Classrooms, Play areas/courtyards, Disability access (ramps etc.), Energy-efficient upgrades (geothermal tech, insulation).

3. Construction and Rehabilitation of 1000 WASH facilities.

C – Emergency preparedness and response in all affected district of Balochistan

The project will incorporate mechanisms to ensure educational continuity during natural disasters, pandemics, and crises. Temporary learning spaces such as prefabricated classrooms will be established, while damaged infrastructure will be rapidly rehabilitated and schools will implement emergency response protocols to ensure student safety.

Part A: Scope of Work

The scope of work for this project encompasses a comprehensive approach to enhancing access to quality education in Balochistan. The work includes site specific technical needs assessment survey (including feasibility study), detailed architectural, structural and electrical designs and drawings, BoQs, engineering estimates (design calculations), construction supervision, environmental and social management, quality assurance for construction and rehabilitation of schools and regular reporting to PMU. It involves constructing climate-smart classrooms in vulnerable schools, with a particular focus on 150 shelter less schools that lack essential infrastructure. These classrooms will be designed to withstand natural disasters, and will include Water, Sanitation, and Hygiene (WASH) facilities. The project will prioritize environmentally friendly design and construction materials, and incorporate sustainable features such as heat insulation, solar power, and energy-efficient systems.

Moreover, under the project, the Firm is expected to achieve several key targets, including constructing 550 new classrooms and rehabilitating an additional 650 classrooms. Furthermore, the project involves the construction and improvement of 1000 WASH facilities, with the scope of work tailored to meet the specific requirements of each district and project. Each classroom is designed to accommodate 25-30 children, providing an engaging learning environment with dimensions carefully planned to support an optimal student capacity.

In addition, the project will ensure that the infrastructure is disability-inclusive, providing equal access to education for all students. Robust environment and social safeguard components will be integrated into the construction process to ensure environmentally sustainable practices.

By addressing these challenges, the project aims to create a more conducive learning environment, ultimately enhancing access to quality education for students in Balochistan. The targeted schools as notified by SED. The consultancy services will be time based with strict compliances for completion and reporting.

Note that the number of facilities/activities mentioned in this document (e.g., classrooms, WASH facilities) is subject to change based on project requirements, district-specific needs, and other factors. The actual number of facilities/activities may be adjusted during the project implementation phase, and the Client reserves the right to make such adjustments as necessary to ensure the project's successful completion.

Part B: Geographical Coverage

The schools are selected in these districts based on both criteria published by the EMIS and needs assessment conducted by the RTSM.

Northern and Central Balochistan

1. Quetta, 2. Pishin, 3. Killa Abdullah, 4. Chaman, 5. Zhob, 6. Killa Saifullah, 7. Musakhail, 8. Barkhan, 9. Sherani, 10. Duki, 11. Loralai, 12. Ziarat, 13. Sibi, 14. Kohlu, 15. Dera Bugti, 16. Harnai, 17. Kalat, 18. Mastung

Part C: Following are the specific responsibilities and acquired tasks of the Consulting Firm

This section describes the primary objectives of the Consulting Firm as they relate to the project described above and the responsibilities under this TOR.

Planning and Design phase:

1. Conduct technical needs assessment (feasibility) study of education facilities. The feasibility study will include soil bearing capacity test reports wherever required based on design needs, water quality test reports wherever the source of water is available, proposed design options for new construction of upgraded schools, any salient feature effecting the school development. Soil and water quality test database of the entire province has already been established at Client level, however, for some locations the Consulting Firm may be required to conduct tests based on the requirements of the project. The same data will be utilized prior or during the civil work. Provide a feasibility report after assessment of the projects and upload in the education profile.
2. To develop and submit master plans of each of the schools to the PMU and the school authorities for record and future planning.
3. Provide GoB/Client endorsed sub-projects' designs (considering seismic and climate zones) documents, technical specifications and architectural drawings.

4. Provide market-based rate analysis for each district, design and drawings, specifications, cost estimates, and Bill of Quantities (BoQs) as per current market rate and schedule of work.
5. Provide energy efficiency analysis plan for each education facility. Consider sustainability factors in design such as solar designs and loads requirements and accordingly design the electrifications of the facilities (as per the need).
6. Based on the approval of the client, the Consultants to prepare school specific designs including architectural, structural, electrical, plumbing, drainage designs and all other components of the school blocks that shall include but not limited to needs assessment, general and site specific layout, construction drawings (2D and 3D rendered) and engineer's estimates, bill of quantities (BoQs) and technical specifications. Prioritize the tendering packages based on geographic proximity of sites/locations for effective project management.
7. For rehabilitation works, the facilities like additional classrooms; missing / lacking facilities like provision of potable water, toilets, boundary wall, other infrastructure and utilities and renovation of existing buildings will be considered.
8. Prepare draft bidding documents based on finalized packaging in consultation with Client, submit reviewed and verified bidding documents for each package and provide support to Client in overall bidding process, evaluation process and contract award as co-opted technical member.
9. The following Climate Response Indicator (CRI) parameters shall be incorporated during the architecture and structural designs of the school buildings.
    a) building orientation for natural/" passive" heating and lighting.
    b) thickness of walls.
    c) Cross ventilation and smoke vent
    d) minimum height of classrooms.
    e) wind catchers—where applicable.
    f) position, size, and number of windows; and
    g) greenery and plantation of trees shading the classrooms/ windows for climate regulation.
    h) use of special rooftop and ceiling materials for heat reflection/capture/ Insulation; and
    selection and use of environment-friendly/energy efficient building materials.
10. The contractor shall ensure safe and healthy working conditions for all workers in compliance with applicable Pakistan labor laws and relevant international safety standards. This includes, but is not limited to, the mandatory use of Personal Protective Equipment (PPE), adherence to machinery safety protocols, and provision of adequate safety measures at the worksite. The contractor shall also ensure the availability of a properly equipped first-aid medical kit at the site and implement appropriate emergency response procedures.
11. The contractor shall establish and maintain an accessible and transparent Grievance Redress Mechanism (GRM) to allow workers, local communities, and other stakeholders to raise concerns or complaints related to project activities. The GRM must ensure timely and confidential handling of grievances and should specifically include clear procedures for reporting, addressing, and responding to cases related to Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), and Gender-Based Violence (GBV).
12. Ensure that all bidding documents and contracts include mandatory provisions requiring Contractors and Subcontractors to adopt, sign, and enforce Codes of Conduct (CoC) for all

workers, covering SEA/SH, GBV, VAC, and workplace behavior standards, in line with World Bank Environmental and Social Framework (ESF) requirements.

13. The contractor shall ensure that no private land is used or accessed for project activities unless it has been formally acquired or made available in accordance with the applicable laws of Pakistan, as well as the requirements of the World Bank Environmental and Social Standards.
14. The contractor will also ensure contribution to need assessment and coordination for implementing the Contingent Emergency Response Component (CERC)

Execution and Supervision Phase:

1. Ensure that high quality construction is achieved within stipulated contractual time and within the allocated budget.
2. Ensure that all the work is carried out in full compliance with the approved architectural and engineering designs, drawings, technical specifications, agreed work schedule, quality and within the terms and conditions of the contract(s) and approved engineering practices.
3. To initiate the execution of construction works, project plan, including site preparation, construction activities, i.e. (excavation, foundation work, structural framing), installation of electrical, and plumbing, finishing work (flooring, walls, ceilings), quality control, and progress monitoring to ensure timely completion within budget and quality standards.
4. Provide inspection reports of each ongoing site per month and upload the reports in the education profile, along with the geo-tagged photos taken during construction activities.
5. Carry out inspection of each site during construction, and take geo-tagged photos, at least but not limited to the critical phases of civil works and maintain an online repository of data for all sub-projects /sites.
6. Prepare a tracker and record deviations and rectifications, illustrating with geo-tagged photos for each deviation at each site. During site inspections identify all types of deviations and ensure that the same are certified by the Contractor(s) with strict compliance to approved drawings and specifications. Concerned Site In-charge Resident Engineer (RE) will be responsible for such rectification and quality assurance.
7. Provide monthly progress report (including charts, graphs, data as required) covering a summary of the overall activities of the project, trends, and analysis, planned vs achieved progress (supported by photographs) and report any issues specific to each sub-project.
8. Provide quarterly and annual reports, indicating the overall achievements, goals, challenges, plus the details in excel format and maps.
9. Certify that the construction work and the materials being used on the project by the contractor are in accordance with the approved specifications and are being tested and meeting standard requirements.
10. Monitor systematically the progress of work according to the construction methodology and schedule of work as per contract agreement, certifying allocation of human resources, machinery and construction materials by the contractor, suggesting any changes and recommendations to improve such practices at site to avoid delays.
11. The contractor shall ensure safe and healthy working conditions for all workers in compliance with applicable Pakistan labor laws and relevant international safety standards. This includes, but is not limited to, the mandatory use of Personal Protective Equipment (PPE), adherence to machinery safety protocols, and provision of adequate safety measures

at the worksite. The contractor shall also ensure the availability of a properly equipped first-aid medical kit at the site and implement appropriate emergency response procedures.

12. The contractor shall establish and maintain an accessible and transparent Grievance Redress Mechanism (GRM) to allow workers, local communities, and other stakeholders to raise concerns or complaints related to project activities. The GRM must ensure timely and confidential handling of grievances and should specifically include clear procedures for reporting, addressing, and responding to cases related to Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), and Gender-Based Violence (GBV).
13. Ensure that Contractors enforce signed Codes of Conduct (CoC) among all workers and subcontractors at site, including regular awareness sessions, visible display of CoC, and application of sanctions for non-compliance, particularly related to SEA/SH, GBV, and VAC.
14. The contractor shall ensure that no private land is used or accessed for project activities unless it has been formally acquired or made available in accordance with the applicable laws of Pakistan, as well as the requirements of the World Bank Environmental and Social Standards.
15. The contractor will also ensure contribution to need assessment and coordination for implementing the Contingent Emergency Response Component (CERC).

Completion and Handover Phase:

1. Provide a report certifying the completed works as per approved project design and specification. Completion report for each site to be uploaded into the education profiles.
2. Generate project completion certificate and obtain relevant stakeholders' endorsement before issuance.
3. Handover of the completed projects to School Education Department.
4. Issue the defects liability period certificate for education facilities after its completion.

Comprehensive Responsibilities & Requirements:

1. The Consulting Firm will develop cost estimates, considering principles of cost-effectiveness in the planning, design, construction, and operation under the project, consistent with the World Bank Procurement Regulations. It will carry out a comprehensive market survey and rate analysis and will submit market rates for construction materials.
2. Ensure adherence and implementation of Environment and Social Management Framework (ESMF), Environment Social Health and Safety (ESHS) and other relevant guidelines during different stages of construction work. EDSQA staff will attend an orientation session on ESMF checklists and other relevant documents and guidelines. ESMF checklists to be filled by the Field Engineers/Inspectors/RE, coordinating and submitting the hard and soft copies of the data (ESMF checklists) to the Client on regular basis, through Environment and Social Safeguard Officer (ESO). Any other tasks required for smooth implementation of ESMF guidelines. Ensure that bidding documents have been duly customized to cater for these requirements.
3. Detailed drawings and plans should show all components of each of the education facilities and to ensure transparency of information. The same detailed plan and architectural drawings will be displayed in each school facility.

4. Ensure high quality of engineering and architectural designs, specifications, bidding documents, in compliance with World Bank Procurement Regulations, for education facilities rehabilitation and construction works. Ensure that all works are carried out as per the industry standards and incorporating ESMF guidelines acceptable to the World Bank.
5. The education facilities designs should be compliant with GoB requirements, specifically considering seismic zone and climate condition, innovative, locally appropriate, employing best quality, well sustained available materials, adherence to climatic conditions and vulnerability to natural disasters (flood, earthquake, landslide, etc.) of particular region/area.
6. Provision of ramp and handrails for school building and latrine block to provide safe access to physically challenged children.
7. The accessories, i.e., pathways, planters, play area, school children play items, swings, slides, rope extensions etc. will be incorporated in the design and specification and must conform to the industry standards.
8. Make available the soft version of any documents related to this project available to the Client upon demand. Hard copies should be available at the a) project site, b) district office.
9. Collect and share the geo-tagged pictures for each construction stage and upload onto each of the education facility profile.
10. Make changes, alterations, or re-design the education facilities if required by the Client during the supervision phase and support with the variation orders.
11. Provide contract management support throughout the construction phase of the project and till the end of defects liability period.
12. Verify through interim payment certificate (IPC), pictures, and endorsement of the resident engineer and chief resident engineer, of all the bills submitted by Contractor(s) to the Client through established payment mechanism and follow up for the payment of bills to the Contractor(s).
13. Ensure regular coordination with the Client and make sure concerns raised by the departments of education for assuring the quality of the activities are resolved and meets the design requirements.
14. Report on progress and issues to the Client at regular intervals, as mutually established.

Part D: Services for Construction Supervision (Resident Supervision) in each district.

1. The Consulting Firm shall perform duties of "the Engineer" / Project Manager as per Client's agreement with the Contractor(s) to supervise construction with the best professional and consulting standards to ensure that the buildings are constructed, and missing facilities are provided satisfactorily and ESMF compliances are adopted.
2. The Consulting Firm is expected to assign field personnel plus environmental and social experts of professional caliber and in sufficient number as deemed necessary by them in consultation with the Client.
3. In carrying out the assignment, the Consulting Firm shall undertake the following works:
    a) Issue instructions to the Contractor(s) and provide engineering and Environmental and Social Safeguards (E&SS) supervision to the execution of works.
    b) Ensure quality control through laboratory tests and other non-destructive tests at the expense of the Contractor(s).
    c) Make measurements of the work done as basis for running payments to the Contractor(s). Detailed measurements of the works shall however be recorded jointly

with the Contractor(s) and verified by the Engineer / Project Manager as duplicate record and shall be attached with the Contractor(s)'s bills.

d) Issue variation orders with approval of the Client.

e) The Consulting Firm shall check systematically the progress of work according to the construction schedule of the agreement and shall submit monthly progress report in the agreed prescribed form along with data and evidence in the form of geo-tagged photographs, and GPS coordinates with elevation to the Client pointing out the deficiencies and suggest remedial measures. The Consulting Firm will also be responsible for creating and maintaining an online database for project data and evidence.

f) Review and approve "As Built" drawings along with ESMP prepared by the Contractor(s).

g) The Consulting Firm shall form its own sources; establish a site office to meet the day-to-day executions of the project activities, hold meetings with Contractor(s) and the same should be part of the Consulting Firm's financial proposal.

h) The Consulting Firm shall certify the Contractor(s)'s running payments clearly indicating that the quality of work executed is according to the specifications, design, drawings, technically sanctioned estimate, and contract agreement and make recommendations for payment to the Contractor(s) along with the required test reports. The Consulting Firm shall further be responsible for quality and quantity of works.

i) The Consulting Firm shall supervise the Contractor(s) in all matters concerning safety and care including disaster proofing and emergency management of the work and advise the Client on any problem arising in the construction work during its execution.

j) The Consulting Firm shall certify that the construction material brought at site by the Contractor(s) is in accordance with the specifications and is tested as per standard practices. The reports in respect of receipt and test of materials shall be submitted to the Client on weekly basis in the prescribed forms.

k) The Consulting Firm shall carry out detailed final inspection of the work and shall recommend to the Client for issuance of completion certificate stating that the work has been completed as per design, drawings, standard specifications, and contract agreement.

l) One month prior to the expiry of completion period, the Consulting Firm shall carry out a detailed final inspection of the work and submit a report to the Client pointing out the defects in the work, if any.

m) The Consulting Firm shall be responsible for getting all such defects rectified from the concerned Contractor(s) and final payment of the Contractor(s) shall be verified only after satisfactory removal of the defects.

n) The Client maintains all the rights to increase or decrease the quantum of work without assigning any reason.

o) Client's technical experts may regularly visit the sites for checking resident supervision of the Consulting and the quality of work executed by the Contractor(s) and issue necessary instructions to the Consulting or Contractor(s) for proper execution of the work at site.

p) Environmental and Social Guidelines: The Consulting Firm will provide guidance and support implementation of agreed environmental and social guidelines and frameworks under the project. The Consulting Firm will be expected to be cognizant of the environmental and social guidelines as agreed with the World Bank in the

project agreements and apply them at all stages of the construction and rehabilitation work.

q) Monitor the Contractor compliance with Codes of Conduct (CoC) and immediately notify the Client of any breaches.

Part E: Reporting Requirements/ Schedule of Activities and Deliverables:

The Consulting Firm will complete the assignment as per following schedule. The Design Phase activities must be completed within Six (6) Months after the signing of the Consulting Firm contract.

Stage-I: Submission of Technical assessment forms / reports and Master plan/ design proposal, feasibility study for each school along with Technical Survey Report for all new constructions in schools within ninety days (90) days of the effectiveness of contract.

Stage-II: Preparation of detailed structural and architectural designs for all the schools, BOQs duly supported by associated drawing and specifications within sixty days (60) days after approval of the **Stage-I** documents.

Stage-III: Preparation and submission of technical specifications, drawings, BOQs relevant bidding document's including packaging of the works activities as per Procurement Plan covering school facilities within thirty (30) days after approval of the **Stage-II** documents.

Stage-IV: Submission of signed hard copies and soft copies of Monthly Progress Reports both in design phase (for design progress) and during supervision phase for (supervision and implementation progress together with covering of all contract management aspects) (Report format will be designed and agreed in consultation the Client) along with photographs and coordinates by 05th of every month as per details of format delineated in Section **(Services for Construction Supervision (Resident Supervision) in each district)**. Also provide inspection reports of each ongoing site per month, a quarterly and an annual progress report in narrative form containing all site photographs shall also be submitted.

The Consulting Firm will provide quality assurance certificates and quality management plan against each site and will furnish sufficient evidence i.e., Measurement Book/IPC, Completion Certificate, Certify Defect Liability period etc.

Part F: STAFFING AND RESPONSIBILITIES

The Consulting Firm is responsible and expected to establish a main office as per the requirements. The timing for the number of staff in each team would be planned according to the workload and the prioritized activities on which the team is working at a given time. Below are the minimum required staffing requirements. And consultants are free to propose any additional resources as they deemed appropriate and the same should accordingly be costed in their financial proposals (if shortlisted).

DESIGN PHASE					
S. No	**Personnel Description**	**Unit**	**No of Persons (A)**	**No of Person Months (B)**	**Type of Input**
Key Staff					
1	Chief Resident Engineer / Team Leader / Project Manager	Monthly	1	6	Full Time
2	Principal Architect	Monthly	1	6	Full Time
3	Structural Engineer	Monthly	1	6	Full Time
4	Resident Engineer	Monthly	2	12 (6 PM Each)	Full Time
5	Procurement and Contract Management Specialist	Monthly	1	1	Full Time
6	Environment & Social Safeguard Officer	Monthly	1	1	Full Time
Non-Key Staff					
7	Design Engineer Field	Monthly	18	108 (6 PM Each)	Full Time
8	Quantity Surveyor	Monthly	2	12 (6 PM Each)	Full Time
9	CAD Operator	Monthly	1	4	Full Time
SUPERVISION PHASE					
Key Staff					
1	Chief Resident Engineer / Team Leader / Project Manager	Monthly	1	36	Full Time
2	Resident Engineers	Monthly	2	72 (36 PM Each)	Full Time
3	Procurement and Contract Management Specialist	Monthly	0.25	36	Intermittent
4	Environment & Social Safeguard Officer	Monthly	1	36	Full Time
	Non-Key Staff				
5	Field Engineers	Monthly	18	648 (36 PM Each)	Full Time
6	Quantity Surveyor	Monthly	2	72 (36 PM Each)	Full Time
7	CAD Operator	Monthly	1	36	Full Time

Qualification, Experience and Job Description of Design, Supervision and Quality Assurance Staff

Title	**Chief Resident Engineer / Team Leader / Project Manager (the Engineer) for both Phases (Design & Supervision)**
Qualification	**BE Civil Engineering (16 years of education), preferably Master's inCivil Engineering, Construction Management, Project Management or related field**
Experience	At least 15 years of experience and required to have familiarity with the construction practices, knowledge of project management and implementation of environmental & social safeguards
Job Description	• Reports to the Client and focal person of the firm. • Assumes overall responsibility for management and supervision of the team. • Undertakes responsibility for satisfactory completion of project as per design, specifications and on agreed cost and time frame. • Works as the "the Engineer" / Project Manager as per Client'sagreement for the assigned engineering and supervision activities with the best professional and consulting standards to ensure that the assignment is completed satisfactorily. • Give feedback during the design phase for each of the facility to theprincipal architect and structure engineer and make sure overall progress and quality is achieved as per best international practices.Responsible for preparation of the specifications related to thestructure elements and overall sub-projects in consultation with theArchitect and TL. • Keeps the Client informed of technical issues and the progress of all works both by direct contacts and through discussions or correspondence. • Attends, at Project level, all meetings as required and keep a recordof all such meetings. • Assists Clients in preparation of annual work plan and budget. • Assists the Client in any project issue which the Employer mayrequire. • Assists in preparation of all reports and the project completionreport (PCR). • Assists the Client in preparing the response to Audit queries. • Assists the Client in preparing response to financiers or otherauthority's queries, observations, requirements etc. • Coordinates with all related Client's organizations for project issues, coordinates with M&E and Development section in fulfillingproject objectives. • Ensure adherence and implementation of ESMF guidelines at all theproject focused sites • Certify and develop IPCs of all the payments along with supportingdocuments and submit to the Client for approval and payment

Title	**Principal Architect**
Qualification	Bachelors **(16 years of education)** / Master's Degree in Architecture, Urban Planning, or related field
Experience	The Principal Architect shall have at least 10 years of experience indesigning buildings

Job Description	• The Principal Architect Engineer would be responsible for preparation of architecture documents, functional specifications, design documents, and architecture diagrams according to project goals and objectives • Directly manage the development of architecture design and preliminary construction details in close coordination with theStructural Engineer. • Ensure architecture design adheres to the established specifications and standards related to EducationFacilities • Make sure projects stay within building by laws, safety regulationsand budget • Make sure design, plans and drawings don't have too much of anegative impact on the environment and the designs meets the industry standards for such facilities. • Plan best utilization of spaces available for new construction; and • Consider environment friendly and green aspect in the designs ofthe education facilities • Any other tasks assigned by the TL or the client

Title	**Structure Engineer**
Qualification	Bachelor's Degree **(16 Years of Education)** in Civil Engineering and preferably Master's in structure engineering
Experience	At least (10) years relevant experience as Structural Design Engineerpreferably of public Buildings such as education facilities and/or other civil structures like Bridges etc.
Job Description	• Preparation of design criteria and Standards and finalization of thedesign codes to be adopted • Review and advice on seismically sound design standards and codesfor buildings and other facilities involved in project • Guide the Architect and CAD operators towards carrying out the structure analysis and design of the buildings and allied facilities. • Provide details about existing structures, damages and assessment • Inspect the site and collect the condition data for the design reviewand finalization of the structural designs and necessary changes if any • Reviewing the structure design at appropriate intervals during the implementation. • Follow construction safety guidelines and incorporate in the structure designs • Choose appropriate materials based on structural specifications • Measure loads and pressures caused by environmental / natural disasters and accordingly design the facilities • Guide the CAD Team in preparation of Drawings and Details of allthe structural elements in the designs and drawings. • Finalize the Structure Design Reports and assist in preparation ofvarious reports and deliverables • Any other tasks assigned by the TL or the client

Title	**Resident Engineer**
Qualification	Bachelor's Degree in Civil Engineering/B-Tech Hons in Civil Engineering **(16 years of education)**.

Experience	At least 7 years' and for B-Tech at least 12 years' experience in buildingconstruction related projects
Job Description	• Supervise the scope of work, execute the surveys, get the initial data from the design team and share the collected baseline data and supervise during the construction phase and provide technical assistance for the purpose during the implementation of the project. • Review and recommend approval and/or issuing working drawings, approval of the setting out of the works, and instruction to the field staff on structural design. • Assist in implementing the designs and coordinate for modifying the designs for cost effectiveness and technical suitability as per the design criteria and features shared when required. • Ensure adherence and implementation of ESMF guidelines at all the project focused sites in respective district. • Collect the data of ESMF checklist in coordination with the social specialist during different phases of project life. • Enter the data of ESMF checklists on dashboard. • Supervise the construction facilities in detail and report the progress of each activity in the field. • Provide feedback on variation at any stage to the team leader of any construction activity and prepare support documents for submission and approvals. • Develop close coordination with the field engineer and field staff on a regular basis and update the progress. • Provide input on updating the MIS dashboard set in Client by pursuing with the field team for uploading the stage wise data on regular basis. • Regularly follow up with the Contractor(s) for quality and progress of work and report accordingly. • Assist TL / Project Manager in Issuance of timely notices to the • Contractor(s) for delay progress and quality issues by maintaining logbook on site and report to the concerned stakeholders on urgent basis. • Overall responsible for quality assurance at the field and timely reporting to the TL/ Project Manager of any field related issues. • Any other task assigned for the smooth implementation of the project and on ESMP guidelines. • Perform other duties as required for the success of Project and other tasks assigned by the TL or the client

Title	**Procurement & Contract Management Specialist**
Qualification	Bachelor **(16 years of education)** / Master's degree with a major in Civil Engineering, procurement, Law or Business Administration or related field
Experience	At least 10 years of experience in Procurement and Contract Administration

Job Description	• Assist in preparation of bidding documents, RFQs, RFBs and assists in procurement processes and contract terms and conditions as per World Bank Procurement Regulations • Assist in bid evaluation and overall procurement process fromrequest through contract awards • Ensure efficient contract management and provide timely inputs toavoid time and cost over-runs. • Evaluate Contractor(s) claims and support in dispute resolution if required • Assist in contract administration and ensure compliances as per contract terms and conditions. • Provide early warning to both Contractor(s) and employers on any events • Keep checks on all contractual matters and make sure all thecontractual terms and conditions are fulfilled • Any other tasks assigned by the TL or the client

Title	**Environment and Social Safeguard Officer**
Qualification	Bachelor degree (Master degree preferable) in Environmental Sciences / Management or a related discipline
Experience	At least 5 years' experience in leading productive related programs for a fairly large organization. Solid understanding of issues relating toenvironmental and social issues and mitigation.
Job Description	• Maintain close coordination with the Environment and Social Safeguard team at PMU for the adherence of ESMF guidelines. • Ensure and implement GRADES-B, Environment and Social Management Framework (ESMF) and the environmental guidelines in thefield during the siting, construction and operation phases of the school's facilities as per the instructions of ESSO. • Preparation of subcomponent activities Environment and Social Management Plans (ESMPs) and submit to the ESMU team at PMU for review. • Ensure execution and compliance of the approved ESMPs respective subcomponent activities of the project. • Periodically visit the school's construction sites, in order to monitor the compliance of ESMF checklist's guidelines, and to determine their effectiveness. • Report any issue pertaining to ESMF to ESSO and take corrective measures as per the guidelines of ESSO to address the issue(s). • Maintain close coordination with the Site Engineer and Resident Engineers (REs) to collect the data of ESMF checklists of all the three phases (Siting, Construction and Operation). • Maintain close coordination with the Site Engineer and Resident Engineers (REs) to collect the data of ESMF baseline checklist. • Data entry of Environment and Social Management Framework (ESMF) baseline checklist. • Maintain a record of all the filled checklists and submit the collected checklist to Environment and Social Safeguard Officer at PMU on monthly basis. • Data entry of Environment and Social Management Framework (ESMF) checklists

	on MIS dash board. • Any other task assigned by the ESSO for the smooth implementation of ESMP throughout the project duration.

Title	**Design Engineer Field**
Qualification	Bachelor's Degree in Civil Engineering/B-Tech Hons Civil Engineering **(16 years of education)**
Experience	At least 7 years' and for B-Tech 12 years of experience in building design related projects
Job Description	• Assess the need for the construction needs and devise the scope of work of each construction facility, execute the surveys, get the initial data from the field for the design input and collect the baseline data. • Support in sharing the field level design input with the Architects at office level with the recommendation on most appropriate designs meeting the current construction norms. • Review and recommend approval and/or issuing working drawings, approval of the setting out of the works, and instruction to the field staff on structural design. • Assist in implementing the designs and coordinate for modifying the designs for cost effectiveness and technical suitability as per the design criteria and features shared if and when required. • Ensure adherence and implementation of ESMF guidelines during the design phase of the project in the focused sites in respective district. • Collect the data on ESMF checklist of the siting stage and endorsed the design input required for the purpose, i.e., provision of ramps with handrail, provision of toilets of disables, need for planters in the schools. • Identify the need for MHM and incorporate the support in the design of the toilet to ease out the process. • Enter the data of ESMF checklists on dashboard of the siting stage and the enter the data as required. • Review the designs shared by the architects and validate and take corrective if required on immediate basis. • To collect and share the soft and hard copies of the construction drawings for the bidding process and clarify the design input where and when required. • To check and confirm the validity of the design implemented during the construction phase. • Provide feedback on variation at any stage to the team leader of any construction activity and prepare support documents for submission and approvals. • Develop close coordination with the field engineer and field staff on a regular basis and update the progress. • Any other task assigned for the smooth implementation of the project and on ESMP guidelines. • Perform other duties as required for the success of Project and other tasks assigned by the TL or the client

Title	**Field Engineer**

Qualification	Bachelor's Degree in Civil Engineering **(16 years of education)** or 3 years Diploma of Associate Engineering with 8 Years of experience
Experience	At least 5 year's relevant experience in building construction related projects in case of B. Sc engineer and 8 + years of experience in case DAEholder
Job Description	• Assist the Team Leader/Assistant Resident Engineer and other relevant staff in planning and supervision of construction activities. • Support all rehabilitation and construction activities undertaken byContractor(s) in the relevant districts with improved coordinationand timely technical inputs in order to effectively meet completiontargets. • Supervise the implementation of the construction activities basedon the design and specifications, review the design if required during the implementation, support Contractor(s) on procurementof project material as per standard specifications and guidelines provided by Material Engineer. • Undertake extensive field visits to assess the quality of construction activities, provide input on quality of material, initiate material tests through Contractor(s) where required as perguidelines to ensure quality. • Supervise Contractor(s) and provide advice and support to help overcome any shortcomings in the construction quality and management procedures. • Assist the Team leader/ Assistant Resident Engineer in timely submission of monthly progress reports on all rehabilitation & construction activities undertaken in the respective districts. • Check the payments and forward to the ARE on achievement of milestones as agreed in the contracts and ensure timely submissions of payments/bills. • Ensure testing of material at site from laboratory under the guidance of Material Engineer / TL / ARE. • Conduct regular field on project locations, guide and supervise process of schedule implementation. • Report on the progress of work using Android tools to timely update the MIS Dashboard where applicable. • Report on the quality of work on regular basis and issue notices to the Contractor(s) through ARE on urgent basis for adopting corrective measures. • Maintain the logbook on site put up the notes on regular basis on progress and quality of all construction works and highlight during each visit. • Ensure adherence and implementation of ESMF guidelines and coordinate with social specialist at all the project focused sites in respective district. • Collect the data of ESMF checklists during different phases of project life and to submit to social specialist of Social Mobilization implementing partner of the Client. • Any other task assigned for the smooth implementation by ARE and TL.

Title	**CAD Operator**
Qualification	**DAE – Civil with diploma in Auto-CAD**

Experience	At least three (03) years of drafting engineering drawings / designs onAuto-CAD software experience
Job Description	• Work with the Architect and Structure Design Engineer forpreparation of architectural and structural drawings, • Assist in preparation of the drawings and details required by thedesign / supervision team. • Any other task assigned by the Team Leader

Title	**Quantity Surveyor**
Qualification	**DAE – Civil**
Experience	At least three (03) years of experience in rate analysis, civil worksspecifications, development of bill of quantities.
Job Description	Design Phase: • Work with Architect, Structure Engineer, and field engineers to develop cost estimates of the education facilities based on final drawings and specifications. • To develop quantities of all the civil works based on the specification provided or developed. • Develop final BOQs for bidding documents based on finalized civilworks packages. • Responsible for any estimates revisions and make sure that final BOQs are included in the bidding documents. • To support in the development of bidding documents against each construction activity and summarize them in packages developed for the bidding process. • To facilitate in the evaluation of bidding by checking the bill of quantities and to take corrective measure wherever required Supervision Phase: • Work with the chief resident engineer, resident engineer, and the field engineer for IPCs checking and confirmation that quantities are accurately entered. • To check the bills submitted by the Contractor(s) and validate through the field engineer/inspector and submit it to the resident engineer for verification. • To identify the need and plot the variation orders wherever requiredon the advised of resident engineer. • To develop bill of quantities on the variation required in the construction facility during the execution of the project. • To support the variation order with all the documents required for the approval. • Any other task assigned by the RE and Team Leader

Part G: Coordination

The Consulting Firm will report through separate channels to the Project Director and will coordinate with various Specialists and staff of the Client in dispensing services. It will also liaise with various departments of GoB for matters directly related to discharge of responsibilities under contract.

Part H: Qualification of Firm

i. The consulting firm must have a minimum of 10 years of experience post registration in a related business (planning, designing, costing, project management, construction supervision and contract management, quality assurance, occupational health and safety, and implementing environmental and social management plans of the vertical structures works).

ii. Should be registered with the relevant authority/council/organization with a license to practice engineering services.

iii. Successful completion of at least three projects of similar scale and complexity (vertical structures/ buildings projects) within the past ten (10) years. In the case of the Joint Ventures (JV), each member of the JV should be able to reasonably meet the shortlisting criteria (e.g core business and general experience of 6 years, experience with a minimum of 1 similar assignment, etc.). However, all members combined should meet the overall requirements.

iv. Adequate logistic and technical resources to undertake the assignment. Firms should submit their relevant documents to establish their capacity regarding resources, establish offices etc.

v. Availability of necessary personnel to carry out the services and commitment to maintaining adequate staffing to complete the work within the stipulated time. (Key experts will not be evaluated at the EOI stage and CVs are not required at the EOI stage).

Part I: Selection Process

A consulting firm(s) / Joint Venture(s) will be selected in accordance with Quality and Cost based Selection (QCBS) Procurement Method of the "World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services" September, 2023.

Expressions of Interest (EOI) may be delivered in written form to the address given below by 04th May, 2026. EOI can be transmitted electronically by email to the email address ps.gradesb@gmail.com and couriered subsequently however, EOI must be delivered prior to completion of shortlisting.