

GOVERNMENT OF NEPAL
Ministry of Infrastructure Development
Department of Urban Development and Building Construction
Project Coordination Office

TERMS OF REFERENCE

Team Leader

Project Implementation Support Team (PIST)

Greater Lumbini Area Development Project (GLAD)

IDA Credit No. 7980-NP

Financed by: World Bank (International Development Association)
Implementing Agency: Ministry of Infrastructure Development (MoID)
Kathmandu, Nepal

2026

1. BACKGROUND AND PROJECT CONTEXT

The Government of Nepal, through the Ministry of Infrastructure Development (MoID) and the Ministry of Culture, Tourism and Civil Aviation (MoCTCA), is implementing the Greater Lumbini Area Development Project (GLAD) with financial support from the World Bank (IDA Loan No. P512377, US\$85 million).

The Project Development Objective (PDO) is to improve tourism-related infrastructure and services and promote local jobs in the Greater Lumbini Area. The project is organized around three components:

- Component 1: Destination Planning, Local Economic Development, and Private Sector Engagement (US\$15 million): finances destination planning, branding and marketing, MSME support, skills development, and private-sector engagement.
- Component 2: Critical Tourism Infrastructure Improvements (US\$66 million): finances priority tourism-related infrastructure, including access roads, public amenities, sanitation, drainage, and heritage-sensitive site improvements.
- Component 3: Project Management and Coordination (US\$4 million): finances overall project coordination, fiduciary management, procurement, environmental and social (E&S) risk management, monitoring and evaluation, reporting, audits, and capacity building.

The project covers four culturally and archaeologically significant Buddhist sites, the Lumbini Master Plan Area (a UNESCO World Heritage Site), Tilaurakot-Kapilvastu, Devdaha, and Ramgram collectively forming the Greater Lumbini Buddhist Circuit (GLBC).

Implementation is led by the Project Coordination Office (PCO) under MoID, supported by two Project Implementation Units: PIU-1 (under DoA/MoCTCA, focusing on heritage, tourism, and local economic development) and PIU-2 (under DUDBC/MoID, focusing on infrastructure). Four participating municipalities implement small-scale local infrastructure. A high-level Project Steering Committee (PSC), chaired by the Secretary of MoID, provides strategic oversight and inter-agency coordination.

Given the multi-agency character of the project, the complexity of heritage-sensitive interventions, and the need for close compliance with World Bank fiduciary and environmental and social requirements, the PCO is mandated to constitute a Project Implementation Support Team (PIST). The PIST provides embedded, hands-on technical, procurement, financial management, contract management, environmental and social, monitoring and evaluation, and overall project management support to the PCO and the PIUs throughout implementation. The Team Leader heads the PIST and serves as its primary point of accountability.

2. PURPOSE OF THE ASSIGNMENT

The Team Leader of the PIST is a senior individual consultant retained by the PCO under Component 3 to lead, coordinate, and manage the Project Implementation Support Team, and to provide high-level advisory and operational support to the PCO and PIUs for effective, efficient, and compliant project implementation.

The Team Leader is the principal manager of PIST operations, responsible for integrating the work of specialists across technical, fiduciary, environmental and social, and monitoring and evaluation domains. The position serves as a bridge between the strategic direction set by the Project Director and the day-to-day implementation carried out by the PIUs and municipalities. The Team Leader is also responsible for maintaining the quality and coherence of the PIST's outputs and for ensuring that the project remains on track to achieve its PDO and intermediate results indicators within the agreed timeframes and budget.

3. SCOPE OF WORK

The Team Leader will lead the PIST and ensure efficient coordination, cross-sector integration, risk management, and quality assurance across the project's implementation cycle. The scope of service of the Consultant will include but not necessarily be limited to the following:

3.1. Inception and Integrated Workplan

- Deliver a comprehensive Inception Report detailing methodology, delivery pathways, critical paths, dependencies, resourcing, and governance routines.
- Prepare an Integrated Workplan in the form of Gantt + RACI sequencing key activities across tourism, heritage, infrastructure, procurement, FM, environmental and social risk management, and municipal roles.
- Establish internal coordination protocols, escalation processes, and decision-making routines.

3.2. Overall PIST Leadership and Team Management

- Lead, direct, and manage the full PIST, including technical specialists, fiduciary advisors, E&S specialists, M&E specialists, and any other consultants engaged under the PIST framework.
- Develop and maintain a coordinated PIST work plan aligned with the project's Annual Work Plan and Budget (AWPB) and with the PCO's implementation calendar.
- Assign responsibilities and deliverables across PIST members, conduct regular internal reviews and maintain quality control over all PIST outputs.
- Ensure that PIST expertise is deployed proactively and in a timely manner in response to implementation needs, emerging risks, and field-level issues.
- Facilitate regular PIST team meetings, prepare team progress summaries, and report regularly to the Project Director on PIST activities and bottlenecks.
- Mentor and support the professional development of PIST specialists and, where applicable, PIU staff engaged under the project.

3.3. Project Implementation Support and Coordination

- Provide day-to-day advisory and operational support to the PCO and PIUs on all aspects of project implementation, including planning, sequencing, scheduling, and compliance.
- Support the PCO in preparing and consolidating Annual Work Plans and Budgets (AWPBs), quarterly implementation reports, and semi-annual progress reports to the World Bank.
- Coordinate with PIUs, participating municipalities, and the Lumbini Development Trust (LDT) to ensure coherence and sequencing of activities across components.
- Support preparation and regular updating of the project's Management Information System (MIS), including physical progress, financial execution, procurement status, and E&S compliance data.
- Monitor the critical path of project activities and alert the Project Director promptly to any implementation bottlenecks, procedural deviations, or risks to timely achievement of results.
- Support the PCO in preparing materials for Project Steering Committee (PSC) meetings, including agendas, progress summaries, decision papers, and minutes.
- Facilitate inter-agency coordination among MoID, MoCTCA, DoA, DUDBC, LDT, Nepal Tourism Board (NTB) and participating municipalities.
- Review the inputs of all the PIST experts and recommend their payment.

3.4. Technical Oversight

During Design Phase

- Oversee and guide the experts in reviewing and approving (by the client) the feasibility analysis conducted by the PIUs for the identified investments covering technical, environmental, social, financial and economic analysis. PIST will review whether the analysis meets quality standards acceptable to the Client and the World Bank. It will monitor and conduct spot verifications through site visits wherever necessary.
- Provide handholding support for finalizing feasibility reports received from PIUs.
- Assist the client in getting approval of FRs from the Bank for seeking "No objection" and issuing the 'No Objection' certificate to PIUs.
- Guide the experts to undertake a thorough Quality Assurance (QA) review of all DPRs by ensuring that the technical designs for infrastructure and service improvement projects are prepared as per the Technical Design Guidance notes agreed between the MoID, MoCTCA and the Bank.

- Lead in reviewing/monitoring/conducting necessary spot-checks through site visits to determine whether the PIUs have carried out all necessary detailed engineering surveys and investigations, as required for the investment projects for the preparation of DPRs.
- Oversee and assist the experts in reviewing the survey/investigation/audit output reports submitted by the PIUs/municipalities to the Client for approval.
- Oversee and assist the experts in reviewing the detailed technical assessment including E&S assessments (undertaken by the PIUs/municipalities based on surveys/investigations/audits output reports) and detailed engineering designs and assess whether they are prepared in accordance with the design guidelines agreed between the Client and the Bank ensuring that E&S specifications are integrated into the design
- Study the detailed technical analysis (undertaken by the PIUs) for assessing the operation and maintenance (O&M) requirements for the proposed project and review the O&M plans for its design period.
- Oversee and assist the experts in reviewing detailed cost estimates and study the financial, affordability, sustainability, sensitivity, and economic analyses carried out for the proposed sub-projects.
- Provide handholding support to PIUs/DSCs for finalizing DPRs ensuring that the DPRs meet the quality standards acceptable to the Client and the Bank
- Ensure that National and Project E&S requirements/assessments are carried out parallelly with DPR.process
- Assist the client in getting approval of DPRs from the Bank for seeking “No objection” and issuing the ‘No Objection’ certificate to PIUs.

During Procurement Phase

- Oversee and guide PIST procurement specialist(s) in supporting PIUs with the preparation and review of procurement plans, bidding documents, technical specifications, and evaluation reports.
- Ensure all procurement activities are registered and tracked in the World Bank's Systematic Tracking of Exchanges in Procurement (STEP) system and comply with applicable World Bank Procurement Regulations and Government of Nepal procurement rules.
- Support the PCO in reviewing high-value or technically complex procurement transactions and in preparing responses to World Bank no-objection requests.
- Ensure that bid documents capture requirements/specifications from the ESMP, ESCOPs prepared for the project activities for the implementation of environmental and social safeguards, including requirements related to application of Environment, Safety and Health Standards (ESHS), SEA/SH as per the construction and operational requirements of the project.
- Lead in reviewing bid documents and evaluations and ensure that contracts are awarded following the requirements of the World Bank's Systematic Tracking of Exchanges in Procurement (STEP).
- Lead in reviewing the Bid Evaluation Report and assist the client in uploading the Final Bid Evaluation Report on STEP and seek "No objection" letter from the Bank.
- Assist the client to finalize the Implementation Agreement and upload it on STEP and seek "No objection" letter from the Bank.

During Construction Phase

- Review and ensure that all the activities undertaken by the contractor adheres to the QA/QC guidelines and technical specifications mentioned in their respective contracts.
- Participate in the monthly inspections, site coordination / contract management meetings between PIUs/municipalities and contractors for all works to review the overall progress and quality of the works, review any issues and agree on any further actions which may be required to improve either the progress or quality of the works.
- Review and ensure environmental and social risk management is aligned with project ESMF and E&S documents prepared for the sub projects.

- Review the detailed monthly progress and completion reports prepared by PIUs/municipalities of the activities related to the works undertaken by the contractors.
- Review the reports on quality of work shared by the PIUs/municipalities.
- Monitor and conduct spot-checks through site visits wherever necessary. Conduct frequent supervision/monitoring missions to ensure that the work is progressing as per the contracts.

Contract Management

- Prepare guidelines for contract administration for day-to-day contract administration requirements such as measurement of works, certification and payment of bills, release of retention money, approval of variation, time extension and contractors' claim, issue of completion certificate, financial closure of contract, management during the Defects Liability Period (DLP) and to use it in administration of contracts by the PIUs
- Monitor contract implementation performance across PIUs, flag delays or non-compliance in contractor performance, including non-compliance of E&S, and advise on appropriate contractual remedies.
- Assist PCO to finalize the assessment report for contract variation, extension of time (EOT) and upload it on STEP and seek "No objection" letter from the Bank.

3.5. Financial Management and Fiduciary Support

- Oversee PIST financial management specialist(s) in providing hands-on support to the PCO, PIUs, and municipalities for budgeting, accounting, and financial reporting.
- Support the PCO in the preparation and quality review of Interim Unaudited Financial Reports (IUFs) and ensure their timely submission to the World Bank within prescribed deadlines.
- Assist the PCO in monitoring compliance with internal control requirements, expenditure controls, and fiduciary safeguards specified in the POM and the Financing Agreement.
- Support the coordination of annual external audits conducted by the Office of the Auditor General Nepal (OAGN), including preparation of consolidated financial statements and audit action plans.

3.6. Environmental and Social Risk Management Support

- Oversee PIST environmental and social specialist(s) in supporting PIUs with mandatory E&S screening of all subprojects in accordance with the Environmental and Social Management Framework (ESMF) and applicable World Bank Environmental and Social Standards (ESS1–ESS10).
- Ensure oversight so that the contract documents contain the sub-project E&S specifications.
- Support the preparation, disclosure, and implementation of site-specific Environmental and Social Management Plans (ESMPs), Cultural Heritage Management Plans (CHMPs), Labor Management Procedures (LMPs), Resettlement Action Plans (RAPs), and other required instruments.
- Ensure compliance with the Environmental and Social Commitment Plan (ESCP) and the Stakeholder Engagement Plan (SEP), and support regular E&S performance reviews at the PCO level.
- Provide guidance on SEA/SH risk management, grievance redress, and OHS compliance across all construction activities, and ensure that non-compliance triggers prompt corrective action.
- Support coordination with UNESCO, the Department of Archaeology, and other concern agencies to ensure heritage-sensitive design and implementation of all works within or near regulated areas.

3.7. Strategic Integration of Tourism, Heritage & Infrastructure Inputs

- Translate tourism, heritage conservation, accessibility, climate resilience, and visitor-experience priorities into clear implementation directives for PIUs and municipalities.
- Ensure DPRs, bidding documents, and designs reflect PDO priorities (visitor experience, heritage sensitivity, inclusive design, resilience).
- Provide high level planning guidance on site sequencing, phasing, pedestrian flows, visitor circulation, and public realm integration, in coordination with PIST specialists.

- Support municipalities in ensuring that small infrastructure investments align with the Integrated Tourism Development Plan and long-term destination goals.

3.8. Monitoring, Evaluation, and Reporting

- Oversee PIST M&E specialist(s) in maintaining the project's results framework and supporting data collection, verification, and analysis against PDO and intermediate outcome indicators.
- Lead preparation of consolidated monthly/quarterly/semi-annual/annual progress reports (POM format), ensuring KPIs from all thematic areas are integrated including E&S aspects.
- Facilitate baseline studies, mid-term reviews, and final impact assessments.
- Identify implementation bottlenecks, performance gaps, and emerging risks through systematic monitoring, and prepare concise management briefs with recommended corrective actions for the Project Director.
- Provide strategic inputs to the final completion report, including lessons learned and recommendations for scale-up.

3.9. Stakeholder Engagement and Capacity Building

- Maintain constructive working relationships with all key stakeholders, including World Bank task team members, federal and provincial government officials, municipal representatives, site authorities, LDT management, and community representatives.
- Provide oversight into mainstreaming meaningful consultation at sub-project level throughout the project cycle (while planning, designing, and implementing).
- Provide oversight to mainstream disclosure of Project information to all stakeholder groups in a timely, accessible, and culturally appropriate manner to enable meaningful consultation throughout the project cycle.
- Support community and local development (CLD) activities under Component 1, including facilitation of Multi-Stakeholder Committees (MSCs), participatory planning processes, and gender-inclusive beneficiary engagement.
- Coordinate with the Training and Facilitating Provider (TFP) engaged under Component 1.2 to ensure alignment between skills development and MSME support activities and project results targets.
- Advise on communication and disclosure obligations, including timely disclosure of safeguards instruments and key project documents in accordance with the World Bank's Access to Information policy.
- Assess training and capacity-building needs of PCO staff, PIU staff, and municipal focal persons on a regular basis.
- Organize and facilitate training programs, workshops, and on-the-job coaching on procurement, financial management, E&S compliance and project management.

3.10. Risk Management and Governance

- Maintain and regularly update the project risk register, identify new and evolving risks including political, fiduciary, technical, E&S, and reputational risks and propose practical mitigation measures.
- Support compliance with the risk-mitigation matrix set out in the POM and ensure that risk mitigation actions are integrated into AWPB and quarterly implementation plans.
- Advise the PCO on governance arrangements, decision-making protocols, and escalation pathways for resolving inter-agency coordination issues.
- Support the PCO in responding to World Bank implementation support missions, including preparation of aide-mémoire inputs, compliance documentation, and management responses.

4. KEY DELIVERABLES

The Team Leader shall be responsible for producing and/or overseeing the following deliverables throughout the assignment. All deliverables are subject to quality review and acceptance by the Project Director.

No.	Deliverable	Timeline
1	Inception Report: PIST work plan, approach, and staffing deployment schedule aligned with the project AWPB	Within 30 days of mobilization
2	PIST Monthly Progress Brief: status of key activities, emerging issues, and recommended actions across all PIST domains	Monthly (7 days after each month)
3	Inputs to Consolidated Quarterly Progress Reports: technical, procurement, financial, E&S, and M&E chapters with data sourced from PIUs and municipalities	Quarterly (15 days after quarter ending)
4	Annual AWPB Review and Implementation Performance Assessment: analysis of prior-year performance with recommendations for the upcoming AWPB cycle	15 days after end of fiscal year.
5	Procurement Monitoring Reports: status of all procurement activities against STEP-registered plans, highlighting delays and recommended remedies	Quarterly (15 days after quarter ending)
6	Financial Management and IUFR Review Notes: quality review of consolidated IUFRs prior to submission to the World Bank	Quarterly (15 days after quarter ending)
7	E&S Compliance Review Reports: summary of E&S screening status, ESMP/CHMP implementation, GRM performance, and corrective actions	Semi-annually (or as required)
8	Risk Register Updates: updated project risk register with revised ratings, status of mitigation measures, and emerging risk flags	Quarterly (15 days after quarter ending)
9	PSC Meeting Support Documentation: agendas, background papers, and draft minutes for PSC meetings	Prior to / after each PSC meeting
10	World Bank Mission Support Documentation: aide-mémoire inputs, implementation status summaries, and management response notes	As required (prior to/after each WB mission)
11	Capacity Building Programme Reports: training needs assessments, training plans, delivery reports, and participant feedback summaries	Annually and as conducted
12	End-of-Assignment Report: comprehensive assessment of PIST contributions, key lessons, outstanding actions, and handover notes	As agreed between PCO and PIST.

The PIST, in close consultation with the Client, will review, refine, and finalize the detailed content and framework of each deliverable. Development of these reports will follow the agreed structure and incorporate feedback to ensure alignment with project objectives and compliance requirements.

5. REPORTING LINES AND WORKING RELATIONSHIPS

5.1. Direct Reporting

The Team Leader reports directly to the Project Director of the GLAD Project Coordination Office (PCO). The Project Director is the primary supervisor for the assignment and is responsible for reviewing and approving key PIST deliverables.

5.2. Functional Working Relationships

- PCO (DUDBC): Day-to-day working relationship, the Team Leader provides integrated advisory support to PCO management and staff on all aspects of project implementation.
- PIU-1 (DoA/MoCTCA) and PIU-2 (DUDBC/MoID): Close operational coordination on subproject cycle management, procurement, contract management, site supervision, E&S compliance, and reporting.
- Participating Municipalities: Coordination and capacity support through PIU focal points and designated municipal focal persons.

- Project Steering Committee (PSC): The Team Leader supports the PCO Secretariat in organizing PSC meetings and preparing materials, the Team Leader may present PIST reports to the PSC as directed by the Project Director.
- World Bank Task Team: Technical and fiduciary engagement during implementation support missions, through reports, and in response to information requests. The Team Leader facilitates smooth WB-PCO communication and ensures timely documentation.
- Design and Supervision Consultants (DSCs): Coordination with PIU-engaged DSC firms on subproject design quality, safeguards instrument preparation, and site supervision.
- Lumbini Development Trust (LDT), Department of Archeology (DoA), Nepal Tourism Board (NTB), and other stakeholders: Coordination on destination management, heritage site management, tourism promotion, and community engagement.

5.3. PIST Internal Management

The Team Leader directly manages PIST specialists, who may include (but are not limited to): a Procurement and Contract Management Specialist, a Financial Management Specialist, an Environmental Specialist, a Social Development and Gender Specialist, a Conservation Architect, a Tourism Specialist, a Civil Engineer / Infrastructure Specialist, a Monitoring, Evaluation, and Reporting Specialist etc. The staffing composition and size of the PIST shall be determined by the PCO based on project needs.

6. CONSULTANTS SELECTION METHOD

The Consultants will be selected on basis of Open Competitive Selection of Individual Consultants with Time Based Contract.

7. REQUIRED QUALIFICATIONS AND EXPERIENCE

7.1. Eligibility

- Bachelor's degree in architecture/civil engineering with master's degree in urban planning/urban design/urban management/urban design& conservation or any equivalent related discipline.
- Minimum of fifteen (15) years of relevant professional experience in project management, development project implementation, or a closely related field.
- Minimum of one (1) year of experience working as consultant within donor financed infrastructure project in a single project.

7.2. Experience

- Demonstrated experience in design/Supervision/design & Supervision of infrastructure projects which includes detailed engineering/heritage conservation/ tourism development/ E&S safeguards/ procurement/ financial management/monitoring and monitoring evaluation
- Experience managing or supporting implementation in heritage-sensitive contexts especially UNESCO World Heritage Sites or areas subject to Department of Archaeology or equivalent regulation.
- Experience as team leader with a team of specialized consultants from diverse professional disciplines for any infrastructure projects.
- Experience as consultant in Project Management Consulting service or relevant consulting service for any infrastructure projects.
- Experience in a leadership or team management role within World Bank/ADB-financed or any other development partners-financed projects

7.3. Competencies and Personal Attributes

- Exceptional leadership and team management skills, with ability to motivate, coordinate, and hold accountable a diverse team of specialists under demanding implementation conditions.

- Strong analytical and problem-solving skills, with the ability to diagnose implementation bottlenecks and develop practical, pragmatic solutions.
- Excellent written and verbal communication skills in both Nepali and English.
- Strong capacity for strategic thinking, ability to translate high-level project objectives into actionable implementation plans and to adapt plans responsively to changing conditions.
- Sound understanding of governance, accountability, and anti-corruption principles, with demonstrated personal integrity and commitment to transparency.
- Proven ability to manage complex stakeholder relationships at senior levels, including government counterparts, World Bank staff, community representatives, and private-sector actors.
- Commitment to gender equality, social inclusion, and community-oriented development approaches.
- Ability and willingness to undertake regular field visits to the Greater Lumbini Area and other project sites.

8. DURATION AND DUTY STATION

The Consultant will support the Client for 60 person-months over the project duration, subject to satisfactory performance review. The Client reserves the right to terminate the contract if the Consultant's services are deemed unsatisfactory.

The primary duty station is the GLAD Project Coordination Office (PCO), Kathmandu, Nepal. The Team Leader shall undertake regular field visits to the Greater Lumbini Area (including Lumbini, Kapilvastu, Devdaha, and Ramgram), participating municipalities, and PIU offices as required by implementation needs.

9. PERFORMANCE EVALUATION

The performance of the Team Leader shall be evaluated by the Project Director at least annually, using performance criteria aligned with the deliverables specified in Section 4 and the key responsibilities described in Section 3. The evaluation shall assess the following dimensions:

- Quality, timeliness, and completeness of PIST deliverables and reports.
- Effectiveness of PIST team leadership and inter-specialist coordination.
- Quality and impact of advisory support provided to the PCO and PIUs.
- Contribution to smooth implementation of the project's annual work plan and timely achievement of milestones.
- Effectiveness of stakeholder engagement and inter-agency coordination.
- Responsiveness and quality of support during World Bank implementation support missions.
- Adherence to professional conduct standards, including integrity, transparency, and respect for government counterparts and communities.

The performance evaluation shall be documented and filed in the PCO's consultant management records. Contract renewal or extension, as well as any performance-related adjustments to the assignment, shall be based on the results of these evaluations.

10. PAYMENT

- Payment will follow a time-based structure linked to input months and paid as lump sum per month, as stipulated in the contract, contingent upon submission of all reports and deliverables due for the relevant period.
- Full payment of one month's salary shall be made upon working 22 days in a calendar month. If an individual works for less than 22 days in a calendar month, the remuneration shall be calculated by dividing the total number of days present/worked by 22. Furthermore, even if an individual is present for more than 22 days in any given month, a maximum of 22 working days shall be considered as the verified attendance, and only one month's remuneration shall be paid. Public holidays declared by the Government of Nepal at the beginning of the year shall be treated as Non-Billable days. In the event that the Government of Nepal removes the Sunday holiday and maintains it as a regular working day, full payment of one month's salary shall be made only upon working 26 days in a calendar month.

- The contract amount will be finalized through negotiation between the Project Coordination Office and the Consultant.
- The consultant shall be responsible for all applicable taxes and duties, including income tax, as per the government rules and regulations.

11.ETHICS, CONDUCT, AND CONFLICT OF INTEREST

The Team Leader shall always maintain the highest standards of professional integrity, objectivity, and impartiality. The following requirements apply:

- The Team Leader shall not engage in any activity that creates, or may be perceived to create, a conflict of interest with the GLAD Project or with any implementing entity.
- All project-related information, documents, and data accessed in the course of the assignment shall be treated as confidential and used only for the purposes of the project.
- The Team Leader shall comply with the World Bank's Anti-Corruption Guidelines and with the Government of Nepal's applicable public procurement and financial management regulations.
- Any actual or potential conflict of interest shall be disclosed immediately and in writing to the Project Director.

Detailed Evaluation Criteria for hiring Team Leader

S.N	Evaluation Criteria	Marks
1	Eligibility Criteria	
	<i>Bachelor's degree in architecture/civil engineering with master's degree in urban planning/urban design/urban management/urban design& conservation or any equivalent related discipline.</i>	
	<i>Minimum of one (1) year of experience working as consultant within donor financed infrastructure project in a single project.</i>	
	<i>Minimum of fifteen (15) years of relevant professional experience in project management, development project implementation, or a closely related field.</i>	
	<i>(Minimum 15 years of experience, Preferable 17 years)</i>	
2	General Experience	
	<i>Demonstrated experience in design/Supervision/design & Supervision of infrastructure projects which includes detailed engineering/heritage conservation/ tourism development/ E&S safeguards/ procurement/ financial management/monitoring and monitoring evaluation</i>	
	<i>(Experience in Minimum 1 Project, Preferable 4 Projects)</i>	
3	Specific Experience	
3.1.	<i>Experience managing or supporting implementation in heritage-sensitive contexts especially UNESCO World Heritage Sites or areas subject to Department of Archaeology or equivalent regulation</i>	
	<i>(Experience in Minimum 1 Project, Preferable 3 Projects)</i>	
3.2.	<i>Experience as team leader with a team of specialized consultants from diverse professional disciplines for any infrastructure projects.</i>	
	<i>(Experience in Minimum 1 Project, Preferable 3 Projects)</i>	
3.3.	<i>Experience as consultant in Project Management Consulting service or relevant consulting service for any infrastructure projects</i>	
	<i>(Experience in Minimum 1 Project, Preferable 3 Projects)</i>	
3.4	<i>Experience in a leadership or team management role within World Bank/ADB-financed or any other development partners-financed projects.</i>	
	<i>(Experience in Minimum 1 Project, Preferable 3 Projects)</i>	
	Total	100

Note:

- 1** *General experience shall be considered from the date of completion of bachelor degree in respective field.*
- 2** *Assignment of less than 6 months duration shall not be taken into consideration for evaluation.*
- 3** *If more than one consultant secure equal scores, the consultant with more experience in criteria 3.1 shall have preference for final selection. Similarly the second, third and fourth preferences shall be given to criteria 3.2, 3.3, 3.4 respectively*
- 4** *Minimum marks for selection=70*