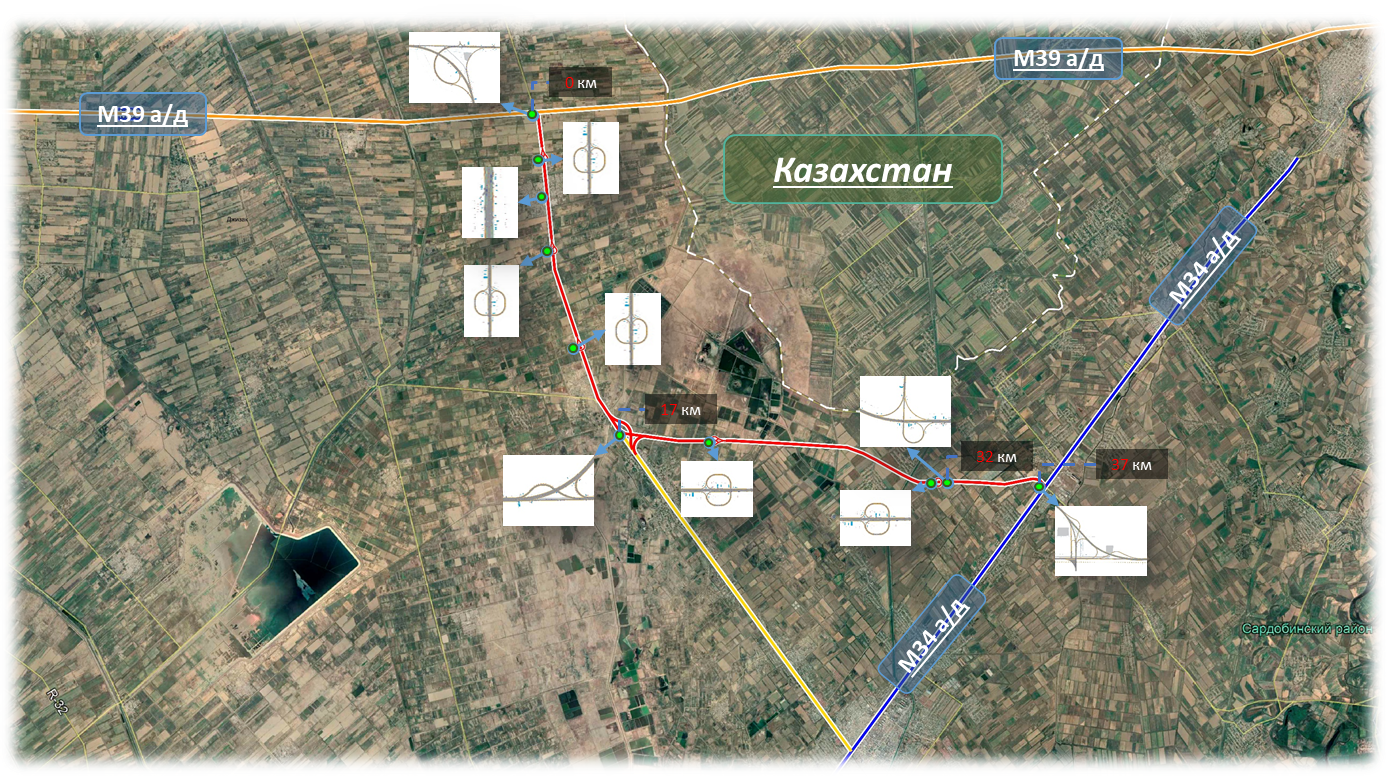
**TERMS OF REFERENCE FOR DETAILED DESIGN REVIEW AND CONSTRUCTION SUPERVISION**

1. **Background**
2. The Government of the Republic of Uzbekistan (the Government) has received financing from the Islamic Development Bank (IsDB) for the implementation of the project "Reconstruction (with cement concrete pavement) of the A373 highway 'M39-Gulistan-Buka-Angren-Kokand and through Andijan-Osh' on the section km 0-37". The project, with a total length of 37 km, consisting of one lot.
3. The A373 highway of international importance, "M39-Gulistan-Buka-Angren-Kokand and through Andijan-Osh," as part of the Uzbek National Highway, forms the eastern transport corridor, enabling effective integration into the international transport system in all directions. The highway has a total length of 475 km, providing reliable interregional and international transport links, passing through the territories of five regions of the country: 62 km in the Syrdarya region, 155 km in the Tashkent region, 84 km in Namangan, 84 km in Fergana, and 90 km in Andijan. It is part of international transport corridors such as the Trans-Afghan International Transport Corridor, E-40, AH-5, AH-62, AH-65, TRACECA-22, and TRACECA-26.
4. The road section consturction will consist of one lot. The project will be implemented through one construction contract with an estimated construction duration of 36 months , with a 12-month Defect Liability Period (Warranty Period). It is expected that the consultant will begin work twelve months prior to the contractors' mobilization (detailed design review/road safety audit – 6 months, plus procurement support for the IA and PIU – 6 months). The total involvement of the consultant/contract duration is anticipated to be 60 months. The consultant must calculate and propose the required personnel and their engagement period for the Defect Liability Period (DLP).
5. The Implementing Agency (IA) is the Road Committee (RC) under the Ministry of Transport (MT) of the Republic of Uzbekistan. The "Avtoyulinvest" Agency (AA) under the RC will be the Executing Agency (EA).
6. The Executing Agency (EA) currently wishes to engage a consulting firm for detailed design review and construction supervision (under advance procurement) using the international competitive bidding limited to MC procedures outlined in the Procurement Guidelines for Goods, Works, and Associated Services under Project Financing by the IsDB (April 2019), based on the Quality and Cost-Based Selection (QCBS-MC) method with an 80:20 quality-to-cost ratio. The consulting services will include, among other tasks, preparation and supervision of ESMP, development of Road Safety Audit, assistance in preparing tender documentation for construction and support throughout the evaluation process, review of the working design and verification of the final "Issued for Construction" (IFC) drawings, supervision and certification of all works under the construction contracts for both quality and quantity, administration of construction contracts, monitoring and evaluation of benefits, as well as assistance in enhancing the employer's capacity regarding safeguards in line with the IsDB’s policies and procedures, road maintenance, and the application and development of toll roads.
7. **Brief project description**
8. The implementation of the Project will contribute to ensuring effective and safe domestic and regional transportation, sustainable economic growth in domestic trade, accommodate the constantly growing volumes of road transport, reduce cargo and passenger delivery times, as well as improve road safety and enhance the environmental situation in the region.
9. The Road Committee (RC) will explore the possibility of including a community development component in the area adjacent to the project road. The RC will coordinate its actions with the authorities of the Syrdarya region to define specific intervention measures.



Location map of the project section

1. **Objectives of the assignment**
2. The main tasks of the consulting services are:
   1. To perform the functions of the "Engineer" in contract management for construction works (Contracts) in accordance with the General and Special Conditions, based on the FIDIC Conditions of Contract for "Construction of Civil Engineering Works, designed by the Employer, 2nd edition, 2017."
3. To review the detaled design and ensure that the works are carried out in accordance with the technical specifications and standards.
4. To assist the Executing Agency (EA) in preparing tender documentation for future contractors and assist in evaluating the bids of tender participants.
5. To approve construction drawings for the roadworks to be carried out by the construction contractors.
6. To ensure that permanent and temporary structures are built in accordance with the technical specifications and standards included in the construction contract with the contractor.
7. To advise the EA on all matters related to the implementation of the Contracts, including quality control, progress of work, implementation issues, dispute resolution, legal decisions or litigation, contract amendments, contract termination, and payment certification.
8. Preparation of ESMP and its enforcement
9. To ensure compliance with environmental and social safeguards, including the Environmental Management Plan (EMP), Biodiversity Conservation Action Plan (BCAP), Biodiversity Management and Monitoring Plan (BMMP), land acquisition and resettlement plans (LARP), and any updates or amendments to these plans (if applicable), traffic management plans, occupational health and safety standards, and core labor standards.
10. To ensure adherence to gender equality principles aimed at increasing the benefits and impact of the Project on women in the project area, in accordance with the Social, Gender, and Sustainable Public Procurement Guidelines for procurement financed by IsDB (April 2019), ensuring compliance during Project implementation, including (a) equal pay for equal work for men and women; (b) providing favorable working conditions for women; and (c) taking necessary measures to encourage women living in the project area to participate in the design and implementation of project activities.
11. To provide on-site training for EA staff on contract management and other procedures related to site supervision and contract administration.
12. To provide training courses for EA staff and people affected by the project (local populations in the project area) on environmental protection, safety, social, and gender issues.
13. Provision external training (international experience, no more than 10 employees of Employer) for the development of the potential of the personnel of the transport sector for the maintenance of cement-concrete roads[[1]](#footnote-1).
14. To perform any other functions assigned to the Engineer under the Contracts or implied by them.
15. Development of Road Safety Audit.
16. Development of reports as requested especially the reports related to Monitoring requested by IsDB including but not limited to Monthy reports, Quaterly reports, Project Implementation and Superivison Assessment Reports.
17. **Scope of services, tasks (components) and expected results**
18. The EA intends to award one construction contracts under this project.
19. The consultant will manage and oversee the construction contracts. The consultant should ensure the minimization of climate impacts and take measures to reduce greenhouse gas emissions.
20. The Engineer will be responsible for assisting in the preparation of tender documentation requirements for road construction works, as well as providing assistance in the preparation of the contract with the supplier and overseeing the installation of the Weigh-in-Motion (WIM) systems. Specifically:
    1. Ensure that the detailed specifications and installation of WIM by the contractor comply with the defined specifications and/or meet the required performance criteria, as applicable.
    2. Conduct necessary quality tests of completed works, procured and installed equipment.
    3. Before conducting tests and pilot operations, confirm that the completed works and the procured and installed equipment comply with the contract.
    4. Perform any and all other tasks not mentioned above, but necessary and essential for the successful supervision and control of construction works in accordance with the plans, specifications, and contract conditions.
21. The consultant will assume all functions and responsibilities assigned to the "Engineer" in the General and Special Conditions of the contract.
22. **Review and Approval of the Design:** During the initial preparation period for construction, the consultant shall conduct a detailed review of the design provided by the EA and, based on the review, submit periodic progress reports to the EA and IsDB on the project. The consultant should identify any issues and difficulties that arise and propose solutions. Before construction begins, the consultant must also review and approve the construction drawings prepared by the contractor. The scope of work should include, but not be limited to, the following:
    1. Establish a schedule, methods, and procedures for reviewing the working design provided by the EA and the construction drawings prepared by the contractor.
    2. Review detailed design and construction drawings in accordance with design standards/technical specifications and the actual requirements of the project. The review of the working design must be completed no later than 45 days after the commencement of this stage, and based on the review, periodic progress reports should be submitted to the EA and IsDB, identifying any issues and difficulties that arise, along with proposed solutions. The review of the contractor’s construction drawings should be completed no later than fourteen days from submission to facilitate the start of work.
    3. Ensure proper consideration of technical specifications in the working design and construction drawings.
    4. Provide periodic progress reports to the EA and IsDB on the design review, identifying any issues and difficulties that arise, along with proposed solutions.
23. **Contract Management and Construction Supervision:**
24. General
    1. The construction work will be carried out in accordance with the general and special conditions of the contract. Accordingly, the EA will be the "employer," and the consultant will act as the "engineer" while adhering to specific requirements for the engineer, who must obtain the employer's approval before taking any actions under the specified provisions of the contract.
    2. The consultant will manage the construction contract and oversee the day-to-day construction activities at the site in accordance with construction supervision procedures based on best international practices to:
25. ensure that the project is constructed in accordance with the provisions of the construction contracts;
26. monitor the completion of the project within the agreed schedule and budget, as well as in accordance with quality standards and warranty provisions outlined in the contracts;
27. monitor compliance with safeguard requirements and ensure that adequate mitigation measures are implemented during the project’s execution;
28. maintain communication with local communities and assist in identifying and addressing emerging issues and complaints; and
29. advise the EA on matters related to the project’s implementation.
    1. The consultant will report to the EA and IsDB on project implementation matters. The consultant must also participate in IsDB’s project review missions at the site and, together with the EA, take necessary actions to resolve any issues that arise.
    2. The consultant will prepare a monthly progress report and relevant safety monitoring reports based on the template of the Contract Management Plan provided in Annex 1 of these Terms of Reference.
    3. The consultant must appoint an engineer’s representative who will reside permanently at the project implementation site.
    4. The consultant must use a quality management system that governs its own activities. The quality plan should conform to the latest practices published by the International Organization for Standardization (ISO). Within one month of the commencement of services, the consultant must submit a draft Quality Assurance Plan covering its various duties to be carried out at all stages: construction works procurement, design review, supervision of construction contracts, and the subsequent maintenance period, including DLP. The consultant should amend the draft Quality Plan as mutually agreed with the EA. The consultant must comply with the procedures and requirements of the Quality Plan throughout the term of the commission.
30. Technical Supervision
    1. As the Engineer, the consultant is responsible for performing all tasks described as falling under the Engineer's responsibilities in the General and Special Conditions of the Contract. The Engineer’s duties should include, but are not limited to, the following tasks:

* Ensure that the Notice to Proceed is issued to the contractors with a clearly stated start date and strictly in accordance with the contract procedures (work);
* Monitor land acquisition and resettlement activities in accordance with the project's RAP reports conducted by the Employer, and provide necessary support as needed;
* Prepare the completion report for the implementation of the RAP, a semi-annual report on social safeguards, update the resettlement plan if necessary, and prepare an action plan for corrective measures, including conducting a comprehensive review of safety measures if required;
* Develop the ESMP and ensure its enforcement through suoperivison and monitoring as well as reporting.
* Support the Agency “Avtoyulinvest” (AA) in establishing a grievance mechanism for the project and its dissemination among affected communities and households. The consultant should also assist in resolving complaints and provide status reports on the resolution of grievances;
* Maintain communication with relevant authorities to ensure the timely relocation of all affected utilities to prevent any disruptions;
* Ensure that the project site/right-of-way, free from all encumbrances, is handed over to the contractors in accordance with the agreed schedule, or otherwise notify the contractors of any delays in handing over the project sites;
* Ensure that the contractors provide all necessary bank guarantees (performance bonds, advance payment guarantees, and retention money guarantees, if applicable) and insurance policies required under the Contracts;
* Review the contractors' work programs (or revised work programs) and provide appropriate comments to the contractors. Ensure that the contractors carry out the work in accordance with these programs. If necessary, assist in reaching an agreement between the Employer and Contractors on the work programs and ensure that construction works are carried out according to the agreed work programs. The Engineer will inform the Employer of any delays or potential delays in the work schedules under the Contracts and take all necessary actions to prevent potential delays;
* Ensure the mobilization of all construction equipment by the contractors in accordance with the work programs/Contracts and inspect the contractors' equipment;
* After the start date and before work commences, conduct a joint site survey with the contractors for the road construction route, input the collected data into the CAD system, and convert it into a base map (digital terrain model);
* Approve and/or issue working drawings/issue drawings for construction (IFC) and provide instructions to the contractors in accordance with the Contract specifications and the contractors' quality management plan;
* If necessary, issue clarifications and additional drawings to the contractors and/or approve alternative drawings, provide the contractors with all necessary investigations and reference data to facilitate their work and avoid potential delays in the execution of the work;
* Verify and approve all material sources indicated by the contractors.
* Verify the results of material and soil tests for compliance with specifications and immediately notify the contractors if such materials and works do not meet the specifications;
* Maintain records of all testing work, including cross-references to the work elements to which each test relates and the locations from which samples were taken for testing;
* Monitor the contractors on all matters related to worker and public safety, as well as the conduct of construction works, including providing necessary personal protective equipment, lighting, traffic barriers, protective materials (metal nets, profiles, posts, etc.), and security. The consultant should establish written procedures for monitoring and reporting on health and safety issues;
* Regularly monitor and inspect the contractors' quality control and assurance programs to ensure that the quality of completed works meets the contract standards and specifications. This includes regular inspections of material testing programs;
* Conduct regular checks on the quality systems of contractors and subcontractors to ensure that the quality requirements and goals of the employer are being met. Quality audits should be carried out at least once every six months. The consultant must report any non-compliance to the employer after each audit and explain what actions need to be taken by the contractors to address each non-compliance;
* Assess and verify the laboratory and field tests conducted by the contractors and perform independent testing;
* Prepare non-compliance reports and propose corrective actions or solutions;
* Monitor the progress of construction works using computer-based project management methods;
* Hold regular site meetings with contractors to discuss issues and problems affecting the progress of works and inform the employer;
* Coordinate with the relevant local authorities/agencies to minimize disruptions to work schedules;
* Review and comment on monthly progress reports submitted by contractors, with detailed descriptions of the works completed during the previous month, progress according to approved schedules, problems and difficulties encountered by the contractors, and other issues requested by the employer.
  + - Assist the Employer's Agency (IA) in processing subcontractor applications for parts of the works and resolving any ambiguities in the contract documents, if applicable.
    - Measure the completed work and maintain detailed records, including measurement books;
    - Keep continuous records, which should include, among others, correspondence with the site, survey data, work programs, material test results, quality acceptance data, daily site logs, records of equipment, labor, and materials used, measurements and certifications, meeting minutes, and records of all data/reports/certificates/statements, etc., related to the contracts.
    - These continuous records must be transferred to the Employer’s Agency (IA) after the expiration of the consultant’s contract;
    - Ensure that contractors, in accordance with the contracts, prepare quarterly cash flow forecasts for the Employer in an acceptable format, in which cash flows must determine the budget estimate for all unfinished works;
    - Measure the work and certify interim and final payment certificates for submission to the Employer;
    - Review all claims submitted by contractors in accordance with the contract, monitor the contractors' ongoing records related to them, and make decisions on contractors' claims regarding extensions of time, additional payments, or other matters;
    - Provide advice and assistance regarding contractual disputes that fall under the purview of either a dispute resolution board or arbitration between the Employer and the Contractor, when necessary;
    - Issue certificates of satisfactory completion of works in accordance with the terms of the contract;
    - Upon completion of the works, verify the contractor's "as-built drawings" as an accurate record of the constructed works and ensure that the works have been carried out in accordance with all provisions contained in the contracts, including those relating to manufacturing quality standards, safety requirements, and compliance with health and safety regulations;
    - Conduct environmental monitoring, including all requirements of the initial environmental examination (IEE) of the project, to ensure that the construction methods proposed by the contractors are satisfactory, with specific references to technical requirements for reliable environmental standards based on the World Bank's Environmental and Social Safeguard Policies (ESSP, February 2020);
    - Review the contractor's site-specific environmental management plan (SSEMP), including the Occupational Health and Safety Management Plan (with particular attention to risk assessment and management related to the Covid-19 pandemic). This task should be completed before construction begins;
    - Ensure that construction works are conducted in accordance with the Environmental and Social Management Plan (ESMP) and the Construction Management Plans (CMP) to mitigate environmental issues, as detailed in the IEE. Ensure that the Contractor's Biodiversity Risk Management Plan (BDMP) is implemented, if required, during project execution;
    - Assist the Employer's Agency (AA) in preparing environmental monitoring reports (semi-annually during construction and annually during operation) for submission to the World Bank and public disclosure. The status of the ESMP, BDMP, and CMP should be reflected in the reports;
    - Prepare semi-annual reports on internal social monitoring throughout the project’s implementation period for land acquisition and resettlement activities (including livelihood restoration and employment monitoring for severely affected and vulnerable households) in accordance with the Land Acquisition and Resettlement Plan (LARP) prepared by the Employer’s Agency (IA) in compliance with the World Bank’s Environmental and Social Standards (ESS 2020);
    - Monitor contractors' and subcontractors' compliance with core labor standards (e.g., ensuring freedom of association and effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labor, effective abolition of child labor, and elimination of discrimination in employment and occupation). The report on compliance with core labor standards will be included in the semi-annual social monitoring reports;
    - Ensure minimal disruption to local communities when approving contractors' work programs, including monitoring the impact of construction works on local communities and informing the Employer about the impact monitoring;
    - Ensure opportunities for qualified female labor and make them available;
    - Monitor the implementation of health and safety programs at the construction camp (with emphasis on builders) and in local communities within the project zone, including information and educational campaigns in the form of seminars and meetings to raise awareness in collaboration with the Ministry of Health and the Women's Committee of Uzbekistan (regional branches) on sexually transmitted diseases and HIV/AIDS (Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome), with distribution of relevant gender-sensitive publications and materials in accordance with the construction contract requirements;
    - Ensure workplace training for the Employer's Agency (IA) staff at construction sites for supervision, contract administration, quality control and assurance, safety measures, Public Health Management Plan (PHMP), monitoring and evaluation, and other activities.
    - Conduct a technical audit once a month. Regularly check the calibration of the contractor's research and laboratory equipment, factory equipment, and review quality assurance/control plans.
    - Conduct a road safety audit at the beginning and end of the project in accordance with the World Bank’s guidelines and local regulations.

1. Project Effectiveness Monitoring / Monitoring and Evaluation of Benefits
   1. The Consultant must create a system for monitoring the effectiveness of the project in accordance with the project framework. In doing so, the Consultant will:

* Identify key performance indicators and objectives to be monitored during the project's implementation, and establish data collection and statistical systems for this monitoring;
* Conduct a baseline study of the performance indicators and set a set of baseline data on which the project's impact will be re-evaluated;
* Collect the necessary data and conduct other relevant studies before the start of construction, at the end of the 1st and 2nd years after the start date, and immediately after project completion;
* Assess the socio-economic impact and environmental sustainability of the project;
* Include the conclusions and supporting data in the project completion report; and
* Provide training on operational social research methods and build the capacity of the Employer’s Agency (EA).

1. Reporting
   1. The Consultant prepares and updates monthly progress reports based on the Contract Management Plan (CMP) template provided in Appendix No. 1 of this document. The CMP consists of a set of tables, charts, diagrams, and photographs, regularly updated with data from the site, and is designed to provide all relevant information about the progress of the contract from technical, financial, or other perspectives (e.g., safety management). The CMP and progress reports are intended to serve as tools for the Employer’s Agency (EA) to take mitigation or corrective actions that may be needed if any deviations are identified, ensuring that the contract remains (or is brought back) on track.
   2. The Consultant may propose some amendments or improvements to the Contract Management Plan template if they deem it appropriate, and in such cases, they will submit the proposed amendment or improvement to the Employer’s Agency (EA) for approval.
   3. The primary source of information for the CMP should be the contractor’s progress reports. Another source of information includes monitoring reports prepared by safety specialists who are part of the construction supervision consultant team (CST). These reports will cover the monitoring of the implementation of the ESMP, BDMP, CMP, social guarantees, and compliance with core labor standards. The CST may also need to collect information from the Employer’s Agency (EA) regarding obligations imposed on the "client" or "employer," such as obtaining certain permits, processing the land acquisition and resettlement plan, relocating certain utilities, etc.
2. **Actions requiring employer's special approval:**
3. The consultant must obtain prior approval from the client on the following matters:
   * + approval of subcontracting any part of the work;
     + confirmation of additional costs;
     + determination of time extensions;
     + issuance of changes that have any financial implications, by any means; and
     + establishment of rates or prices for any goods.
4. **Duration of the Assignment**
5. The services of the Consultant will be provided for: 10 calendar months during the preparation phase (project analysis/road safety audit, detailed design review, ESMP and assistance in procurement for CR/GRP), 36 calendar months for construction supervision and contract administration for CM/GC contracts, and 24 calendar months (with a reduced number of personnel) during the Defects Liability Period (DLP) for construction contracts.
6. The consulting services contract is expected to come into effect in June 2025.
7. **Team composition and qualification requirements for key experts**
8. It is estimated that to accomplish the assigned tasks, the project will require approximately 166 person-months of services from key international consultants, approximately 238 person-months of services from key national consultants, and 30 person-months of services from non-key experts. The requirements for various experts and the duration of their involvement are outlined below. However, consultants may propose additional personnel within the budget, if needed, to carry out the tasks.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Specialist Position** | **Qty** | **Contribution (person-month)** |
| **А.** | **International Key-Expert** |  |  |
| 1. | Team Leader / Project Manager / Road Engineer | 1 | 30 |
| 2. | Resident Engineer / Road Engineer | 1 | 28 |
| 3. | Material Engineer | 1 | 28 |
| 4. | Contract (Procurement) Specialist | 1 | 8 |
| 5. | Environmental Specialist | 1 | 8 |
| 6. | Social Specialist | 1 | 8 |
| 7. | Pavement and Quality Control Engineer / Cement Concrete Pavement Specialist. | 1 | 20 |
| 8. | Road Design Engineer | 1 | 12 |
| 9. | Bridge/Structural Engineer | 1 | 20 |
| 10. | WIM System Engineer | 1 | 4 |
|  | **Total (A)** |  | **166** |

|  |  |  |  |
| --- | --- | --- | --- |
| **B.** | **National Key-Expert** |  |  |
| 1. | Deputy Project Manager / Resident Engineer | 1 | 30 |
| 2. | Material Engineer | 1 | 28 |
| 3. | Bridge/Structural Engineer | 1 | 22 |
| 4. | Environmental Specialist | 1 | 12 |
| 5. | Social Monitoring / Resettlement / Gender / Benefits Monitoring Specialist. | 1 | 8 |
| 6. | Estimator | 1 | 30 |
| 7. | Road Safety Specialist | 1 | 22 |
| 8. | Road Design Engineer | 1 | 22 |
| 9. | Occupational Health and Safety Specialist | 1 | 30 |
| 10. | Construction Site Inspector | 1 | 30 |
| 11. | WIM System Engineer | 1 | 4 |
|  | Total (B) |  | **238** |
|  |  |  |  |
|  | **Total (A)+(B)** |  | **404** |

|  |  |  |  |
| --- | --- | --- | --- |
| **C.** | **Non-key Experts** |  |  |
| 1. | Surveyor | 1 | 30 |
|  | Total (C) |  | **30** |
|  |  |  |  |
|  | **Total (A+B+C)** |  | **434** |

1. The above-mentioned personnel should be supplemented by the consultant with the appropriate number of translators and support staff necessary for the proper performance of the services, and the costs should be included in the personal expenses. These personnel, including non-key experts, is appointed by the Consultant and communicated to the Client, but does not require the Client's approval.
2. **Tasks and qualification requirements**

**General requirements for all professionals.**

The specialists proposed for the work must not be involved in other projects of the client. If such specialists are identified, their candidacies will be rejected, and they will not be included in the evaluation process.

**A1. International Key-Expert**

* **Team Leader / Project Manager / Road Engineer.** Will be responsible for the overall management of the project while carrying out the scope of work outlined in the Terms of Reference for consulting services, specifically for the overall successful completion of tasks related to project review and supervision. The Group Leader / Senior Highway Engineer will act on behalf of the Client in accordance with the FIDIC contract conditions, Red Book, 2nd edition 2017. Special attention from the Team Leader / Project Manager / Road Engineer will be given to early identification of issues and proposing mitigation or prevention measures for all aspects of the scope of work. The Team Leader / Road Engineer will be responsible for resolving technical issues during the project review stage and addressing problems that could potentially lead to claims and increased costs under the construction contract during the supervision stage, through effective management of both project review and construction supervision components. Particular attention will be given to claims/dispute resolution activities and preventing delays during the construction supervision stage. The Team Leader / Road Engineer will be responsible for preparing change orders and submitting them for approval to the PA, ensuring there are no objections from IsDB. The Team Leader / Road Engineer will also be responsible for preventing potentially anticipated or actual claims. The Team Leader / Road Engineer must prepare monthly progress reports, as well as any necessary reports and documents specified in the Terms of Reference for consulting services. During the construction supervision stage, the Team Leader / Road Engineer will hold official meetings with Contractors, such as monthly contractor meetings, and be present during official tests, such as the official concrete pavement tests and others.

**Qualification:** Higher education in civil engineering, preferably with postgraduate education in road construction. A minimum of fifteen (15) years of relevant experience in the design and supervision of highway construction projects, including five (5) years of experience in the design and supervision of rigid pavements, with FIDIC General Conditions of Contract, including 8 years of international experience. Knowledge of the Russian language and experience working in CIS countries are preferred. The age restriction is up to 65 years.

* **The Resident Engineer / Road Engineer** will be responsible for the overall project management in all technical aspects, carrying out the scope of work specified in the Terms of Reference for consultancy services. The Resident Engineer / Road Engineer will be accountable for tasks during the project review phase as well as for supervision tasks under the terms of the FIDIC contract on behalf of the Engineer. During the preparation phase, the Resident Engineer / Road Engineer will assist the Client in preparing tender documentation (e.g., correcting and incorporating necessary changes/amendments to specifications, bill of quantities (BOQ), and the Client's requirements for contractor equipment and personnel), as well as evaluating the contractor selection process. During the supervision phase, the Resident Engineer / Road Engineer will oversee all construction works, stay informed about the daily progress of construction, identify existing issues, and propose immediate solutions in consultation with the Team Leader. Special attention will be given to the early identification of technical issues and the proposal of mitigation or preventive measures across all technical aspects of the scope of work related to various project activities. The Resident Engineer / Road Engineer will be responsible for the early detection of technical problems that may lead to claims and cost escalations (especially in construction contracts) through proper management of the construction supervision component and direct oversight of contract performance. Particular attention will be paid to actions for resolving claims/disputes related to price increases and preventing delays caused by issues such as right-of-way problems (if any), design deficiencies (if any), construction specifications, and others. The Resident Engineer / Road Engineer will be responsible for preparing variation orders and submitting them for approval to the Client. Additionally, they will play an advisory role regarding potentially anticipated or actual claims. The Resident Engineer / Road Engineer will assist the Team Leader in preparing all necessary monthly reports and other documentation specified in the Terms of Reference for consultancy services. During the construction supervision phase, the Resident Engineer will attend and assist the Team Leader in conducting formal meetings, such as monthly meetings with the Contractor, official paver testing, and others. The Resident Engineer / Road Engineer will be responsible for all technical matters within the entire scope specified in the Terms of Reference for consultancy services.

**Qualifications:** Civil Engineer Preferably ten (10) years of relevant experience in the design and supervision of highway construction projects, with at least three (3) years in rigid pavement construction and experience with FIDIC General Conditions of Contract. A minimum of six (6) years of international experience is required. Knowledge of Russian and work experience in CIS countries are desirable. The age restriction is up to 65 years.

* **Materials Engineer.** The Materials Engineer will be responsible for executing the scope of work specified in the Terms of Reference for consultancy services. During the construction supervision phase, the specialist will oversee the establishment, organization, and location of the Contractor’s field laboratories; monitor the mobilization of testing equipment to ensure laboratories are adequately equipped and capable of performing all testing requirements specified in the Contract; and supervise the setup of the Contractor’s stone crushers, concrete batching plants, and asphalt mixing plants to ensure full compliance with the established standards for such equipment. The specialist will also conduct inspections of the design and operation of the crushing and concrete plants.

**Qualifications:** Higher education in Civil Geotechnics or Materials Engineering. Preferably ten (10) years of relevant experience in establishing and managing quality assurance for the supervision of construction materials, laboratory, and field testing of rigid pavement materials in compliance with ASTM and AASHTO standards. A minimum of five (5) years of international experience is required. Knowledge of Russian and work experience in CIS countries are desirable. The age restriction is up to 65 years.

* **Contract Specialist.** The Contract Specialist will provide support during the initial phase (procurement support for the Client) in preparing tender documentation and evaluating Contractor proposals for construction works. Throughout the entire contract implementation period, the Contract Specialist will: Assist the Employer in the evaluation process to select Contractors for the works. Assess options and ensure their proper formatting. Assist in evaluating claims from both the Contractor and the Employer in accordance with the contract. Review amendments to specific conditions or other documents forming part of the contract (if required). Monitor the Contractor’s compliance with contractual obligations and recommend appropriate and timely notifications or actions in accordance with the Contract. Support the Team Leader in making contract-related decisions.

**Qualifications:** Degree in Civil Engineering, Law, or a related discipline. At least twelve (12) years of relevant experience in the procurement and implementation of highway projects under FIDIC conditions, including contract management, handling contract variations, claim resolution, and dispute settlement. A minimum of five (5) years of international experience is required. The age restriction is up to 65 years.

* **Environmental Specialist.** The International Environmental Specialist (IES) will collaborate with the National Environmental Specialist (NES) to oversee the contractor's environmental performance, coordinate public consultations, and manage the project's Grievance Redress Mechanism (GRM). The IES will assist the Client/Employer in preparing periodic environmental monitoring reports (EMRs).

Responsibilities:

Pre-Construction Phase:

* + Develop a detailed action plan, including environmental monitoring checklists for the NES, ensuring the establishment, implementation, and maintenance of an environmental management system (EMS).
  + Oversee the system's functionality and address all environmental concerns during construction.

Construction Phase:

* + Conduct environmental training and briefings to raise awareness of the environmental policies of the International Bank for Reconstruction and Development (IBRD) and the government, as well as requirements and standard operating procedures for environmental safeguards per government regulations and international project practices.
  + Ensure baseline and periodic monitoring and reporting of the contractor's compliance with contractual environmental mitigation measures.
  + Assist in the preparation of the contractor’s Site-Specific Environmental Management Plans (SSEMPs).

Detailed Tasks:

* 1. Support the Employer and the CSC Team Leader in project management and implementation, ensuring compliance with the Project Implementation Plan, Loan Agreement, and Project Agreement, specifically the requirements of ESSP 2020, the Environmental and Social Impact Assessment (ESIA), Environmental Management Plan (EMP), and Biodiversity Management Plan (BMP).
  2. Analyze the ESIA, including EMP, BMP, and mitigation measures, to understand project environmental safeguard requirements and assist in updating the ESIA if unforeseen impacts arise.
  3. Conduct training, workshops, and knowledge-sharing sessions on environmental, health, and safety (EHS) practices for Employer staff, including the PMU-ES, and contractor staff, particularly their environmental and safety personnel. Capacity-building efforts will enable them to implement and monitor the EMP. At least one training should occur before construction begins to enhance understanding of EHS aspects.
  4. Ensure all necessary environmental mitigation measures are included in the contract documentation.
  5. Assist the Employer in reviewing contractor-prepared SSEMPs and issuing approvals.
  6. Ensure contractors (and subcontractors, if applicable) comply with the measures and requirements outlined in the ESIA, EMP, and BMP, and address corrective or preventive actions specified in periodic EMRs.
  7. Assist the Employer in monitoring and supervising the implementation of EMP, BMP, and SSEMPs and preparing periodic EMRs for submission to the IBRD.
  8. Support the Employer in resolving project-related claims and grievances.
  9. Assist the Employer in organizing consultations and awareness-raising activities.
  10. Contribute to the monthly CSC reports by highlighting potential and actual issues related to EMP, BMP, and SSEMPs and recommending corrective measures.
  11. Prepare a post-construction environmental compliance report, including lessons learned, to guide the Client and Employer in environmental monitoring for future projects. This report will form part of the overall project completion report.

**Qualifications:** Master’s degree in Environmental Science or a related field. Preferably 12 years of continuous experience in environmental management for infrastructure development projects funded by international financial institutions. Familiarity with the IBRD’s ESSP 2020 and proven experience in infrastructure development projects, particularly road projects, as an environmental specialist. Knowledge of government environmental management procedures, the ESSP 2020, ESIA, and EMP/BMP/SSEMP requirements is essential. Training skills are an advantage. Proficiency in Russian and experience working in CIS countries are desirable.

**Duration:** The IES will work part-time for 10 months distributed across the construction and operation periods (60 months). Specific on-site tasks will be determined by the CSC and the Employer. The age restriction is up to 65 years.

* **Specialist in Social Issues** **/ Resettlement / Gender / Core Labor Standards / Benefit Monitoring.** The International Social Specialist (ISS) will collaborate with the National Social Specialist (NSS) to support the Client in reviewing and updating (if necessary) the Resettlement and Land Acquisition Plan (RLAP) based on project analysis and any changes during implementation. The ISS will assist in implementing and monitoring the RLAP and livelihood restoration activities. During the construction phase, the specialist will identify any unforeseen impacts or RLAP inconsistencies and prepare necessary updates to the RLAP or a Corrective Action Plan (CAP). The ISS will ensure the timely and quality preparation of RLAP completion reports and semi-annual Social Monitoring Reports (SMRs). Additionally, the ISS will support the Client in monitoring contractor and subcontractor compliance with core labor standards and benefit monitoring. The specialist will assist the Client in establishing and maintaining a Grievance Redress Mechanism (GRM) to address issues related to land acquisition and resettlement. They will assess the capacity of the Road Authority (RA) and the Client in managing social safeguards, occupational safety and health (OSH), and gender-related aspects, developing and implementing training programs and systems/procedures to enhance land acquisition and resettlement management in road projects. In collaboration with the NSS, the ISS will design and conduct sample household surveys and joint studies to monitor the socioeconomic and gender impacts on beneficiaries during construction supervision. The ISS will ensure the implementation of gender provisions outlined in Section III B of the SPRSS, conduct awareness campaigns on HIV and human trafficking, and oversee resettlement plans, socioeconomic studies, and benefit monitoring associated with the project.

**Qualifications:** Degree or diploma in Sociology, Social Sciences, or equivalent. Preferably 10 years of experience in developing and/or implementing resettlement plans, conducting socioeconomic studies (including gender studies), and benefit monitoring for projects, including road construction projects funded by development partners. At least 5 years of international experience is required. Familiarity with policies and guidelines related to IBRD activities, such as ESSP 2020, "Gender and Development," "Social Protection," and "Core Labor Standards." Proficiency in Russian and experience working in CIS countries are desirable. The age restriction is up to 65 years.

**Work Duration:** The consultant will work part-time for 8 months distributed across the construction and operation phases (60 months). Specific on-site tasks will be determined by the CSC and the Client.

* **Pavement and Quality Control Engineer / Cement Concrete Pavement Specialist..** The Pavement and Quality Assurance Engineer will be responsible for developing a quality assurance plan and contributing to the preparation of the supervision manual. During the supervision phase, the engineer will oversee the testing and evaluation of road construction materials used in modern road construction technologies. This includes reviewing the mix designs for cement and asphalt concrete pavement submitted by the contractor. The engineer will monitor and verify the contractor's quality control and assurance program to ensure that the quality of completed works complies with the standards and specifications of the contract, including regular checks of the material testing program. The engineer will conduct regular audits of the quality systems implemented by the contractor and subcontractors to ensure adherence to the quality requirements and objectives set by the Client. Additionally, the engineer will assess and verify laboratory and field tests conducted by the contractor and perform independent testing as needed.

**Qualifications:** Bachelor's degree in Civil Engineering with specialized experience in quality assurance/control in road construction. Must hold a professional license (certified/chartered) with the legal right to practice in the field. Preferably 12 years of relevant experience across all phases of road mix design, quality assurance processes, and construction supervision. Proficiency in Russian and experience in CIS countries is desirable. The age restriction is up to 65 years.

* **Road Design Engineer.** The Road Design Engineer will be responsible for conducting technical reviews of design documentation, verifying compliance of design solutions with applicable standards and specifications, providing recommendations for design optimization, and assisting in resolving technical issues at all stages of project implementation.

**Responsibilities:** Evaluate and analyze project documentation for compliance with international standards and Client requirements. Prepare recommendations for modifications to designs, including drawings, specifications, and calculations. Provide support in the development of design solutions related to road geometry, drainage systems, and other structural elements. Participate in the coordination of project documentation with relevant stakeholders.

**Qualifications:** A degree in road construction or civil engineering. At least 10 years of experience in road design, including international projects. Knowledge of road design standards and regulations, as well as FIDIC contract conditions. Proficiency in Russian and experience working in CIS countries is an advantage. The age restriction is up to 65 years.

* **Bridge/Structure Engineer:** He/she will be responsible for reviewing all parts of the working design related to bridges and structures, and will ensure compliance with construction codes, regulations, and standards during the construction of structures.

**Qualification:** The Bridge and Structure Engineer must be a certified civil engineer with at least a bachelor's degree in engineering, specializing in bridges and large structures, with a minimum of 15 years of experience in bridge and structure design, including at least 5 years of experience in road projects with international contractors or with international financial organizations (IFOs). The age restriction is up to 65 years.

* **WIM Engineer.** Responsibilities: Responsible for the detailed procurement process, project analysis, and supervision of WIM systems. Assist the team leader in coordinating the design of civil structures and weighing equipment. Must be familiar with the concept of weigh-in-motion (WIM) for Dynamic Speed Overload Control principles and the data exchange system on-site, including the appropriate alert system for local authorities to respond to traffic rule violations.

**Qualifications:** Master's degree or equivalent in civil engineering, electrical/electronic engineering, mechanical engineering, or transportation. Preferably 5 years of experience in detailed design, urban transportation planning, and the construction of weigh-in-motion systems. The age restriction is up to 65 years.

**B1. National Key-Expert**

* **Deputy Permanent Engineer/Road Engineer:** He/She will assist the team leader in coordinating and supervising road construction works on-site, including coordination and communication with the client, and will also help the team leader with daily construction oversight, schedule monitoring, preparing monthly reports, reviewing and approving working and as-built drawings.

**Qualification:** Civil Engineer. Preferably ten (10) years of similar experience in highway design and construction supervision. The age restriction is up to 65 years.

* **Materials Engineer**: Under the guidance of the International Materials Engineer, he/she will oversee daily compliance with material specifications and testing procedures, supervise contractors' work, and certify construction in accordance with the contract conditions, including material acceptance standards, approval of supply sources, and material testing methods.

**Qualification:** Civil Engineer. Preferably five (5) years of similar experience in construction supervision, as well as in laboratory and field testing of rigid pavement materials in accordance with ASTM, AASHTO, and BS standards within the quality assurance process. The age restriction is up to 65 years.

* **Bridge/Structure Engineer:** Under the guidance of the international group leader and with the assistance of international and local specialists from the consulting team, he/she will be responsible for reviewing all parts of the working design related to bridges and structures, and will ensure compliance with construction codes, regulations, and standards during the construction of structures.

**Qualification:** The Bridge and Structure Engineer must be a certified civil engineer with at least a bachelor's degree in engineering, specializing in bridges and large structures, with a minimum of 15 years of experience in bridge and structure design, including at least 5 years of experience in road projects with international contractors or with international financial organizations (IFOs). The candidate must have in-depth knowledge and experience working with international and national standards and modern bridge construction, having participated in at least 3 similar projects. He/She must have excellent knowledge of the English language. The age restriction is up to 65 years.

* **Environmental Specialist:** The KNS-ES will support the KNS-MES in performing his/her tasks. He/She will also conduct periodic audits and monitor the contractor’s activities. He/She will (i) review all documents and reports related to the integration of environmental issues, including the contractor’s environmental action plan, (ii) monitor the contractor’s compliance with the ESMP (Environmental and Social Management Plan), (iii) prepare monthly compliance reports, and (iv) monitor the implementation of the EMP (Environmental Management Plan).

**Qualification:** A degree in Environmental Science or its equivalent. Preferably five (5) years of experience in conducting environmental impact assessments and implementing environmental mitigation plans and/or monitoring the implementation of environmental mitigation measures during project implementation, including road projects funded by development partners. The age restriction is up to 65 years.

Duration: The KNS-ES should be engaged for 24 person-months on a periodic basis during the construction and operational phases.

* **Social/Resettlement/Gender/Basic Labor Standards/Benefits Monitoring Specialist:** The national specialist will provide all necessary professional and logistical support to the group leader and international social development, resettlement, and benefits monitoring specialist, and will lead on-the-ground activities and awareness-raising among affected individuals. The national specialist will regularly visit project sites, conduct consultations with affected households, and coordinate with relevant agencies, local authorities, and the GRM (Grievance Redress Mechanism) on issues and activities related to the Involuntary Resettlement Plan (IRP), including livelihood restoration measures. He/She will maintain the database of affected persons and monitor their status before and after relocation, prepare field reports, and participate in the preparation of the Resettlement Action Plan (RAP) implementation report, RAP updates (if necessary), as well as semi-annual social monitoring reports and benefits monitoring reports.

**Qualification:** A degree in Sociology, Social Sciences, or an equivalent degree. Preferably five (5) years of experience in developing and/or implementing resettlement plans, conducting socio-economic studies, and monitoring benefits related to project implementation, including highway projects funded by development partners. The age restriction is up to 65 years.

Duration: The national specialist for social issues/resettlement/gender/basic labor standards/benefits monitoring should be hired for 24 person-months on a periodic basis during the construction and operational phases.

* **Estimator:** Conducting a comparative analysis of market prices for construction materials and services. Preparing proposals for cost optimization during project implementation. Monitoring compliance with the estimated cost during the execution of works. Advising the project team on cost estimation issues, as well as maintaining documentation and tracking changes in estimates. Interacting with contractors and subcontractors on cost estimation and updating prices. Participating in the review and approval of completed work certificates. Preparing financial and cost estimate reports for the client and other stakeholders.

**Qualification:** A higher education degree in construction, engineering, or quantity surveying. Experience in cost estimation for construction projects, preferably in the road sector. Experience with international standards in quantity surveying (e.g., FIDIC, EU standards, SNIP, GOST). Knowledge of methods for calculating work costs, regulations, and standards for cost estimate documentation. Experience working with international contractors and projects funded by international financial organizations will be an additional advantage. The age restriction is up to 65 years.

**Duration:**

The quantity surveyor consultant should be engaged for the entire duration of the project, including the design, construction, and operational phases (with the possibility of contract extension depending on progress and need).

* **Road Safety Specialist:** Assists the international road safety auditor in reviewing the traffic management plans prepared by the Contractor during construction, checks the design of temporary detours and traffic management measures. Regularly inspects the road for compliance with road safety requirements. Assists the international road safety auditor in conducting a road safety audit after construction completion, identifying road safety issues, and providing recommendations for their resolution. Enhances the capacity of the GRM (Grievance Redress Mechanism) and raises awareness of international road safety standards.

**Qualification:** A higher education degree in civil engineering or transportation road construction, preferably with ten (10) years of experience in roads and highways and at least 3 years of relevant experience in road safety management. The age restriction is up to 65 years.

* **Road Design Engineer.** The Road Design Engineer will be responsible for conducting technical reviews of design documentation, verifying compliance of design solutions with applicable standards and specifications, providing recommendations for design optimization, and assisting in resolving technical issues at all stages of project implementation.

**Responsibilities:** Evaluate and analyze project documentation for compliance with international standards and Client requirements. Prepare recommendations for modifications to designs, including drawings, specifications, and calculations. Provide support in the development of design solutions related to road geometry, drainage systems, and other structural elements. Participate in the coordination of project documentation with relevant stakeholders.

**Qualifications:** A degree in road construction or civil engineering. At least 10 years of experience in road design, including international projects. Knowledge of road design standards and regulations, as well as FIDIC contract conditions. Proficiency in Russian and experience working in CIS countries is an advantage. The age restriction is up to 65 years.

* **Occupational Health and Safety Specialist.** The Occupational Health and Safety Specialist for consultants must conduct risk assessments related to labor safety and develop measures to mitigate these risks. Ensure compliance with labor safety laws and international standards. Conduct regular inspections and audits of working conditions at construction sites. Monitor the implementation of occupational safety measures, regularly analyze safety reports, and prepare corresponding reports for the client. Participate in the investigation of accidents and incidents, and develop recommendations to prevent similar occurrences in the future. Interact with regulatory authorities, contractors, and other stakeholders on safety matters.

**Qualification:** A higher education degree in occupational health and safety, industrial safety, or engineering. A minimum of 5 years of experience in occupational health and safety, preferably in large construction or infrastructure projects. Knowledge of national and international labor safety standards, including in the construction sector. Ability to conduct training and safety workshops. Experience working with international contractors and projects funded by international organizations will be an advantage. The age restriction is up to 65 years.

* **Site Inspector:** Responsibilities of Site Inspector for Consultant Selection: Ensuring control over the execution of construction works in accordance with the approved project documentation, construction codes, regulations, and standards. Verifying contractors’ adherence to the work schedule and providing progress reports. Interacting with contractors, engineers, and other project team members to address arising issues and prevent deviations. Maintaining inspection logs and preparing technical reports.

**Qualification:** A degree in civil engineering, construction, or architecture. At least 7 years of experience in construction, including a minimum of 3 years in an inspector or similar role. Experience in road projects and/or large infrastructure projects is preferred. The age restriction is up to 65 years.

* **WIM System Site Inspector:** He/She will be responsible for reviewing the design and overseeing the WIM (Weigh-In-Motion) systems. He/She will be in charge of the detailed procurement process, project analysis, and supervision of the WIM systems. He/She will assist the group leader in coordinating the design of civil buildings and weighing equipment. The person should also be familiar with the concept of weigh-in-motion for dynamic/high-speed overload control system principles and the data exchange interaction between both sites, including the relevant alert system designed for local authorities to respond to traffic violations.

**Qualification:** A higher education degree in civil engineering, electrical engineering/electronics, or mechanical engineering and/or transportation. Preferably 3 years of experience in detailed design, planning, and construction of urban transport, including at least 1 year of experience in highway construction and overload control systems projects. Knowledge of the local language and experience working in CIS countries is a plus. The age restriction is up to 65 years.

**C1. Non-Key Specialists**

All non-key specialists must have high qualifications and experience in their functional area and meet the project requirements.

1. **Reporting Requirements and Time Schedule for Deliverables**
2. The consultant shall provide the EA with reports in three hard copies in both English and Uzbek. The consultant shall provide the IsDB with reports in two hard copies in English. All documents shall also be provided in electronic formats agreed with the EA. As a minimum this will require one electronic copy in an appropriate editable format and a second copy in Portable Document Format (PDF).
3. All correspondence to EA shall be in both English and Russian languages.
4. The consultant will prepare and submit the following reports:

* An inception report to be submitted within 1 month of commencement of services. The inception report shall include the performance indicators to be monitored during and at the end of the project, and the draft Quality Plan.
* Report on the data-collection system and the sex-disaggregated baseline survey for the Project Performance Monitoring/Benefit Monitoring and Evaluation, to be submitted within 3 months of commencement of services;
* A weekly one-page report on the progress of works and any issues that require immediate attention of the EA;
* Monthly reports in line with the CMP template, to be submitted within 7 days of the end of each month, to include progress monitoring, quality assurance/quality control, schedules of contract payments and variation orders, graphical representations of progress against program based on the approved contract schedules, charts of physical progress on major items, status of any delays, contractual claims, summary of environmental and social issues relevant photographs, details of all financial projections and details of impediments to the works and proposals for overcoming them;
* Environmental monitoring reports (semi-annually during construction and annually during operation).
* A report on the project's environmental compliance performance upon completion of the civil works. The report will include lessons learned that may help CR and AA in their environmental monitoring of future projects. This report will be part of the input to the overall Project Completion Report.
* In case of any accident related to occupational and community health and safety, assist AA to (i) report to IsDB within 72 hours, and (ii) prepare and submit an incident report with action plan within 7 days of the occurrence.
* LARP update and corrective action plan (if required), LARP implementation completion report, semi-annual social monitoring reports and benefit monitoring report during project implementation;
* Annual appraisal reports covering all aspects such as progress monitoring, quality assurance/quality control, status of any delays, contractual claims, and details of all financial projections, to be submitted within 14 days of the end of each year;
* Draft project completion report, in IsDB’s format, to be submitted to EA for completion and onwards transmission to the IsDB, within 3 months of completion of the civil works.
* ESMP.

1. **Client’s Input and Counterpart Personnel**

The Project Implementation staff within the EA will serve as the liaison between EA, consultants and contractors, and shall be responsible for the overall project management.

The EA will provide, through the provision under the civil works contracts, fully furnished site offices and accommodation for the staff of the consultant, equipment including laboratory equipment, and vehicles etc. The works contractor is directly responsible for this provision. The EA shall also provide all relevant project reports, documents, etc. relating to the project and qualified counterpart personnel to work in close coordination with the consultant.

Equipment, Facilities and other things for the consultant: The consultant will be provided with logistical support consisting of equipment, vehicles and office accommodation to be procured as part of the Works contracts. The works contractor is directly responsible for this provision. The number and location of these facilities will be agreed with the contractors. The support will include:

Site Offices, including buildings, maintenance and insurance, utilities, furniture and air-conditioning, computers, printers, scanners and photocopies;

Vehicles, including site vehicles appropriate to the number of supervision staff, maintenance, taxes and insurance for the vehicles;

Equipment including survey and inspection equipment;

Accommodation local to the Site appropriate to the number of supervision staff including maintenance, insurance and utilities;

Support staff comprising chainmen for surveying work and laboratory assistants.

**Annex No.1 to the TOR**

Contract Management plan Temple

1. The Engineer, within the established budget, will provide training for specialists in the Road sector, in order to ensure operational safety and plan future service and maintenance of highways, including toll roads based on the experience of road companies in developed countries (Germany, Japan etc.). During the training, access to current international projects should be provided as indicative training materials. All expenses related to training (visa support, accommodation, flights, meals, etc.) will be covered by the consultant. [↑](#footnote-ref-1)