

Republic of North Macedonia
Ministry of Agriculture, Forestry, Water Economy
Agriculture Modernization Project

TERMS OF REFERENCE (TOR)

**Consulting Services for Supervision of Construction of the Agri-Food Platform (AFP) and
Equipment Installation within the AFP in Skopje area (Gazi Baba Municipality),
North Macedonia**

September, 2025

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Abbreviation and acronyms

AFP: Agri-Food Platform

AMP: Agriculture Modernization Project

CCC: Collecting and Conditioning Center

CW: Civil Works

DNP: Defects Notification Period

EPC: Engineering, Procurement and Construction

ESF: Environmental and Social Framework

ESHS: Environmental, Social, Health and Safety

ESIPs: Environmental and Social Implementation Plans

ESMF: Environmental and Social Management Framework

ESMP: Environmental and Social Management Plan

ESSs: Environmental and Social Standards

OHS: Occupational health and safety

EU: European Union

IPARD: Instrument of Pre-Accession Assistance for Rural Development

IPC: Interim Payment Certificate

MAFWE: Ministry of Agriculture, Forestry, Water Economy

PMC: Procurement Management Contract

PMT: Project Management Team

RPF: Resettlement Policy Framework

WB: World Bank

Terms of Reference

Agriculture Modernization Project

Consulting Services for Supervision of Construction of the Agri-Food Platform (AFP) and Equipment Installation within the AFP in Skopje area (Gazi Baba Municipality), North Macedonia

1. BACKGROUND

A. Agriculture Modernization Project (AMP)

The Agriculture Modernization Project funded by the World Bank through a loan of EUR 46 million and co-financed by the EU with a grant of EUR 4 million, is supporting the Government of North Macedonia to improve the competitiveness in targeted agricultural sub-sectors and strengthen agricultural public sector readiness for EU accession. The MAFWE is the lead project Implementing Agency and has overall responsibility for project management and implementation.

The AMP has three main components:

- **Component 1: Agriculture Sector Competitiveness**, to enhance farm-level competitiveness and fostering agricultural produce aggregation and market integration of farmers.
- **Component 2: Institutional Capacity for EU Accession**, to enhance public support services, including the capacity to design and deliver effective support to the agriculture sector.
- **Component 3: Project Management** to support MAFWE in the efficient implementation of the project.

Sub-component 1.2 - Agriculture and Food Distribution Systems aims to develop sustainable and competitive food storage, marketing and distribution systems to benefit producers, distributors and consumers. The newly constructed centers will include storage capacity to help agricultural producers adapt to the risk of extreme climatic changes by preserving their produce during harsh winters and hot summers. The sub-component will support the development and operation of two Collection and Conditioning Centers (CCCs) in Resen and Strumica municipalities, and an Agri-Food Platform in Skopje suburban area, composed of a wholesale market and a logistics area.

B. Agri-Food Platform (AFP) project objectives and expected benefits

The construction of an AFP (wholesale market and logistics area) in Skopje will be the focal infrastructure for the organization of fresh food aggregation, marketing and distribution systems in North Macedonia and serve as connector to different CCCs. It will allow the small-holders of the region to access to the market (Ho.re.ca., open air markets, small retailers) but also the main operators of the sector (wholesalers, exporters, Hyper & supermarkets) to organize their activities through synergies and economy of scales.

The objective is to create an agri-food platform in the proximity of the city center to ease food distribution for Skopje and access of the main professional buyers to the wholesale market, but also well connected to the main axes of communication with the Balkan region to promote logistics activities.

The AFP will have, at minimum, the following functionalities:

- i. Organize and improve the supply in safe and standardized fresh food products for the city of Skopje with a total population of around 600,000 people;
- ii. Provide access to market for local fresh foods (Skopje produces 46,000 tons of vegetables); and
- iii. Provide logistics and other services for agri-food sector, for both, domestic and international markets.

The main objectives of the AFP project are to:

- Enhance a commercial dynamic at the agglomeration and regional levels
- Support the socio-economic development of the region
- Reduce environmental impacts generated by food distribution operations in urban and peri-urban areas
- Develop a modern logistics system to improve the competitiveness of the agri-food value chains
- Improve food safety and hygiene conditions along agri-food value chains
- Formalization of informal market.

The AFP will tentatively include:

- a. A physical (wholesale) market to organize the supply of fresh food products of the extended urban area around Skopje for producers and consumers;
- b. A logistics area offering dry or cold warehouse facilities for use to market participants;
- c. An administrative area providing office space for the AFP management company and other operators, companies and service providers in the food sector, which will be attracted by the activities of AFP. This may include technical and advisory service companies, logistics operators, administrative services, banks, insurance, accountants, restaurants, etc.; and
- d. A technical area dedicated to the reception of all technical support activities such as truck cleaning station, trucks and cold equipment repair station, auxiliary equipment for the platform as a waste sorting point where the wholesale companies as well as retailers can separately dispose of the waste from their commercial activity (organic matter, cardboard, plastic, wood, expanded polystyrene, etc.).

2. OBJECTIVE OF THE ASSIGNMENT

The main objective of the assignment is to supervise the construction (civil works) of the Agri-Food Platform and installation of equipment in the Agri-Food Platform (AFP) in the Municipality of Gazi Baba, Skopje, North Macedonia, in accordance with the applicable Laws of the Republic of North Macedonia, World Bank (WB) rules, procedures and policies, and international standards.

In doing so, the Consultant (as Supervision Consultant) shall act as “Engineer/Project Manager” as defined in respective WB General Conditions of Contract and to ensure that: (i) works, materials, equipment and workmanship are in compliance with the required standards and technical specifications/documentation, (ii) works are planned in an orderly manner and completed in due time, (iii) the recommendations of the Environmental and Social Management Plans (ESMPs) are properly followed during the construction phase, (iv) the provisions of the Resettlement Policy Framework

(RPF) are properly followed during the construction phase, (v) the works are performed in accordance with safety procedures for all involved parties.

3. CONSULTANT’S SCOPE OF SERVICES

The Consultant shall perform the duties and responsibilities of the “Engineer/Project Manager” as specified in the Contract for the Civil Works, in close co-operation and consultation with the Client.

3.1. Scope of Consultant’s Services

3.1.1. Services within the Civil Works Period

The civil works period will start 15 days prior to the start of the construction of the AFP. During this phase, the Consultant, as a minimum, shall perform the following services:

- Facilitate any communication and attend any meeting among the Contractor, Client (MAFWE) and the Municipality or any other involved party;
- Ensure that Environmental, Social, Health and Safety (ESHS) provisions set out in the contract documents are respected and included in the Contractor’s Environmental and Social Management Plans (ESMPs);
- Review, approve and monitor and supervise the contractor’s program of work and the source of materials.
- Assure that AFP construction related Grievance Redress Mechanism (GRM) is in place and that the Contractor, its employees, and local population are aware of grievance possibility;
- Assure that labor related GRM is in place and the Contractor and its employees are aware of the labor related grievance possibility;
- Organize and conduct weekly joint environmental and social, Health and Safety (ESHS) site inspections together with the Contractor's environmental, social, health and safety and works team;
- Check and verify the accuracy of the data entered in the Construction Diary (on a daily basis), the Contractor’s Book of quantities, Interim Payment Certificates (IPCs), as well as Final Payment Certificates;
- Inspect and approve all working drawings and as-built drawings prepared by the Contractor;
- Monitor the physical, financial and time progress of the contracted civil works, control of calculations and payments, and preparation of technical reports and project progress reports, including financial aspect;
- Closely supervise the civil works (construction) activities through regular site inspections accomplished through site visits, walks and visual inspections. The area of inspection should cover both the construction areas and the environment outside the site area that could be affected, directly or indirectly, by the Contractor's activities. Inspection should also cover Contractors' construction equipment, health and safety during works, property, personnel, the citizens, and the public;
- Review and approve contractor’s laboratory, preliminary and current testing, and specifications;

- Review and approve the submitted material documentation before delivering materials to the construction site;
- Review and verify all calculations and requests for payments related to the implementation of works contract;
- Propose rational technical solutions and technologies for any identified incompliances of works prior to works execution;
- Collect and record all modifications and changes during the works execution into the investment-technical documentation (on behalf and for the needs of the Client);
- Provide opinion and recommendation on all submitted contractor's requests to the Client;
- Evaluate Contractor's variation orders and prepare report and recommend for Client's decision;
- Evaluate Contractor's early warnings, claims and other issues which can arise during execution of the works, prepare reports and suggestions for the Client's decision;
- Keep records on orders by the relevant public and local authorities (ministries, inspections and similar) issued, inform the Client for such events in due time and undertake all agreed necessary activities to resolve the identified issues;
- Interact continuously with client's Project Management Team (PMT) Environmental and Social Safeguard Specialist on implementation of the environmental and social provisions;
- Supervise the proper construction and maintenance of the Contractor's facilities (labor camps, if any), including the provisions for the safety and health of workers;
- Issue interim certificates for payment to the Contractor on the basis of measured work items or to certify the completion of the works or parts thereof;
- Organize provisional and temporary technical acceptance of works if any, and submit all supervision documents to the Client accordingly;
- Issue the Certificates of Completion/Taking-over of the works;
- Assist the Client in taking over the site of the works;
- Collect project indicator data like created employment, grievances received and resolved, etc.,
- Ensure that the civil works Contractor provide monthly monitoring reports, including the Environmental and Social issues, to the PMT

3.1.2. Services in post-construction period

3.1.2.1 Services within the Defect Notification Period (DNP)

The DNP lasts at least 12 months from formal take-over of the site (AFP) from the Contractor. During this period, activities the Consultant should perform include, but not limited to:

- Conduct regular site visits to evaluate quality and functionality of the completed works;
- Prepare reports on identified defects if any, and give additional instructions or advice for repairs or modification of works;
- Supervise remedial works and ensure the Contractor has removed any identified defect;
- Before the end of the Defect Notification Period conduct a detailed inspection and prepare a detailed report on all identified issue to the Client and Contractor;
- Prior to the expiry of the defect period the Consultant shall certify that the defects have been eliminated;
- Issue Defects Liability or Performance Certificates;

3.1.2.2. Services after Defect Notification Period (DNP) completion

Within 1 month (30 days) from start of the Defect Notification Period (DNP) the Consultant will carry out:

- Revision and verification of as-built drawings;
- Collecting investment-technical documents and preparation for technical review and acceptance of works;

3.2. Limitations of the Consultant's Authority

- A. The Consultant shall have no authority to amend the Civil Works Contracts.
- B. The Consultant shall have no authority to relieve the Contractors of any of their duties and obligations under the Works Contracts.
- C. The Consultant shall note that the Client is under obligation to seek the Bank's concurrence before agreeing to or implementing any modification or waiver of the terms and conditions of the Contracts including granting an extension of the stipulated time for performance.
- D. The Consultant will seek prior written consent from the Client in advance of:
 - a) agreeing/instructing any changes in the project design;
 - b) approving a proposal for Variation or request for additional work submitted by the Contractors;
 - c) making variations in work quantities which bring the total cost in excess of the value of the Contract Price specified in the relevant contract provisions;
 - d) determining any new rate or price with respect to any Variation;
 - e) approving any extension of the Time for Completion;
 - f) granting any claim for any additional cost including any cost associated with extension of Time for Completion;
 - g) suspending the Works in accordance with the Conditions of Contract;

3.3. ESMPs and Health and Safety

During the implementation of this assignment, the Consultant is obliged to comply with the following key documents:

- Environmental and Social Management Framework for Agriculture Modernization Project.
- Environmental and Social Impact Assessment study with the Environmental and Social Management Plan prepared by the Design Consultant.

3.4. Grievance Redress Mechanism (Complaints-Grievance)

Complaints may be received from local residents with regard to environmental and social impacts such as noise, dust, traffic safety, etc. The Supervision Consultant will assure that information for the complaints is available to the public (in the work site and anywhere else for wider public information). The Consultant shall be provided with a copy of those complaints and the Consultant shall confirm that they are properly addressed. The same applies to incidents identified during site inspections.

Communities and individuals who believe that they are adversely affected by World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Services (GRS). The GRS ensure that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaints to the WB's independent Inspection panel which determines whether harm occurred, or could occur, as a result of WBG non-compliance with the policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and bank's management has been given opportunity to respond. The Consultant should propose the solution for the grievances, and they should be listed in the consultant's reports with the description of the grievance, description of actions taken, and the proposed solution(s) for their resolution. After resolution, this should be noted in the subsequent reports:

- Environmental and Social Management Framework for Agriculture Modernization Project;
- Environmental and Social Impact Assessment Study;
- Environmental and Social Management Plan;
- Stakeholder Engagement Plan for Agriculture Modernization Project.

4. Time Frame of the Services

The contract is expected to commence in January 2026 and continue until June 2027.

5. Reporting Requirements

The Consultant is obliged to comply with the reporting requirements specified below and to deliver to the Client the following reports:

- Report on planned Supervision Services
- Monthly Progress Reports
- Final Report
- Defect Notification Reports
- Completion Report
- Other Reports necessarily related to the consulting services.

5.1 Report on planned Supervision Services

Within 15 calendar days before the Civil Works commencement, the Consultant shall prepare and submit to the Client a draft Report on planned Supervision Services showing Consultant's models for the monthly reports, Interim Payment Certificates, refine staff mobilization schedule, time reporting systems, define the responsibilities to be delegated and establish the communication procedures with the Client.

The Client shall comment upon the draft Report on planned Supervision Services within 7 calendar days from submission, following which the Consultant shall submit the final draft Report on planned Supervision Services within 7 calendar days.

The final version of the Report on planned Supervision Services shall be submitted in Macedonian and English language in 1 hard and 1 electronic copy. The Report shall be deemed accepted if approved by the Client in writing.

5.2. Progress Reports

5.2.1. Monthly Progress Reports

The Consultant will, no later than the 7th day of each month, prepare a brief progress report, in a form previously agreed with the Client, summarizing the work accomplished by each of the supervision teams for the preceding month, including problems encountered and recommended solutions. The Consultant shall report on the estimated project progress, Contractor's activities and Consultant's activities.

Monthly progress report shall include, but not be limited to:

- Overview of the physical and financial progress of the executed works compared with the outstanding works and time elapsed (text and graphics);
- List of current or pending problems from previous month/period and status of implementation of the agreed measures for their overcoming;
- Contractor's equipment, workers and personnel on the site;
- Environmental and social issues and status of their implementation;
- Report on health and safety (accidents if any and status);
- Variation order proposals – V/O (modification orders) needing Client's approval accompanied with Consultant's assessment and rationale;
- Overview of the issued Variation orders and status of their approval;
- List of Claim notices or claims and status;
- Status of payment of all contractors' monthly certificates, of all claims for cost or time extensions, and of actions required of the Client to permit unconstrained works implementation
- Consultant's staff engaged for the period of reporting;
- Schedule of the Consultant's staff engagement for the next period;
- Replacement of Consultant's staff, if any, in accordance with the Consultant's Contract and the Contractor's work plan;
- Copy of the log file and measurement book for the reporting period signed by authorized representatives (Annex);
- List of correspondence from the Contractor to Consultant/Client/Final Beneficiary and vice versa (Annex).
- Filled checklists for monthly field environmental and social monitoring (Annex).

Monthly progress report shall be submitted along with the Consultant's Time Sheets submitted in original to the Client for approval. Monthly progress report shall be in Macedonian and English language in 1 hard and 1 electronic copy. In case of having comments and suggestions, the Client shall provide them to the Consultant not later than 7 calendar days after receiving the report. The Consultant is obliged to incorporate the Client's comments/suggestions in the final version of the report within 7

calendar days from receipt of such comments/suggestions. The Client approves the Consultant's Time Sheet and the Monthly Progress Report. Approved documents are a prerequisite for submission and payment of the respective Invoice by the Consultant.

5.3. Final Report

The Consultant will prepare a draft Final Report within 28 calendar days of the issue of the Taking-Over Certificate/Certificate of Completion of the works. The Client shall comment upon the draft Final Report within 14 calendar days from submission, following which the Consultant shall submit the Final Report within 14 calendar days.

These reports must be submitted summarizing the methods of construction, the construction supervision performed, and recommendations for future projects by the Client. Report represents analyses and synthesis of the works implementation and summary of the achieved technical, financial and ecological results under the Project both from the aspect of the executed works and from aspect of the provided services subject to this ToR.

Final Report shall contain all relevant details of provided consultancy services per every work contract, including description of service, all relevant information on implementation, presentation of staff engaged, as well as the cash flow on the consultant's contract.

Final Report is prepared for every particular works contract and shall include summary of the works completed:

- Summary of the completed works and contract implementation;
- Summary of the approved by the Consultant technical documentation for the works completed, including all modifications in the design made during the construction (as build design/drawings);
- Overview of all important events on the Site;
- Summary of the equipment and mechanization used during the works execution, with conclusions relating to adequacy and sufficiency of the equipment and recommendations for new works;
- Summary of the contractor's engaged labor according to the qualification structure with the assessment of qualification, efficiency and sufficiency;
- Overview and description of applied new technologies for works execution with recommendations to the Client relating to their further use;
- Complete financial summary of the contract;
- Summary of the engaged Consultant's personnel;
- Summary of the completed works;
- Summary of completed tests and acceptances of materials and works as well as completed control testing;
- Summary of delivered materials, with data on manufacturer and quality with schematic presentation of locations of the build in materials;
- Summary of environmental and social management carried out during the works contract implementation;
- Summary of social issues, events and mechanisms of their implementation;
- Summary of expropriation issues, if any and their implementation;
- Report on health and safety (accidents if any and status);

- Complete financial status of the contract;
- Summary of Variation orders;
- Summary of Claims;
- Summary of extension of time and budget;
- Summary of Contractor's equipment, engaged labor and personnel on the site completing the works;
- Summary of Consultant's staff engaged and replacement of Consultant's staff, if any;
- Copy of the complete documentation prepared during the construction period (Annex);
- Copy of the complete correspondence between the Contractor/Consultant/Client/Final Beneficiary and vice versa (Annex).

The final version of the Final Report shall be submitted in Macedonian and English language in 1 hard and 3 electronic copies (CDs). The Final Report shall be deemed accepted if approved by the Client in writing.

5.4. Defect Notification Period (DNP) Reports

The Consultant shall prepare a report from inspection visit after each mission detailing:

- outstanding and remedial works completed by the Contractor during the period;
- location, nature, extent and analysis of the causes of defects identified, if any;
- recommended method to correct identified defects together with cost estimates;
- in consultation with the Client and Contractor the liability for correcting the defects identified;

Number of inspections to the site during DNP shall be based on the Consultant's assessment, but in any case, should not be less than 3 inspections with DNP out of which the last inspection should be no later than 40 days before the end of DNP.

The DNP Report shall be submitted to the Client within 7 calendar days after completion of each inspection in both languages Macedonian and English in 1 hard and 1 electronic copy.

The Client shall comment upon the submitted Report within 14 calendar days, following which the Consultant shall submit the Final DNP Report within 7 calendar days.

5.5. Claims Report

In the event of receipt of a notice of claim from the Contractor, immediately thereafter, the Consultant shall notify and provide copy of the Contractor's notice to the Client. The Consultant shall require the Contractor to copy to the Client all details with regard to the Contractor's claim.

Promptly after the Consultant's inspection, the Consultant shall provide the Client with an assessment of the Contractor's claim supported with records, and the Consultant's preliminary conclusions with regard to the potential outcome of the claim. The Consultant shall provide the Client with all necessary particulars to enable the Client to establish his position with regard to the Contractor's claim. The Consultant shall also consult with the Client any instruction, which have been (or to be issued) to the Contractor with regard to any further related records that the contractor may have.

Prior to certification of any payment to the Contractor in relation to the Contractor's claim, the Consultant has to obtain Client's approval.

The report should be submitted in both languages English and Macedonian in 1 hard copy and 1 electronic copy.

Reporting Requirements Timeline				
No	Deliverables	Deadline submission in calendar days	Approval by the Client	Correction period
1	Report on planned Supervision Services	15 (fifteen) calendar days before the start of Civil Works	7 (seven) calendar days from submission	7 (seven) calendar days from receipt of comments/suggestions from the Client
2	Monthly progress reports	No later than the 7 th day of each month	7 (seven) calendar days after receiving the report	7 (seven) calendar days from receipt of comments/suggestions from the Client
3	Final Report	28 (twenty-eight) calendar days from issuance of Taking-Over Certificate	14 (fourteen) calendar days from submission	14 (fourteen) calendar days from receipt of comments/suggestions from the Client
4	Defect Notification Reports	7 (seven) calendar days after completion of each inspection	14 (fourteen) calendar days from submission	7 (seven) calendar days from receipt of comments/suggestions from the Client
5	Other Reports necessarily related to the consulting services (claims)	If needed, to be agreed during Contract Implementation	If needed, to be agreed during Contract Implementation	If needed, to be agreed during Contract Implementation

VI. Facilities provided by the Consultant

The Consultant shall provide sufficient, qualified and experienced staff to ensure proper site supervision of the works and engineering services both during the construction and defects Liability periods and ensure that the works are executed in accordance with recent regulations and rules. All costs for equipment and administrative and logistic support must be covered by the Consultant and included in the financial proposal, including:

- All costs arising from the activities of its staff during the contract period, including accommodation, allowances, transportation, insurance, etc.
- Automotive, equipment, office supplies and hardware and software to ensure that the monitoring is fully functional;
- All communication costs, including fax, email, telephone, etc.
- All the equipment, instruments, services and logistical support required for the implementation of the contract, and any costs incurred during preparation of documents and drafts, copying, printing, etc.
- Technical equipment at the monitoring site;

- Excellent written and spoken English and Macedonian is required. If the Consultant will require a translation services, it will be at his own expenses and the Consultant will be responsible for the accuracy of the translation.
- The Consultant is required to obtain all the necessary permits, approvals, payment of all fees and contributions, as well as all the other elements necessary for the work of his professional staff who is engaged at his own expense for the performance of this Contract.

6. CONSULTANT QUALIFICATION

6.1. Consultant's Personnel

The Consultant shall provide adequate staff in terms of expertise and time allocation, as well as the equipment needed to complete the activities required under the scope of work and to finally achieve the objectives of the project in terms of time, costs, and quality.

The numbers and person-months for all staff shall be included in the technical proposal and the costs in respect of these personnel are to be included in the financial proposal.

100% of the experts' time will be spent at the base of operations. No home-based work is possible unless prior approval is obtained from the Client, and this will be assessed on a case-by-case basis.

Proposal of organizational and functional schedule of the Consultant, i.e., Consultant's team composition and planning of number of people per positions, is a subject of the Consultant's Proposal.

6.2. Company profile and qualification criteria

To the assignment a team of experts with relevant experience and qualifications in their subject area as indicated further below can be engaged as a Consulting Firm. The Consulting firm may associate with other Consulting firm (s) in the form of a joint venture or of a sub-consultancy to complement their respective areas of expertise, strengthen the technical responsiveness of their proposal, and avail themselves to a broader pool of experts.

The qualification requirements of the Consulting firm are summarized as follows. The Consultant shall be a firm or a group of firms with following qualifications:

- *General Qualifications:*
 - ❖ At least 10 years of experience in engineering and consulting services. As a proof of compliance, the consultant shall provide a copy of valid business license from country of origin (if such activity is subject to licencing in the consultant's country) and copy of the registration certificate (issued not earlier than 2 years prior to the proposal submission deadline);
 - ❖ License for Supervision for 1st category (License A) issued according to the national legislation of the Republic of North Macedonia. Foreign Consultant companies can get more information about confirmation of their licenses on the following link: <http://mtc.gov.mk>;
 - ❖ At least 50% of the key experts must be permanent staff of the consultant. As a proof of compliance with this requirement the consultant shall provide a signed and stamped staffing table;
 - ❖ At least 30 permanent staff working for the Consultant, confirmed by official institution in RNM, including at least 6 engineers who possess valid authorization A for supervision issued by the Chamber of Certified Architects and certified Engineers of North Macedonia.

- ❖ The average annual turnover of the consultant must be at least EUR 500.000,00 equivalents in the last 5 (five) years. As a proof of compliance with this requirement, the consultant shall provide audited balance sheets or verified financial statements covering the required period.
- *Specific Qualifications relevant for the assignment:*
 - ❖ At least 2 construction supervision assignments in construction of agri-food, agro-logistics and agro-processing facilities, wholesale markets, or equivalent projects such as logistics centres, industrial zones, warehouse complexes, commercial hubs, markets, or industrial parks, etc., each with a value equivalent at minimum of EURO 500.000,00 successfully and substantially (at least 80%) completed either alone or as a member of a JV with a minimum participation of 50% during the last 10 years starting 1st of January 2015 and the deadline for submission of proposal;
 - ❖ At least 1 completed project during the last 10 years in supervision of works under World Bank conditions of contract or other internationally recognized conditions of Contract (in the region, country) with a minimum amount of 50% own input;

The credibility of mentioned experience shall be presented in a list of the required similar project/contracts as required above, including description of services provided (including information on contract value, contracting entity/client, project location/country, duration, assignment budget, percentage carried out by consultant in case of association of firms or subcontracting and main activities) and accompanied by certificates/confirmation of orderly fulfilment of the contracts verified by other party from such contracts.

It is required to provide examples of assignments of similar nature.

6.3. Minimum Qualification requirements for the Key Staff

It is expected that the core Consultant's core team shall comprise of following key experts:

1	KE1 Team Leader/Civil Engineer (on site)	University degree, Bachelor of Civil Engineering Master of Civil Engineering will be considered an asset Certified Supervisor (Authorization A for supervision*)	Required experience: • at least 15 years of proven professional experience in supervision of civil works; • at least 4 assignments of similar scope and nature (supervision of civil works) where at least 2 assignments in a position of Supervision Team Leader; Knowledge of the Macedonian construction industry (construction costs, techniques, materials, etc.), standards and technical regulations for construction Language: • Good command of spoken and written Macedonian language is required; • Knowledge of English language;
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2	KE2 Assistant Team Leader/Civil Engineer (on site)	University degree, Bachelor of Civil Engineering/Architect Certified Designer (Authorization A* for supervision)	Required experience: • at least 10 years of proven professional working experience in supervision of civil works; • at least 2 assignments for supervision of civil works in similar facility construction where at least 1 assignment in a position of Team Leader/Deputy Team Leader; Language: • Good command of spoken and written Macedonian language is required; • Knowledge of English language;
3	KE3 Mechanical Engineer	University degree, Bachelor in Mechanical Engineering Master in Mechanical Engineering will be considered an asset Certified Designer (Authorization A* for supervision)	Required experience: • at least 10 years of proven professional working experience in supervision in mechanical engineering; • at least four (4) assignments for supervision in mechanical works in similar facility construction; Language: • Good command of spoken and written Macedonian language is required; • Knowledge of English language will be considered an asset;
4	KE4 Electrical Engineer	University degree, Bachelor in Electro-technical Engineering Master in Electro-technical Engineering will be considered an asset Certified Designer (Authorization A* for supervision)	Required experience: • at least ten (10) years of proven professional working experience in supervision in electro technical engineering; • at least four (4) assignments for supervision in electro technical works in similar facility; Language: • Good command of spoken and written Macedonian language is required; • Knowledge of English language will be considered an asset;
5	KE5 Environmental specialist	University degree, Bachelor or Master in environment, biology, chemistry, geology or other relevant natural sciences Authorization for EIA and SEA from MoEPP	Required experience: • at least ten (10) years of proven professional working experience in environmental and social management; • at least four (4) assignments for supervision in environmental assessment; • Familiarity with WB policies on social safeguards, gender development, and core labor standards is preferable; Working experience in agriculture and natural resource sector in Balkan region is highly preferred

			Language: • Good command of spoken and written Macedonian language is required; • Knowledge of English language will be considered an asset;
6	KE6 Health and Safety specialist	Engineer - health and safety specialist Valid Certificate for H&S issued by a relevant National Authority	Required experience: • at least ten (5) years of proven professional working experience in H&S; • at least four (2) assignments for supervision in H&S • Familiarity with WB policies on safeguards and core labor standards is preferable; Language: • Good command of spoken and written Macedonian language is required; • Knowledge of English language will be considered an asset;

In addition to the required key experts, the Consultants should also include in their technical proposal the personnel work plan and financial proposal for all other (if any) “non-key experts” required in accordance with their proposed approach and methodology.

All organizational activities and costs related to all trainings are responsibility of the Consultant.

Backstopping office

The Consultant should have additional resources available as needed with experience working on similar projects to support the key experts as required throughout the assignment.

Language

Except that the expected deliverables from this assignment should be submitted in both Macedonian and English, official language of the service contract as well as the works contracts shall be Macedonian. Log file (construction diary) and measurement book shall be in Macedonian language. Consultant’s correspondence with other institutions in the Republic of North Macedonia (ministries, police, local governments, public enterprises and similar) shall be also in Macedonian language.

Consultant has to consider the fact that for the documents subject of this assignment translation into English shall be provided as specified in the Section 6: Reporting Requirements as well as for other specific documents or correspondence upon request by the PMT. Consultant has to consider this fact as to engage sufficient number of persons speaking both languages.