Republic of Tajikistan

Ministry of Agriculture

STRENGTHENING RESILIENCE OF THE AGRICULTURE SECTOR PROJECT (SRASP)

TERMS OF REFERENCE

FEASIBILITY STUDY –BUSINESS PLAN-ESIA / DETAILED DESIGN/COST ESTIMATE FOR THREE ALCS AND SUPERVISION OF WORKS

April 2022

Contents

Abbreviation and acronyms

ALC: Agro Logistics Center

EPC: Engineering, Procurement and Construction

ERM: Environmental Risk Management

ESF: Environmental and Social Framework

ESA: Environmental and Social Assessment

ESMF: Environmental and Social Management Framework

ESMP: Environmental and Social Management Plan

ESSs: Environmental and Social Standards

FEED: Front-End Engineering Design

FIDIC: International Federation of Consulting Engineers

GoT: Government of Tajikistan

HVAC: Heating Ventilation Air Conditioning

IFS: International Food Standard

ITC: International Trade Centre

PMC: Procurement Management Contract

WB: World Bank

I. Background

The Strengthening Resilience of the Agriculture Sector Project is an IDA grant in the amount of US$ 58 million prepared to support Tajikistan for the purpose of foundations for a more resilient agriculture sector refer to the availability of public agricultural services, including improved seeds, seedlings, and planting materials, agri-logistical services, agrometeorological information, soil testing, locust control and crop protection.

The project aims to support the Government of Tajikistan (GoT) in successfully transitioning to a sustainable, more productive, climate resilient, and inclusive model of agricultural sector growth. The proposed project will help to:

(i) Increase the availability of improved seeds, seedlings, and planting materials that are climate resilient, affordable, farmer-preferred and well adapted to the different agro-ecological conditions of Tajikistan;
(ii) Improve the access to improved agri-logistic services for farmers and agri-businesses; and
(iii) Strengthen the crisis management, i.e. early warning, preparedness and response capacity of selected public institutions.

All activities related to human resource development and capacity building will include topics on understanding climate change better and frameworks, tools, and techniques to facilitate designing and implementing climate adaptation and mitigation approaches. All infrastructure, including buildings, offices, laboratories, and storage facilities, constructed and/or rehabilitated by the project, will be encouraged to utilize energy-efficient and climate-resilient materials and designs. The proposed project aims to thereby strengthen the foundations for more resilient agriculture sector, which will in turn help improve food security and nutrition and accelerate agricultural diversification. It will also contribute to the development of a viable sector of private micro, small and medium enterprises in rural areas and generate employment opportunities for women in regions with few legal alternatives.

The Project is implemented by State Institute "Agriculture Entrepreneurship Development" Project Management Unit (SI AED PMU).

II. Project objective

The Strenghtening Resilience of the Agriculture Sector Project (SRASP) main objective to is to strengthen the foundations for a more resilient agricultural sector in Tajikistan.

To achieve this objective, the project consist of fours interlinked technical components organized to address the key binding constraints for the development of the agriculture and agribusiness sector:

- **Component 1. Strengthen seed, seedling, and planting material systems**
- **Component 2. Support investments in agri-logistical centers for horticulture value chains**
- **Component 3. Strengthen public capacity for crises prevention and management**
- **Component 4. Project management and coordination**

The Subcomponent 2.1 "Support the development and operation of ALCs" will support the establishment of three ALCs tentatively located one each in Khatlon, Sughd, and RRS regions, where horticulture production is concentrated.

Main objectives of these ALCs is to provide important services to support primary collection, quality and food safety standards enforcement for local horticulture production and its access to high value outlets. It will benefit to market access of local production (horticulture) and reduce risks of food losses and waste. Availability of ALC services will also trigger more private investments in horticulture, including fruit orchards, which in turn will contribute to the climate mitigation and job creation.

The three ALCs in Khatlon, Sughd and RRS regions will fill a critical gap in cooling, storage, packing and logistics facilities and initiate the development of an integrated network of market/distribution infrastructure in Tajikistan. They will be instrumental for more standardized production and quality management, including sorting and packaging, for domestic and international markets.

ALCs can take many forms depending on the needs and requirements of a specific region, value chain structures and potential users. They can provide a large range of functionalities, which are particular for each context. The ALCs will be constructed by GoT on state-owned land in a location adapted to their efficient operation.

The basic preliminary design parameters for each ALC would include: a minimum 10,000 meters of area, from 3,000 to 5,000 meters of built facilities, flexible to anticipate an expansion; a handling capacity for 5,000 to 8,000 tons of fresh and processed fruits and vegetables; (cold) storage capacity; and a multi-functional sorting, grading and packing line.

This preliminary description of ALCs is indicative and subject to modification in terms of size, location and functions according to the results of the study.

III. The consulting service assignment: conducting three Schematic and Development Design studies for the establishment of three ALCs

A. Objectives

The objective of the assignment is to carry out a full technical feasibility assessment and a development design of the ALCs for each of the location (Khatlon, Sughd and RRS regions) in order to assess the pertinent risks, determine projects viability and support to the preparation of construction works tender package for the selection of General/EPC contractor(s).

The selected Consultant will be invited by the Client, at the end of the assignement and according to his performance, to support the Client during the construction phase to oversee the work of the EPC/General contractor(s)

B. Scope of work

The scope of works will be divided in two phases, **the second phase being conditional to approvement of the first phase deliverables by the Client**.

The study shall include a full assessment of all technical components and a schematic design proposal of the three ALCs, which will present sufficient information and detail for the Client to determine projects viability.

i. Phase 1 – feasibility study and schematic design

Objectives

The objectives of the phase 1 are to prepare the feasibility study and schematic design of the three ALCs, specifically:

- Identifying the scope of the market for the ALCs
- Understanding the specific characteristics of the market, including its participants
- Dimensioning the size of the ALCs
- Support to the selection of appropriate sites
- Proposing and designing a concept in accordance with the dimensioning and the market study
- Studying the financial feasibility of the ALCs, projecting its costs and profitability
- Identifying potential management models of the ALCs
- Measuring and addressing the environmental and social risks and impacts of the ALCs' construction and operation
- Preparing the Second phase of ALCs design development

Scope of work

The Consultant will be engaged to conduct the feasibility study and schematic design of the future ALC projects. The firm shall assess the worthiness and sustainability of the proposed financing to establish three ALCs in Khatlon, Sughd and RRS regions. The study shall cover, but not be limited to, the following aspects: market analysis (market study), demand analysis, schematic design of the ALC facilities, operation and maintenance plan, risk assessment (including business and market risks), economic and financial analysis, business management model and governance including public-private arrangements, initial environmental and social assessment and outline for an Environmental and Social Management Plan (ESMP) to be further elaborated under Phase II as part of the detailed design assignment, as per the provisions of the project Environmental and Social Management Framework (ESMF) and the workflow from the conceptual designs to functional facilities.

The Consultant shall perform initial environmental and social assessment for the construction and operation of the Agro Logistics Centers (ALCs), considering environmental and social baseline information, specific features of the sites in Khatlon, Sughd and RRS regions, proposed for the location of ALCs, identifying sensitive receptors within or in the vicinity of the proposed sites, and assessing any potential advesre impacts on those receptors, that would require reconsideration of the site or can be avoided, minimizedor mitigated. The initial environmental and social assessment shall be undertaken in accordance with the provisions of the project Environmental and Social Management Framework (ESMF), and should be in compliance with the requirements of the relevant ESF ESSs, WB Environemtnal Health and Safety Guidelines (EHSGs), Good Interntational Industrial Practices (GIIP), and national regulaitons and procedures. The indicative outline for the initial environmental and social assessment is presented in Annex 1.

It is required that close consultations, discussions, and surveys of key stakeholders and potential users be conducted to ensure the ALCs designs are practical to the users' purposes, and the operation has high likelihood of sustainability.

This phase 1 aims at the elaboration of a schematic design for both facilities. These preliminary designs will be the base for the elaboration of all the technical requirements and specifications that will be developed in a second phase after the Client approval.

ii. Phase 2 – Development Design

Phase 2 will be conditional to approval of phase 1 by the Client and the confirmation of its interest to pursue the achievement of the two facilities.

Objectives

- Development Design as per FEED standards of the facilities considering both internal and external components and operational efficiency;
- Three final ESMPs for ALCs in Khatlon, Sughd and RRS regions, including cost estimates for the implementation of mitigation measures;
- Cost estimates reflecting the engineering concept design to a plus or minus 10% level;
- Input and support for the preparation of the whole tender package/Bidding Documents for the construction works procurement and the selection of a general/EPC contractor(s);
- Support for the obtention of building permits.

Scope of work

The Consultant will be engaged to conduct the Development Design as per FEED standards for the future ALC projects.

The study shall cover, but not be limited to, the following aspects:

a) Support for obtainining of buiding permits and administrative process

The Consultant will support the Client for the obtention of building permits and all the administrative procedures to prepare next construction phase. The deliverance of the building permits and other authorizations for the construction of the three facilities will be mandatory to the achievement and the final payment of phase 2 by the Client.

b) Geotechnical Survey (optional)

The sites for the ALCs are currently not established. A geotechnical investigation will need to be carried out (if not already prepared) to assess the subsurface conditions, to enable facility design. If not already prepared, the geotechnical investigations will be carried out by the Consultant.

c) Development Design as per FEED standards

Many of the key inputs including size of the overall facility and the various service offerings will be taken from the schematic design proposal (e.g. Market Study). The technical design shall address all components of the buildings, both interior and exterior, and how they fit together. The prepared design and associated specifications will be inputs for the Bidding documents required for the selection of the general/EPC contractor(s). A Front-End Engineering Design (FEED) shall be undertaken for both interior and exterior parts of the three ALCs. The ultimate output of the Development Design package shall be containing the full suite of drawings and specifications.

- <u>ALCs Process Flow Plan & Layout</u>

A logistics flow/business flow plan of the facility will need to be developed to illustrate how products will be handled once they arrive at the ALCs, as they move through the different facilities of the ALCs and ultimately how are prepared for storage or for outward delivery. Similarly, design of the building layout will be required to determine the extents/size of the facility, truck marshalling areas and operational flows.

Tasks

- ⇨ Preparation of Process Flow Plan
- ⇨ Preparation of Building Layout Design
- ⇨ Based on the results of the Market Study (phase 1), the consulting firm shall develop a few viable options for the internal layout (Process Flow Plan) of the facilities to accommodate all service offerings (general, ambient, cold), including value added services (sorting, grading, packing, cooling) as disclosed in the Market Study. The options must provide the Client with sufficient flexibility to allow for minor modifications as early customer commitments get firmed up. The cold storage component shall be modular or easily interchangeable in order to accommodate varying customer needs.
- ⇨ Further to the preparation of Building Layout Design, identification and layout of all major equipment required for the facilities and their key service offerings, including value added services. Options shall be presented on the equipment types, manufacturers, specifications and costs. The recommendations must take into consideration local operating conditions and future users'needs to improve quality and competitiveness of their products.
- ⇨ Assessment and development of operations and maintenance strategy and budget including, but not limited to, staffing, equipment needs, IT systems, inventory management systems, consumables, security, utilities, etc. The assessment must take into consideration a 15-year estimate of operating costs and factor in expansion plans.
- ⇨ Preparation of +/- 10% detailed cost estimate of at least three layout options, one of which shall be used in the financial analysis.

- ▪ <u>ALCs Structural Design</u>

A structural design of facility up to FEED level shall be undertaken by the Consultant. The structural design shall take into consideration the civil engineering components of the projects and investigate the stability, strength and rigidity of the structures. The design shall also take into consideration local environmental conditions in order to engineer a sustainable design.

Tasks

- ⇨ The Consultant shall prepare all necessary drawings and specifications to FEED level.
- ⇨ Based on the FEED, the Consultant shall prepare +/- 15% cost estimate

- ▪ <u>Enabling Infrastructure Design</u>

The enabling infrastructure surrounding the ALCs will need to be examined and appropriately considered in the FEED level design. Characteristics such as traffic movements and impact to surroundings are of primary importance to the Client and Project fundamentals.

Environmental and Social Safeguards requirement to be added as necessary to comply with The Gambia and World Bank requirements.

Tasks

- ⇨ The Consultant shall prepare the necessary traffic and truck movement plans to accommodate activities at the two ALCs.
- ⇨ The Consultant shall identify and take into consideration the possible impacts to the surroundings and how they can be mitigated through the facilities design.
- ⇨ The Consultant will be responsible for FEED and specifications of all required enabling infrastructure of the facility, including but not limited to access roads, drainage, utilities, power supply, HVAC,

refrigeration, security, etc. Once again, it is critical that local environmental conditions be taken into consideration for the design.

⇨ Preparation of +/- 10% cost estimate in accordance with the FEED for use in the financial analysis.

- Facility Energization Design

The ALCs are slated to be energized through the use of electric power distribution stations. In parallel, the Client would like to explore the opportunity to maximize energy efficiency and power the facility through the use of renewable energy sources. Although local climate conditions may not allow renewable energy to power the facility 24/7 there is consideration that a combination with renewables power may be implemented.

Tasks

⇨ The Consultant shall conduct a prospective power demand audit of the facilities based on the concept design, and determine the sizing and specifications of the power distribution stations, which will provide sufficient power to energize the facilities keeping in mind the various service offerings (cold, ambient, general).

⇨ As part of the finalized ESMP, the Consultant shall develop an energy efficiency measures for the facilities, aimed at the minimization of energy consumption and avoidance of energy losses (i.e. wall, window and roof isolation, maximum natural lighting, load shedding, scheduled outages, energy efficient equipment and machinery, etc.) and ensure power reliability without compromising operational efficiency.

⇨ The design shall allow for a +/- 10% cost estimate feeding into the financial analysis

- Renewable Energy Sources

The Consultant will have to explore options other than power distribution stations to energize the facility. The study will assess various system combinations with renewable energy sources such as solar to determine the most suitable solution.

Tasks

⇨ Using results of the study, the Consultant shall incorporate the preferred facility energization solution into its technical design. A FEED and associated specifications shall be prepared for the preferred power solution.

⇨ The preferred technical solution considering the use of renewable energy sources for generating electricity to supply the facilities, shall be considered within the scope of site-specific ESMPs, in terms of identificaition of environmental and social risks and mitigation.

⇨ The design shall provide for a +/- 10% cost estimate for the options of usage of renewable energy soucres and associated mitigation.

d) Finalization of site-specific ESMPs based on the development design

Based on the project ESMF, initial environmental and social assessment, and detailed engineering design, preparation and finalization of two site-specific Environmental and Social Management Plans (ESMPs), to incorporate the technical provisions of the development design, and inform the development design accordingly. The finalized draft ESMPs shall address both construction and operation stage of the ALCc, and be duly disclosed and publicly discussed before the finalization of the development design, to ensure that any meaningful feedback from the public consultaitons is reflected in the final site-specific ESMPs and addressed through the finalized development design. Indicative outline for site-specific ESMP is presented in Annex 2.

Close communication with the Client will be essential to this phase of works in order to reflect the Clients intentions and project specific requirements into the FEED Package.

e) Construction procurement preparation and assistance to the selection of the General/EPC contractor(s)

The Client will engage an EPC/general contractor(s) to build the ALCs facilities based on the consulting firm's design and assessment works undertaken as a part of the assignment. The Consultant will support the Client in the preparation of the bidding documents, contract procurement and negotiation. Technical input to the bidding documents will be required from the Consultant. It is the Client's intention to break ground on the three ALCs by the end of 2023.

- Construction Works Contract Input

The Client will undertake the required procurement to engage an EPC/general contractor(s) to implement the projects. The Consultant will be responsible for the preparation of the whole tender package/bidding documents in collaboration with the Client, and support the procurement process according to the World Bank relevant procurement guidelines, from advertising to negotiation of the contract. The Consultant should provide a list of potential international quality standards contractors able to achieve in the region the project.

The Consultant will be required to provide the Client with technical support for the preparation of the whole tender package/bidding documents including technical specifications, bill of quantities, construction schedule, technical evaluation criteria, etc.. The Consultant will not be required to provide transaction advisory services, as these activities will be led by the Client.

Tasks

- ⇨ The Consultant will be required to draft necessary sections of the construction works bidding documents/tender package as it relates to technical components of the Project, including but not limited to design, specifications, bill of quantities, construction schedule and technical evaluation criteria. These shall be easily translated from the technical design works completed in the assignment.
- ⇨ The consulting firm will be required to provide guidance and input on certain sections of the construction works contract as it relates to technical components of the Project.
- ⇨ The Consultant will incorporate relevant Environmental and Social Health and Safety (ESHS) provisions, as well as contractor's Code of Conduct, into the bidding documents. The cost for the implementation of the respective site-specific ESMPs shall be duly considered within the Bill of Quantities (BoQ). Such site-specific ESMPs shall be an integral part of the bidding documents and civil works/goods contracts.

f) Project Management during construction (optional)

The Client will seek to engage the selected Consultant according to his performance for the supervision of the construction phase. The selected Consultant will support the Client during the construction phase to oversee the work of the EPC/General contractor(s).

Tasks

The Consultant will be required to draft the tasks and the budget for the Project Management during construction to support the Client during this phase of the project.

Main tasks to be considered are the following:

- ⇨ Works Supervision – Construction management
  - Carry out the activity of Works Supervision - Construction Management
  - Supervise the execution of the works by the Contractor from commencement to completion, to ensure that Design and Construction Standards are maintained and all works are constructed in accordance with the contract documents, Applicable Permits and Applicable Laws.
  - Agree a detailed programme of works with the Contractor; agree commencement and completion dates, a critical path, milestones and key activities, etc.
  - Establish and chair regular progress meetings and circulate minutes of the meetings to all relevant parties.
  - Inspecting the construction works, construction methods and operations, sampling and site activities in order to verify their compliance with the Contract.
- ⇨ Time Planning
  - Preparing the general construction programme.
  - Agree a detailed programme of works with the Contractor; agree commencement and completion dates, a critical path, milestones and key activities, etc.
  - Reviewing and approving detailed programme produced by the Contractor.
  - Continuous monitoring of work progress.
  - Checking that the material and furniture orders have been issued in accordance with the general programme.
- ⇨ Meetings and Record Keeping
  - Maintaining a continuous dialogue with the Contractor.
  - Establish and chair regular progress meetings and circulate minutes of the meetings to all relevant parties.
  - Maintaining a written record of the progress of the works on site.
  - Maintaining Project records in a classified and retrievable form.
- ⇨ Cost Control
  - Monitor execution of the contract
  - Monitor any changes to the project and negotiate any cost changes between the Client and the Contractor.
  - Supervise the payment of the Contractor in accordance with the Contract.
- ⇨ Reporting
  - Provide the Client with monthly reports on progress and reasons for any delays with recommendations to bring the construction back to the programme.
  - Establish and maintain a cost control, monitoring and reporting system to the Client over the cash flows, budget and costs of construction works.
  - Provide monthly progress cost reports to include actual expenditure against forecast, cash flow forecast and projected final cost.
- ⇨ Completion
  - Provide written procedures for handing over the completed works to the Client in a systematic and planned manner.
  - Establishing with the Contractor a schedule for the testing and commissioning of the Works.
  - Assist to witnessing tests performed by the Contractor.
  - Monitor the commissioning and testing programme and instigate appropriate action in the event that delays occur.
  - Monitor the results of tests and agree suitable measures with the Design Team and the Contractor as appropriate in the event that failures occur.

- Prepare and agree the Final Account with the Contractor and issue the final certificate for payment.

C. Deliverables

i. Deliverables Phase 1

The Consultant shall submit the following reports:

(i) Three **Market study reports:** presenting in particular the market analysis, value proposition, SWOT, regional and international benchmarking.

(ii) Three **Intermediate reports:** introducing two conceptual scenarios with draft project goals and strategy, concept, design, with first estimation of costs, functionalities, and management

(iii) Three **Final Reports:** schematic design (including plans, profiles, elevations, perspectives and details), business model, business management and maintenance plan, business plan and proposed procurement method for contracting in the following project development phase, for each selected option.

(iv) Three **Initial Environmental and Social Assesment Reports (ESA) and outlines for the site-specific Environemntal and Social Management Plan (ESMP)**

All the reports are expected to be in English and Russian languages.

The expected date of phase 1 service commencement is July 1, 2022 for a duration of 4 months

ii. Deliverables Phase 2

The Consultant shall submit the following reports:

(i) **Project Review Brief** : a Project Brief shall be submitted after review of existing project information and completion of field visit. The purpose of the brief is to flag any issues or red flags based on an initial assessment of the project. The brief shall be submitted to the Client before the study is undertaken.

(ii)**Three Draft Development Design Packages**: it will present the results of the Development Design phases of works. The packages shall clearly present analysis on the Projects viability focusing on techncial design and specification recommendations, major risks, sensitivity analysis, project costs, construction risks and associated mitigations. It will integrate the following elements:

- ⇨ Geotechnical study (if needed)
- ⇨ Three ALC Logistics Flow Plans, including technical specification for selected equipment (Insertion in layout, Cost estimate)
- ⇨ Three ALCs Layout Designs
    - Internal layout options of the two facilities including equipment details.
    - Cost estimates of at least three layout options for each ALC.
- ⇨ FEED of facilities including all necessary drawings and specifications
    - Drawings must be presented in both AutoCAD and PDF formats.
    - Four Renderings (definition to be defined later on)
    - +/- 10% detailed cost estimate based on design.

- ⇨ FEED of all exterior/enabling components of the facilities including all necessary drawings and specifications - Drawings must be presented in both AutoCAD and PDF formats.
    - +/- 10% cost estimate based on design.
- ⇨ Facility energization design and specifications using power distribution stations. All necessary drawings and specifications.
    - Energy Management Plan
    - +/- 10% cost estimate, which shall be used to update the financial analysis.
- ⇨ Drafting of all required technical sections of construction works bidding documents/tender package, as well as environmental and social provisions for the bidding documents.
- ⇨ Input on technical components of construction works contract.
- ⇨ Drafting of tasks for the Project Management during construction and the corresponding budget for optional recruitement of the selected Consultant.

The Draft Development Design Packages can be submitted electronically. The Client will endeavor to provide comments and feedback within three weeks of submission.

(iii)**Three Final Development Design Packages** : The Final Development Design Packages will address any comments made on the Draft Development Design Packages.

(iv) **Three site-specific ESMPs** finalized based on the Development Design

All the reports are expected to be in English

The expected date of phase of service commencement is _____ for a duration of 4 months.

D. Timeline

The Consultant shall submit a Project schedule/timeline that supports the Client with achieving the following critical Projects milestones.

- Market study
- Conceptual scenarios
- Preliminary Business plan
- Management model
- Geotechnical survey (optional)
- FEED + Costing Package
- Inputs required to issue the construction works bidding documents/tender package
- Deliverance of building permits

In addition, the consulting firm shall submit the following deliverables:

Phase 1: duration 4 months

Expected outputs	Required comletion date
Phase 1 – Fisible study and schematic Design	
Tree Market study repors	45 days after the signing of the contract
Thee Intermediates reports	90 days after the signing of the contract
Three final reports	120 days after the signing of the contract

Three internal environmental and social assessment and ESMP outline	90 days after the signing of the contract

Phase 2: duration 4 months

Expected outputs	Required comlection date
Phase 2 – Development Design	
Project brief review	2 week after the visit of the sites
Tree draft development design packages	80 days after the completion of Phase 1
Submission of three final development design packages	120 days after the completion of Phase 1
Three finalized ESMP	90 days after the the completion of Phase 1

Final approval of all deliverables will be provided 2 weeks after the receipt of the version which fully addresses comments by the Client and has been cleared by the Client.

The Consultant will be evaluated on strategy and creativity in achieving the key Project milestones. Many tasks will need to be undertaken concurrently, as such timing and planning will be essential in preparing the Project for construction before the mid-2023.

E. Consultant Qualification

The contract will be awarded following a quality- and cost-based selection procedure with 80:20 ratio. The Consultant may associate with other Consultants in the form of a joint venture or of a sub-consultancy agreement to complement their respective areas of expertise, strengthen their technical responsiveness of their proposals, make available bigger pool of experts, provide better approaches and methodologies. It is expected that the Consultant's core team shall comprise of following key experts:

i. Firm Qualifications

The Consultant shall be a firm or group of firms with following minimum qualifications :

- The Consultant should be an experienced Consultancy Firm well established with at least 10 years of relevant and applicable technical, operational and managerial experience in marketing infrastructure and agri-logistic design to promote value chain development and agri-business sector
- At least 3 similar contracts achieved during the last 5 years in feasibility study, schematic and development design of agri-food facilities - logistics facilities - fresh fruits and vegetables agrologistics projects
- Experience in working in the Central Asia Region would be considered an asset
- Preference is expressed for consortiums associating qualified Tajikistan Consultancy firm that has a minimum of 5 years' experience in agriculture and agri business development and/or engineering. The local consultancy firm selected should not have any commercial interests towards the future ALCs.

The credibility of mentioned experience shall be presented in a list of the required similar project/contracts as required above, including description of services provided (including information on contract value, contracting entity/client, project location/country, duration, assignment budget, percentage carried out by

consultant in case of association of firms or subcontracting and main activities) and accompanied by certificates/confirmation of orderly fulfilment of the contracts verified by other party from such contracts.

It is required to provide examples of similar assignement, in particular FEED packages.

ii. Key Experts

The Consultant shall provide a concise list of key experts that would be best suited to carry out the scope of works and deliver on the assignment. Experts should have experience with developing, constructing and operating warehouses or conditioning/packing centers. The Consultant shall submit a project-resourcing plan and clearly illustrate a strategy to deliver on the various work streams. It is expected that the core Consultant's core team shall comprise of following key experts:

- Team leader/ Warehousing/Logistics design specialist (international)
  - Master's Degree in civil engineering, spatial planning, planning and real estate management, , architecture, or a related engineering field
  - 15 years of continuous professional experience in designing and implementing agriculture warehousing/logistics development projects, particularly for perishable products in several countries.
  - Knowledge of and experience in public-private partnerships (PPPs) in market infrastructure financing/operation are highly preferred.

- Design Engineer (international and national)
  International specialist
  - Master's Degree in civil engineering, spatial planning, planning and real estate management, , architecture, or a related engineering field
  - At least 10 years' experience designing similar or related facilities
  - Worked under FIDIC design standards
  - Past experience in related facility design in Central Asia or comparable markets

  National specialist
  - At least a Bachelor's Degree in civil engineering, spatial planning, planning and real estate management, interior/exterior design, architecture, or a related engineering field,
  - 5 years working experience with designing similar or related facilities in Tajikistan

  Both international and national specialists must be capable of handling/processing technical drawings with common graphic design software.

- Warehousing/Logistics Operations Expert (international)
  - Master's Degree in supply chain management, or a related field
  - At least 15 years' related experience in operations of related facilities
  - 5 Years' experience in operations in Central Asia or comparable markets

- Horticulture Value Chain and Market Study Specialist

International specialist

- At least a Master's Degree in Agriculture/Agribusiness/Horticulture/Food Technology or related disciplines,
- Knowledge of and experience with quality enhancement and market development
- 15 years working experience in agriculture/horticulture trade in several countries, particularly in Central Asia region.

National specialist

- At least a Master's Degree in Agriculture/Agribusiness/Horticulture/Food Technology or related disciplines,
- 10 years working experience with agriculture development/trade, market study projects in Tajikistan and Central Asia region.
- Familiarity with current agricultural trade situation and horticulture value chain of Tajikistan is highly preferred for both specialists.

- Economist and Financial Management Specialist (international)
  - At least a Master's Degree in economics, or project finance,
  - 15 years working experience in preparing economic and financial analyses and/or designing of agriculture value chain projects in several countries.
  - Familiarity with cost estimation software programs such as Costab is preferred

- Environmental Specialist
  - At least a Master Degree in environmental management or environmental engineering
  - 15 years working experience in environmental assessment in emerging countries and has experience in the Central Asia region.
  - Familiarity with the WB safeguard policies and Environmental and Social Framework (ESF) is an advantage.

- Social Development Specialist (national)
  - At least a Master's Degree in social sciences, sociology, anthropology, or other relevant disciplines for the assignment.
  - At least 10 years of experience in social development and/or gender development.
  - Familiarity with WB policies on social safeguards, gender development, and core labor standards is preferable.
  - Working experience in agriculture and natural resource sector in Central Asia region is highly preferred

In addition to the required key experts, the candidate firms should also include in their technical proposal, in the personnel work plan and financial proposal all other "non-key experts" required in accordance with their proposed approach and methodology.

Backstopping/Home Office Support

The Consultant should have additional resources available as needed with experience working on similar projects to support the key experts as required throughout the assignment.

F. Payment schedule

Deliverable/output	Payment
Phase 1	
Contract Signature/Mobilization	10%
Three Market Study reports	30%
Three Intermediate reports	40%
Three Final reports	10%
Three Initial Environmental and Social Assessments	10%
Phase 2	
Contract Signature/Mobilization	10%
Three draft FEED + Costing Package	20%
Three Final Development Design Packages	20%
Three site-specific ESMPs (finalized, approved and disclosed)	10%
Finalized Inputs into Construction Works bidding documents/tender package	5%
Deliverance of building permits	25%
Support for the selection of the General/EPC Contractor (post contract negotiations)	10%

IV. Annexes

A. Annex 1. Indicative content for the initial environmental and social assessment

- Introduction
- Legal and Regulatory Framework
- Brief project decription
- Summary of the conceptual/initial design proposed for the project
- Environmental and social baseline study
- Sensitive receptors
- Potential risks and adverse impacts
- Outline for site-specific ESMP
- Minutes of public consultations

B. Annex 2. Inidicative content for site-specific Environmental and Social Management Plan (ESMP)

1 PROJECT DESCRIPTION

1.1 Overview
1.2 Detailed Design Description
1.3 Socioeconomic and Environment Overview of Project Area
1.4 Purpose and Scope of the ESMP
1.5 Application of the ESMP

2 INSTITUTIONAL AND LEGAL FRAMEWORK
2.1 National Environmental Laws, Regulations, Guidelines, and Standards
2.2 National Laws, Regulations and Standards on Social Protection and Land Issues
2.3 Institutional Responsibilities on National Legislation
2.4 Applicable World Bank Environment and Social Standards (ESS)
2.6 Gap Analysis: WB ESF and National Legislation

3 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN
3.1 Project Environment and Social Risks (referenced by WB ESS)
3.2 Mitigation Measures and Cost Estimates
3.3 Monitoring and Reproting
3.4 Institutional Responsibilities and Implementation Arrangements
3.5 Capacity Assessment and Needs

4 CONSULTATION AND STAKEHOLDER ENGAGEMENT
4.1 Consultations During Project Preparation
4.2 Consultations During Project Implementation
4.3 Reporting Back to Stakeholders

5 GRIEVANCE REDRESS
5.1 Grievance Redress Mechanisms
5.2 Recording Grievances