



Consultancy Ref No: 147/HR/CENTRAL/24-25

RFP FOR CONSULTANCY SERVICES WWF-PAKISTAN

People Management Tool Kit

Application Submission:

Interested consultants should submit the Proposal on **Application Form Available Online** or can access through following Link:

<https://forms.gle/mnCknVeXmCRudWXu6>

CONTENT

1) Introduction & Background 2

2) General Conditions 2

3) Purpose of Consultancy 2

4) Deliverables..... 3

5) Project/Assignment Timelines 3

6) Requirements 3

7) Correspondence and Submission of Proposal 4

8) Format of Proposal..... 4

9) Financial Proposal..... 4

10) Evaluation Process 5

11) Documentation and Confidentiality 5

1) INTRODUCTION & BACKGROUND

Contract type:	Consultancy and Services
Duration of assignment:	June 10 – 11, 2024
Type:	Firm/Individual

Background of Project & Assignment:

2) GENERAL CONDITIONS

- 1) The WWF-PAKISTAN reserves the right to reject or accept any proposal. The WWF-PAKISTAN reserves the right to proceed with the implementation of any Service, in whole or in part, as described in the Proposal.
- 2) The WWF-PAKISTAN reserves the right to engage in discussions with any BIDDER to clarify responses or discuss certain issues with regards to the proposal or services requested. The WWF-PAKISTAN has no obligation to notify the other BIDDERS of the discussions, clarifications, or other information provided by a BIDDER. Any additional information required for preparation of the BID shall be distributed to all participants at the same time.
- 3) The WWF-PAKISTAN reserves the right to award the proposal based on experience, qualification, completion date, service cost and other criteria, and not necessarily the lowest cost.
- 4) Based on the RFP BID the WWF-PAKISTAN is entitled to change/replace or omit any clause/part of the preliminary defined scope of services of the proposal. The WWF-PAKISTAN shall conduct negotiations with WWF to achieve the full compliance to the requirements.
- 5) The WWF-PAKISTAN reserves the right in the event the successful CONSULTANT fails to comply with the terms and conditions as listed, to cancel this contract and award it to another CONSULTANT without penalty or action against the WWF-PAKISTAN. The RFP does not constitute an agreement or order.
- 6) The RFP is not a binding agreement between the parties, submission of a proposal or response by a proponent is voluntary.
- 7) By submitting a bid, the BIDDER is deemed to have acknowledged all of the undertakings, specifications, terms and conditions, **WWF Fraud and Corruption Prevention and Investigation Policy and WWF's Environment Social & Safeguard for consultant agreement** and to be bound by them if the BID is accepted. All expenses incurred by the Bidder in connection with the preparation of its proposal are to be borne by the RFP participant, and the WWF-PAKISTAN shall not incur any obligation whatsoever toward the Bidder regardless of whether such bid is accepted or rejected.

3) PURPOSE

- a. **Objective of the Consultancy:**
 - **Improving Communication Skills** – to communicate more effectively with team members for achieving constructive outcomes.
 - **Developing Leadership Style and Emotional Intelligence** – to bring out the best in team members and strengthen team performance
 - **Learning How to Motivate and Inspire Team Members** – to deliver stronger team and outcomes
 - **Gaining Negotiation Skills** – to resolve conflicts and reach agreed positions
 - **Developing Strategies for Managing Difficult People and Behaviors** – setting healthy boundaries, and facilitating effective change
 - **Acquiring Performance Management Skills** – for monitoring performance, providing feedback, coaching team members and enabling corrective action where needed
 - **Understanding How to Structure and Organize Workloads Effectively** – by leveraging team members strengths

- **Building Positive Working Relationships** – with senior management, colleagues and stakeholders to draw resources and influence outcomes
- **Setting Clear, Short- term Goals** - to achieve long term objectives and motivate the team

b. Specific Tasks:

People Management training aims to develop the leadership, communication, motivational and performance management skills needed to build a high - performing team. The training should aim to provide practical tools and strategies to effectively manage people and achieve organization goals through others.

4) Deliverables

Two day training to be conducted face to face in Lahore
Presentation and Booklet for the participants

5) REQUIREMENTS

- a. Qualification – Bachelor’s degree in Management Sciences or any other relevant discipline
- b. Eligibility –
 - Excellent interpersonal skills and flexible attitude
 - Proficient in Urdu and English language
 - Ability to engage and keep the session lively and moving
 - Identifies and aligns with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity;
 - Demonstrates WWF behaviors in way of working: Strive for Impact, Listen Deeply, Collaborate Openly, InnovateFearlessly;
 - Adheres to WWF’s brand characteristics, which are: Knowledgeable, Optimistic, Determined and Engaging.
- c. Experience - Min 5 years of experience in conducting leadership trainings

6) CORRESPONDENCE & SUBMISSION OF PROPOSAL

1. Application Submission:

Interested consultants should submit the Proposal on **Application Form Available Online** or can access through following Link:

<https://forms.gle/mnCknVeXmCRudWXu6>

2. If Any **Queries** may send through Email by attention to the Following:

To: Faiza khan (fakhan@wwf.org.pk)

Cc: Muzzammil Ahmed (mahmed@wwf.org.pk)

The RFP submission deadline mentioned on WWF-Website.

3. Any information and responses to enquiries will be made in writing and distributed by email to all proponents. Enquiries after the foregoing deadline will not receive a response.

7) FORMAT OF THE PROPOSAL

The BID submitted by the participant must be structured as per the below provided instructions:

- 1) **Application Form available at WWF-Website** - General information about the Bidder, covering qualification and experience, CV and all related Information.
- 2) **Experience:**

- a) **Description of the complete projects:** the list and general information about the complete projects, description of the role in the project, other accomplishments of the Consultant.
- 3) **Proposal outlining scope consultancy service-** Description of scope and working process, stages, deliverables, exclusions, conditions;
- 4) **Provide template of already complete similar type of reports-** the WWF-PAKISTAN may request additionally;
- 5) **Service Provision Timeline** – Provide Detailed Work Plan as per Deliverable and TORs.
- 6) **Financial Proposal-** the prices shall be provided in Pak Rs, the total price shall include all costs related to service provision including applicable taxes.

Note:

Templates of all Information is provided on Application form available at WWF-Website. Any Additional Information related to the RFP can be attached along with application Form.

8) FINANCIAL PROPOSAL

The proposed prices shall be provided in PKR, the total price shall include all costs related to service provision including all Direct and Indirect taxes, Travel, Boarding & Lodging shall be based on actual receipt up to max Ceiling (If Any).

The consultant will submit the cost of the assignment in a lump sum, including all applicable taxes according to the Government of Pakistan and the Government of KP

The Payment Term: shall be defined by the contract to be concluded between WWF -Pakistan and the consultant.

9) EVALUATION PROCESS

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%)

- Detailed workplan
- Expression of interest (EOI)
- Company's Profile
- Detailed methodology

B) Financial Proposal (30%)

- Detailed financial proposal which should be inclusive of all applicable taxes and out of pocket expenses. The financial proposal should follow a breakdown structure i.e., specifying cost(s) to each head and subhead
- Company's registration certificate
- NTN detail(s)
- Any legal or technical certification required for the task
- Audited Accounts Report (if available) of last FY

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

10) DOCUMENTATION AND CONFIDENTIALITY

All documents completed based on requirements of the present RFP shall be the property of the WWF-Pakistan, and shall not without the consent of the WWF-Pakistan be used, reproduced or made available to third parties beyond what is necessary in respect of the fulfilment of the Project. All documents issued and information given to the BIDDER shall be treated as confidential.

11) BUDGET

Total Budget for this activity inclusive of all taxes and Out of Pocket expenses are 600,000 PKR