

Terms of References (ToRs) for Consultant

Training Toolkit on Water Stewardship for textile and leather value chains to make their businesses more resilient to water risks and vulnerabilities

GENERAL

This document contains the Terms of Reference (TOR) for the **Consultant**, to be engaged by WWF-Pakistan (hereinafter called the **Employer**), for developing training toolkit and conducting a training on ‘**Water Stewardship for textile and leather value chains to make their businesses more resilient to water risks and vulnerabilities**’ (hereinafter called the **Training**).

BACKGROUND

The textile and leather industries of Pakistan are known for their significant environmental impact, particularly regarding water consumption and pollution. These industries use substantial amounts of water in their production processes, and the wastewater generated is often discharged untreated into water bodies, causing severe harm to aquatic ecosystems and human health. As industries are significant consumers of water therefore, they have a crucial role in managing water resources sustainably. Water stewardship is an essential tool for reducing the water footprint of these industries and mitigating their impact on the environment.

OBJECTIVES AND SCOPE

The purpose of this virtual training is to provide textile and leather industry stakeholders with an understanding of water stewardship principles, practices and contribution towards sustainable business. The training program will equip the professionals from textile and leather factories with the necessary knowledge and skills needed to implement effective water stewardship programs in their respective organizations. The virtual training will be conducted over a period of 04 days, with each day comprising of 03-hour long sessions. The training will be delivered via an online platform and will include interactive presentations, case studies, group discussions, and exercises. The training will be led by experienced trainers with expertise in water stewardship and the textile and leather industries. The target audience for the training includes textile and leather industry professionals, including production managers, sustainability managers, environmental managers, and other relevant stakeholders. The training will be tailored to the specific needs and challenges faced by these industries in different contexts.

SPECIFIC TASKS:

The training will cover the following topics:

- Understanding the concept of water stewardship- provide an overview of the concept of water stewardship and its importance in achieving sustainable water management.
- Water risk assessment and management- educate participants about the water risks and opportunities related to their operations, including water scarcity, water quality, and regulatory compliance and developing a plan for addressing water risks related to the organization's operations.
- Best practices for water conservation and efficiency- provide practical knowledge and tools for measuring and monitoring water usage, implementing water-efficient technologies and processes, and reducing water waste.
- Wastewater treatment and management- encourage the adoption of a circular economy approach to water stewardship, including water treatment and reuse opportunities

- Stakeholder engagement and collaboration- promote stakeholder engagement and collaboration around water stewardship, including engagement with local communities, regulators, and other stakeholders.
- Monitoring, evaluation, and reporting- provide guidance on the implementation of water stewardship practices, including setting targets, monitoring, and
- Water related tools – identification of tools and their functionality supporting water stewardship initiatives –
- Water data streamlining – correlation and harmonization of water data across different environmental standards and code of practices followed by textile and apparel brands and retailers i.e., Higg FEM, ZDHC, STep, A4WS, Green to Wear by Inditex etc.
- Economics of water stewardship activities – Showcase business cases associated with water stewardship initiatives

DELIVERABLES

- Planning and execution of two training sessions; one for external stakeholders (representatives from Textile and Leather sectors, government and NGOs) and one for internal WWF Staff. Each training session will comprise of two 3-hour sessions spread over 2 days and will cover the topics listed above.
- Training learning outcomes (aims and objectives), contents of the training sessions and a list of relevant resources
- Training materials, including e-learning modules, interactive tools, presentations, case studies, and group exercises, Participant Guide, Evening assignment and Quiz)
- Training evaluation report, summarizing participant feedback (before and after), certificates and recommendations for future training that showcase the benefits of water stewardship practices.

Note:

- The content to be delivered to the participants shall be decided with the consent of employer.
- The consultant shall designate a focal person for the time period of the consultancy to coordinate with employer and participants for the training session.
- The consultant shall be responsible for providing all the documents, training materials, guidelines via email/courier before the commencement date.
- The consultant shall be responsible for looking after all aspects of training.

EXPERTISE AND COMPETENCIES REQUIRED

- Consultant/Team of Consultants from a national/international firm must have a Masters in Environmental Engineering or related fields with a minimum experience of 05 years.
- Demonstrated experience of working on similar assignments in past will be preferred.
- Identifies with the values of the WWF organization, Courage, Integrity, Respect & Collaboration
- Demonstrates WWF behaviours in way of working: Strive for Impact, Listen Deeply, Collaborate Openly, Innovate Fearlessly;
- Adheres to WWF's brand characteristics, which are: Knowledgeable, Optimistic, Determined and Engaging.

TIME FRAME

03 months

Guideline for submission of proposal/expression of interest

Interested consultants should submit the following documentation to Muzzammil Ahmed (mahmed@wwf.org.pk) and Maham Zahara (mzahara@wwf.org.pk)

- A technical proposal not exceeding 10 pages
- An understanding and interpretation of the TORs
- Methodology to be used in undertaking the assignment
- Time and activity schedule
- Evidence of relevant experience and samples of products related to the assignment
- Curriculum vitae of the lead consultants to undertake the assignment
- Work Plan
- A financial proposal consists of the cost of assignment in lump sum including all applicable taxes of the Government of Pakistan and out of pocket expenses.

Selection Criteria: Applicant's proposal shall be evaluated based on Quality and Cost Based Selection (QCBS) method. Under QCBS both technical and financial proposals shall be evaluated as per following criteria against a maximum score of 100 points.

a. Technical Proposal 70%

b. Financial Proposal 30%

The following criteria shall be used as a basis for evaluation of technical proposals:

- Qualifications (maximum 30 points)
- Experience relevant to the assignment (maximum 30 points)
- Adequacy of the proposed methodology and work plan (maximum 20 points)
- Skills & Competencies for the assignment (maximum 10 points)
- Prior experience with WWF-Pakistan (maximum 10 points)

Note: Late/ incomplete submissions will not be accepted. Only three (03) top-ranked firms will be included in the comparative process