



Consultancy Ref No: 169/RP/25-26

# **RFP FOR CONSULTANCY SERVICES WWF-PAKISTAN**

**SUBJECT: Strengthen Community Based Organizations (CBOs)/  
NGOs and Water User Groups (WUGs) to adopt EbA and Green  
Infrastructure interventions and implement community-based  
natural resource management and improved water resources  
management**

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## **Application Submission:**

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

<https://forms.office.com/e/sxNStCNxPM>

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## 1) INTRODUCTION & BACKGROUND

Contract type:	Consultancy and Services
Duration of assignment:	5 months
Type:	Firm

### Background of Project & Assignment:

Recharge Pakistan is a flagship initiative aligned with the Government of Pakistan's 2021 Nationally Determined Contributions (NDCs), leveraging natural systems to reduce flood and drought risks in the Indus Basin. The project focuses on Ecosystem-based Adaptation (EbA) and green infrastructure (GI), including watershed restoration, channel desilting, and 127 green infrastructure interventions like embankments and recharge basins. These measures aim to enhance resilience, benefit 687,336 people directly, and 7 million indirectly, while showcasing cost-effective climate solutions for sustainable water management and disaster risk reduction.

To strengthen local ownership and enhance the effectiveness of Recharge Pakistan's adaptation interventions, 09 Community Based Organizations/NGOs/NPOs and 08 Water User Groups (WUGs) will be strengthened to support the adoption of EbA and green infrastructure interventions, as well as climate-resilient community-based natural resource management at the local level. Both CBOs and WUGs will be engaged to i) implementing and supporting the maintenance of EbA and green infrastructure interventions, incorporating indigenous knowledge and skills; and be ii) trained and equipped for climate-resilient natural resources management to secure the sustainability of the project's EbA and green infrastructure interventions. These capacity-building activities will be supported by field visits for CBO leaders (who sit on executive committees) and WUGs to the EbA and green infrastructure interventions' sites. This will be done to demonstrate the progress and effectiveness of the project's EbA and green infrastructure interventions, support the uptake of these interventions at the community level, national and sub national levels, and enable knowledge on the experienced benefits and lessons learned to be shared with additional CBOs and WUGs communities across Pakistan's three provinces.

## 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:

The primary objective of this consultancy is to strengthen the institutional and technical capacities of **nine (09) Community-Based Organizations (CBOs)** and **eight (08) Water User Groups (WUGs)** across Khyber Pakhtunkhwa, Sindh, and Baluchistan. The consultancy will ensure that these local institutions are better equipped to play an effective role in climate-resilient natural resource management, equitable water governance, and sustainable community development.

To achieve this, the consultancy will:

- **Conduct Training Needs Assessments (TNAs):** Assess both CBOs and WUGs to identify gaps in organizational management, governance, and technical capacities. The assessment will also cover cross-cutting areas such as gender integration, environmental and social safeguards, grievance redress mechanisms, communication, and visibility.
- **Develop Context-Specific and Gender-Responsive Training Packages for CBOs and WUGs:** Design tailored Training multi lingual Manuals, curricula, training modules, and IEC materials that respond to the specific needs identified through the TNAs.
- **Deliver Targeted Capacity-Building Programs:** Facilitate structured training and learning sessions, focusing on:
  - **For CBOs:** Organizational development and record keeping, community-based natural resource management, ecosystem-based adaptation (EbA), green infrastructure (GI), disaster risk management (DRM), climate-smart agriculture, and sustainable livelihood options etc.
  - **For WUGs:** WUG Institutional governance, equitable water governance, operations and maintenance (O&M), water-use efficiency, and conflict resolution mechanisms etc.
- **Capturing and Developing Visual Content:** Capturing photos and videos of all activities for (i) evidence of conducted activities to be added as annexures in reporting, and (ii) to be edited and developed for dissemination (in the form of photos, highlight reels and videos, static posts, etc.) on WWF-Pakistan and Recharge Pakistan's digital platforms, as well as use on other relevant mediums.
- **Formulate Sustainability Strategies:** Support CBOs and WUGs in designing financial sustainability mechanisms such as fee and savings structures, along with robust O&M planning for long-term functionality.
- **Promote Gender Equality and Women's Leadership:** Strengthen women's active participation, leadership, and decision-making roles within both CBOs and WUGs to ensure gender-responsive governance and inclusivity in in RP GI, EbA and natural resource management etc. interventions.

#### b. Specific Tasks:

The consultant will be responsible for planning, coordinating, and implementing the following activities across all identified sites:

##### 1. Planning and Coordination

- Develop a detailed inception work plan and schedule for 09 CBOs and 08 WUGs strengthening and associated tasks, including travel, logistics, activities, methodology, and contingencies.
- Coordinate with the Recharge Pakistan's Project Management Unit (PMU) to finalize the sequence and timing of activities per site.

##### 2. Design and Approval of Communication Materials for CBOs and WUGs

- Consultant Firm will design and produce all Information, Education, and Communication (IEC) materials, such as but not limited to info-as-aid, banners, backdrops, brochures, social media content, Training Manuals (Urdu and Sindhi), training curricula and modules tailored to the sociocultural and security context. For materials to be used by participants (such as manuals, brochures, etc.) the consultant must factor in literacy levels of the communities and implement Training Plan based on the findings of the TNA of both (1) CBOs, and (2) WUGs. All such material must be first discussed with the PMU to align expectations, draft submissions will need to be reviewed by the PMU, and the final submissions must incorporate all feedback by the PMU, after which the material can be printed (cost to be borne by the consultants) and utilized during sessions and/or disseminated as per agreed upon terms.
- **CBO focus:** Organizational strengthening, financial management, women's leadership, proposal writing, community action planning, community based natural resource management, EbA and GI etc.
- **WUG focus:** Sustainable water use, irrigation/drinking water management, O&M systems, conflict resolution, prevention of water theft, water-use planning.
- Ensure content is context-specific, inclusive, and sensitive to local norms and gender dynamics.
- Submit all materials (designs, scripts, formats) for prior approval from the project team.

### 3. Conduct Training Need Assessments (TNAs)

- **For CBOs:** Assess aspects such as, but not limited to organizational structures, governance, financial management, women's participation, and technical gaps in EbA, GI, DRM.
- **For WUGs:** Assess aspects such as, but not limited to capacities in water governance, O&M, conflict resolution, equitable water allocation, and policy alignment.
- Ensure TNAs exercises and tools are inclusive, interactive, and locally relevant in language and delivery.

### 4. Development of Training Manuals, Curricula and modules

- Design trainings manuals (English, Urdu and Sindhi), curricula and modules and implement Training Plan based on the findings of the TNA of both (1) CBOs, and (2) WUGs:
- Develop training content and IEC material that is gender-sensitive and responsive, factors in the needs of other vulnerable groups, and is culturally appropriate.
- **CBO focus:** Including but not limited to, organizational strengthening, financial management, women's leadership, proposal writing, community action planning, community based natural resource management, EbA and GI etc.
- **WUG focus:** Including but not limited to, sustainable water use, irrigation/drinking water management, O&M systems, conflict resolution, prevention of water theft, water-use planning.

### 5. Capacity-Building package Delivery

**5.1 Targeted Trainings:** Separate, customized training sessions will be organized for Community-Based Organizations (CBOs) and Water User Groups (WUGs), ensuring that each group receives content relevant to its mandate and operational needs.

**5.2 Training of Trainers (ToT):** A 3–4-day intensive ToT will be conducted for WWF-Pakistan's Recharge Pakistan staff at a location determined by the project management. This training will build internal facilitation capacity, enabling staff to cascade knowledge and skills effectively to CBOs, WUGs, and other stakeholders.

#### 5.3 CBO Capacity Development:

Two (02) trainings of two-day each will be organized for all nine (09) identified CBOs.

- The first round will focus on *organizational development*, including governance, leadership, management systems, record keeping, and financial accountability.
- The second round will emphasize *technical themes* such as climate-resilient practices, natural resource management, EBA & GI, community mobilization, and gender-inclusive approaches.

#### 5.4 WUG Capacity Development:

Eight (08) two-day trainings will be delivered to WUGs, guided by the findings of the Training Needs Assessments (TNAs). Training modules must cover, but may exceed:

- Institutional governance and leadership.
- Water-use regulations and frameworks.
- Operation and maintenance (O&M) of irrigation systems.
- Gender equity and inclusive participation in decision-making.
- Advocacy and negotiation skills.
- Strengthening linkages and collaboration with irrigation departments, local governments, CBOs, and communities for effective planning, upgrading, and sustainability of water systems.

#### 5.5 Additional Requirement on Training Delivery

- The Consultant will be responsible for conducting CBOs and WUGs trainings in person across all finalized locations in the three target provinces. Trainings will be delivered through capable trainers, whose CVs must be shared with the RFP submission for prior review and approval. Trainers must be available and willing to facilitate sessions in D.I. Khan, Tank, South Waziristan, Dadu, and Jhal Magsi–Usta Muhammad districts.
- Separate segregated trainings will be organized for men and women, where combined delivery is not culturally acceptable, particularly in certain districts of Khyber Pakhtunkhwa (KP) and Baluchistan.
- The consultant is to cover the costs of activity delivery (travel, venue logistics, own accommodation, etc.) within the total remuneration amount.
- The consultant is to cover the costs of all printing of IEC and branding material for the overall activity within the total remuneration amount.

## 6. Institutional Strengthening & Sustainability

- **CBOs:** Integrate EbA/GI into operational planning; develop gender-inclusive Community Action Plans (CAPs) on natural resource management, Ecosystem-based Adaptation (EbA), Green Infrastructure (GI), flood and drought risk management.
- Provide support to CBOs in developing CAPs which ensure better gender and vulnerable groups representation in leadership and decision-making processes.
- **WUGs:** Formalize under CBOs, establish water usage frameworks, operational monitoring tools, O&M plans, and financing mechanisms.

## 7. Communication and visibility

Submission of visibility content such as but not limited to all raw and high-quality photos and videos of the activity process/sessions, static social media posts and short video reels, participant testimonials, and highlights videos intended for external distribution. These will not only be used for internal purposes but will also be used for sharing on WWF-Pakistan and Recharge Pakistan's external and public-facing digital platforms – hence the quality of captured content as well as its designing and editing must be of appropriate quality and aesthetics. All visibility content must be submitted to the PMU for feedback, changes and approval before dissemination.

## 8. Monitoring and Documentation

- Develop pre- and post- training session comprehension/feedback survey tools in consultation with the PMU.
- Administer these surveys before and after the training events, ensuring respondent confidentiality and informed consent.
- Ensuring that Recharge Pakistan staff has direct access to all raw data collected for these surveys, hence the possibility of conducting these surveys via digital means such as but not limited to Kobo Tool Box are the preferred modality.
- Attain documented consent from all participants for participation and content usage.
- Maintain gender-segregated training records, participant lists, pre/post assessments and analysis etc.

9. **Sustainability Strategy** covering financing mechanisms (fee/savings structures, O&M financing, and pay-per-use systems).

## 10. Reporting and Deliverables

- Provide a consolidated or separate CBOs and WUGs Training report for each province, summarizing Training Need Assessment (TNAs), developed IEC material, Multi language Training Manual and Training Curriculum, Pre and Post Training assessment analysis, challenges, and recommendations.
- Deliver all final IEC materials, raw and edited visual content, and survey results in editable and accessible formats through cloud storage.

11. **Final Consultancy Report** summarizing all training interventions, outcomes, challenges, lessons learned, Annexes and recommendations.

## c. Geographic Coverage:

The consultant will carry out the above activities in the following districts specified locations:

No.	District	No. of Trainings	Training Topics	Location/s	Days	Remarks
1	-	1	ToT for Recharge Pakistan relevant staff on CBOs and WUGs strengthening training curricula	To be decided	4-5	Cover all technical and Organizational development content
2	Dadu	02	(i) Organizational/Institutional Governance/ Development & (ii) technical trainings (e.g. CBNRM, EbA, GI, CSA, Livelihoods)	Dadu/Johi	2 Days/ training	2 trainings each of 2 days
3	Dadu	02	Training on WUGs (e.g. Institutional governance and	Dadu/Johi	2 Days/ training	2 trainings each of 2 days

			leadership, Water-use regulations and frameworks, Operation and maintenance (O&M) of irrigation systems, networking and linkages with public and private stakeholders etc.			
4	DIKhan	05	As above under S#2	D.I.Khan, Tank, South Waziristan	2 Days/ training	2 Male & 3 Female
5	DIKhan	04	As above under S#3	D.I.Khan, Tank, South Waziristan	2 Days/training	2 Male & 2 Female
6	Jhal Magsi	02	As above under S#2	Bareeja & Saif Abad	2 Days/ training	1 Male & 1 Female
7	Jhal Magsi	02	As above under S#3	Bareeja & saif Abad	2 Days/training	1 Male & 1 Female

#### 4) Deliverables

Deliverable	Description	Timeline
<b>Inception Work Plan</b>	Detailed work plan including finalized schedule, sequencing of TNAs, Capacity building Plan, IEC material strategy, CBOs & WUGs Plans and sessions by district, travel plan, and staffing plan.	By October 10, 2025
<b>Training Manual, curricula, modules, IEC and Info-as-Aid Content (Draft)</b>	Draft versions of all CBOs and WUGs separate Gender responsive Training Manual (English, Urdu & Sindhi), training curricula, modules, IEC and Info-as-Aid Content (Draft), including crossing cutting themes gender and ESS etc., surveys, manuals and modules (print and visual), developed in consultation with the project and tailored by site. Draft submission of all branding material, including but not limited to standees, banners, backdrops, etc.	By October 20, 2025
<b>Training Manual, curricula, modules, IEC and Info-as-Aid Content (Final)</b>	Final, approved CBOs and WUGs separate Gender responsive Training Manuals (English, Urdu & Sindhi), training curricula, modules, IEC material and Info-as-Aid Content, including crossing cutting themes gender and ESS etc., surveys, manuals and modules (print and visual), developed in consultation with the project and tailored by site.), incorporating project feedback. Final submission of all branding material, including but not limited to standees, banners, backdrops, etc, after incorporating all requested changes by the PMU.	By October 25, 2025
<b>Feedback and Survey Tools (Pre and Post)</b>	Pre- and post- training session comprehension/feedback survey tools finalized and translated after validation with project team.	By October 25, 2025
<b>Training delivery and documentation</b>	Rolling out of training event as per approved work plan including staff ToT and training delivery at above mentioned respective locations. Documentation of CBOs and WUGs ToT and training in each mentioned locations, including attendance records (gender-segregated participant data), key discussion summaries, photos, videos, feedback and survey tools, and consent forms.	Rolling submissions from October 28, 2025 to December 10, 2025
<b>Draft Visual Content Submission and Highlights Video and Static Posts</b>	Submission of all raw visual material (high-quality photos, videos, and b-roll clips) that the project can use as and when needed for internal and external purposes. Submission of the draft 3-minute highlights video covering all sites of the trainings and feedback interviews (participant testimonials) from each training, labelled and tagged by each province. These must be in both landscape and portrait format. Submission of static social media posts (with captions) aligned with Recharge Pakistan's branding guidelines and directions by the PMU.	Rolling submissions from October 28, 2025 to December 15, 2025

	These posts must showcase participation and findings from survey results.	
<b>Submission of Final Visual Content Submission and Highlights Video and Static Posts</b>	Submission of final 3-minute highlights video after incorporation of all feedback from the PMU. Submission of final static posts (with captions) for social media and digital platforms after incorporation of all feedback from the PMU.	By December 20, 2025
<b>Draft Consolidated Training Report including a detailed section of the Feedback and Survey Analysis</b>	Submission of the draft comprehensive narrative report summarizing all activities, results, lessons learned, challenges, and recommendations, analysis and summary of pre- and post-trainings survey results by site and district with annexes (including photo evidence, attendance sheets, etc.) for each site.	By December 20, 2025
<b>Final Consolidated Training Report</b>	Submission of the final comprehensive narrative report after incorporating all required changes requested by the PMU.	By December 29, 2025

## 5) REQUIREMENTS

The consultant must meet the following requirements:

- Minimum 8 years of demonstrated experience in development and humanitarian sectors, NGOs/CBOs and Water User Groups Capacity building, community engagement, or participatory development work, particularly in rural and tribal contexts of Pakistan.
- Proven experience in designing and implementing gender-responsive Training and Capacity building programs, especially in conservative and socio-culturally complex environments.
- Demonstrated capacity to develop and produce CBOs/NGOs and WUGs gender sensitive Training Manuals, Curricula, modules, IEC materials and info-as-aid tools for low-literacy, multilingual audiences in Organizational development, Community based natural resource management, water Users Groups technical themes and institutional governance, climate adaptation, disaster risk reduction.
- Familiarity with local NGOs/NPOs/CBOs governance structures, and community dynamics preferably in RP targeted districts (Dadu, DI Khan/Tank/South Waziristan, and Jhal Magsi etc.).
- Ability to deploy multilingual Gender inclusive field teams, with fluency in Urdu and Sindhi while other relevant regional languages (Urdu, Baluchi, Pushto, Saraiki and Sindhi) will be an asset.
- Prior experience working with or for development sector organizations, especially GCF, USAID, or WWF-funded projects, will be considered an asset.
- Access to professional photography and videography capacity for field-level documentation.
- Strong coordination and logistical capacity to plan and execute field activities across multiple provinces within tight timelines.
- The Consultancy Firm shall ensure that the following Key Experts, each with a minimum of 8 years (preferable more than 10 years) of relevant professional experience, are hired and remain engaged throughout the assignment along with the trainers engaged for ToT and each province targeted locations.

### ❖ **Community Development and Social Mobilization Expert (1)**

**Education:** Master's degree in Social Sciences, Community Development, Rural Development, Sociology, or a related discipline.

**Experience:**

- At least 8 years of progressive experience in community development, participatory planning, and social mobilization, preferably in rural/agriculture/water resource management projects.
- Proven track record of designing and conducting capacity-building programs for Community-Based Organizations (CBOs) and local user groups
- Experience in facilitating community-driven governance models and institutional strengthening.
- Familiarity with climate change adaptation, disaster risk reduction, and resilience-building approaches will be an advantage.

### ❖ **Gender, Equity and Social Inclusion (GESI) Expert (1)**

**Education:** Master's degree in Gender Studies, Sociology, Development Studies, Social Policy, or a related discipline.

**Experience:**

- At least 8 years of relevant experience in mainstreaming gender, equity, and social inclusion in development programs/projects.

- Demonstrated expertise in conducting gender analysis, developing GESI action plans, and integrating inclusivity into community institutions.
- Experience in designing and delivering training modules on gender empowerment, social safeguards, and inclusive participation.
- Familiarity with donor-funded projects, climate resilience, and natural resource management programs will be an advantage.

❖ **Water Use Management/Planning Expert (1)**

**Education:** Master's degree in Water Resource Management, Irrigation Engineering, Environmental Engineering, Agricultural Engineering, or a related field.

**Experience:**

- At least 8 years of professional experience in water resource planning, irrigation management, and participatory water governance.
- Proven ability to develop Water Usage Frameworks/Plans, community-level Operations & Monitoring Frameworks for GI and EbA interventions, and Sustainability Strategies for Water User Groups (WUGs).
- Experience in water budgeting, demand/supply analysis, and community-based operation and maintenance systems.
- Familiarity with climate-resilient irrigation, ecosystem-based adaptation, and nature-based solutions.

❖ **Natural Resource Management (NRM) Expert (1)**

**Education:** Master's degree in Forestry, Natural Resource Management, Environmental Sciences, Ecology, or a related discipline.

**Experience:**

- At least 8 years of professional experience in planning, implementing, and monitoring forestry, afforestation, reforestation, and related NRM initiatives.
- Strong background in participatory forest management, ecosystem restoration, and livelihood enhancement through NRM practices.
- Proven capacity to design and deliver training programs for communities on afforestation, reforestation, and sustainable management of ecosystem services.
- Experience in integrating community institutions into GI and EbA interventions and in developing resource sustainability strategies.

## 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.office.com/e/sxNStCNxPM>  
<https://forms.gle/gazomXoWh7FSWcL29>

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

**To:** Faiza khan ([fakhan@wwf.org.pk](mailto:fakhan@wwf.org.pk))

**Cc:** Assadullah ([assadullah@wwf.org.pk](mailto:assadullah@wwf.org.pk)), Muhammad Hassan Ali ([mhali@wwf.org.pk](mailto:mhali@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 estimated to PKR 4,500,000.