

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANCY FOR THE PROVISION OF TRAINING SERVICES IN ROAD CONSTRUCTION AND MAINTANANCE

SADC SUB-REGIONAL TRANSPORT AND TRADE FACILITATION PROJECT

Transport Sector

Financing Agreement reference: 2100150043246

Project ID No.: P-Z1-DBO-253

Procurement Ref. No.: RA/CON/DEV/SADC/2024-25/1

1. Background

- 1.1 The Government of Malawi is implementing the Multinational SADC Sub Regional Transport and Trade Facilitation Project with funding from the African Development Bank (AfDB) and the OPEC Fund. The project will involve Reconstruction of a 135 km road between Kaphatenga and Dwangwa. The project shall be implemented over a period of 5 years starting in April 2023 and ending in February 2028.
- 1.2 The development objective of the project is defined at the regional and national level. At regional level, the objective is to improve SADC sub-regional transportation and trade facilitation along the North-South Corridor in Malawi, through Mozambique to the Port of Mtwara. At national level in the objective of the operation is to contribute to improving transport services and in particular trade facilitation in the project area which in turn is expected to support local economic activities which include agriculture, fisheries, and tourism. The project benefits include: (i) reducing travel time and maintenance costs; (ii) improving economic potential of the project area; (iii) improving road safety as most of the accidents occur on narrow bridges and sharp curves on the road in Malawi (iv) providing employment during construction works; and (v) reducing flooding of the road as the road is characterized by flooding at some sections.
- 1.3 The Roads Authority, therefore, intends to apply part of the proceeds using AfDB/OPEC funds for project preparation activities (PPA) to recruit a consultant to carry out the assignment for the provision of training consultancy services in road construction and maintenance to women and the youths along the project road, as guided by these Terms of Reference (ToRs).

2. Objectives

The assignment is targeting at least 250 participants, composed of at least 80% youths and 60% women, and is designed to achieve the following objectives:

- a) To support the provision of different types of training services related to road construction and maintenance

- b) To transfer knowledge and skills to youths and women through training related to road construction sector or subsectors.
- c) To provide preliminary training for women and the youth aimed at building their confidence to take up jobs during construction and operation of the road. This will boost income earning for the women and contribute to minimizing of the gender inequality within project area ensuring 40% participation of women.

3. Scope of Assignment

In order to meet the above objectives, the consultancy assignment is to deliver market-based skills training for jobs in road construction and maintenance related sectors and/or subsector. The consultant shall therefore ensure that the activities that will be undertaken respond to the objectives of the assignment.

4. Deliverables

The consultant is expected to deliver the following outputs:

- a) An inception report outlining the detailed methodology and work plan within ten (10) working days of signing the contract.
- b) Training materials developed within fifteen (15) working days after acceptance of the inception report.
- c) List of groups that will have been trained, their membership by gender and youth composition.
- d) Training of the women and youth and their associated training reports.
- e) Final Consultancy Assignment Training Report outlining performance of the women and youth after 3 months of delivering the trainings.

5. Trainees' selection

The consultant will be in charge of identifying and recruiting at least 250 potential trainees for the said training based on the selection criteria which shall comprise of at least 80% youths and 60% women.

The consultant shall issue certificates for the trainees at the end of the training. The certificates should include the logos of the project, in addition to the logo of the consultant, and the text should clearly state the contribution of the donor / counterparts in the project.

6. Training location & specifications

The consultant shall propose a suitable location for the training(s). The location will need to be relevant to the type of training provided, i.e. trainings should not just be classroom-based, but practical trainings should also be conducted on site. The proposed training location will have to be located along/within the project area to minimize travel costs for target participants.

The training time set by the consultant should take into consideration the availability of the beneficiaries/ trainees and should take a gender-sensitive

approach to the organization of the trainings by, for example, taking gender-specific constraints to participation into account (e.g. related to difficulties accessing the training site for transportation and/or security concerns).

7. *Reporting*

The Consultant will be responsible to the Chief Executive Officer (CEO) of Roads Authority for the successful execution of the assignment. However, for carrying out day-to-day operational activities (s)he shall interact with the Project Coordinator.

The reports, in English shall be submitted to the following address.

**The Chief Executive Officer,
Roads Authority,
Private Bag B346,
Lilongwe 3**

8. *Duration*

The assignment is for a period of four (4) calendar months.

9. *Consultant Qualifications*

Qualifications/Experience of the Consultant

- The Consultant should possess a university degree or its equivalent in the field of training(s) and/or Civil Engineering.
- The Consultant shall have at least 5 years of working experience in relevant field.
- The Consultant shall have traceable established expertise in working on similar assignments relevant to the type of training(s) requested, with particular experience in the construction sector and subsectors.
- Those with teaching experience shall have an added advantage.
- Proven track record of in-country experience.

10. *Selection Criteria*

Eligibility criteria and the selection procedure shall be in accordance with the African Development Bank's "**Procurement Framework**" dated **October 2015**, which is available on the Bank's website at <https://www.afdb.org/en/projects-and-operations/procurement/new-procurement-policy>.

The selected Consultant shall be requested to submit a work plan, which shall form basis for contract negotiations.