

GOVERNMENT OF NEPAL
Ministry of Infrastructure Development (MoID)
Department of Urban Development and Building Construction
Project Coordination Office (PCO)
Babarmahal, Kathmandu

TERMS OF REFERENCE
Senior Road Engineer
Project Implementation Support Team (PIST)
Greater Lumbini Area Development Project (GLAD)
IDA Credit No. 7980-NP

September 2026

1. BACKGROUND

1.1. Project Overview

The Greater Lumbini Area Development Project (GLAD) is a World Bank–financed operation under IDA Credit No. 7980, with a total investment of US\$ 85 million, implemented by the Government of Nepal through the Ministry of Infrastructure Development (MoID) and the Ministry of Culture, Tourism and Civil Aviation (MoCTCA). The project aims to improve tourism-related infrastructure and services and promote local jobs in the Greater Lumbini Area (GLA), which encompasses the districts of Rupandehi, Nawalparasi (West of Bardaghat Susta) and Kapilvastu in the southern plains of western Nepal.

The project is organized around three components: (i) Destination Planning, Local Economic Development and Private Sector Engagement (US\$ 15 million), (ii) Critical Tourism Infrastructure Improvements (US\$ 66 million) and (iii) Project Management and Coordination (US\$ 4 million). The expected project closing date is 30 April 2031.

1.2. Subcomponent 2.2: Local Infrastructure Improvements

The largest single intervention area requiring road engineering expertise is Subcomponent 2.2: Local Infrastructure Improvements (US\$ 32 million), implemented by DUDBC under MoID (US\$ 20 million) and the four Participating Municipalities (US\$ 3 million each). This subcomponent finances infrastructure improvements around heritage sites within the Greater Lumbini Buddhist Circuit (GLBC) to enhance all-weather connectivity, visitor mobility, service delivery and urban livability around major heritage and pilgrimage sites. Investments are grouped into three activity categories:

- 2.2 (a) Connectivity and Access Improvements: Upgrading and construction of climate-resilient access roads, footpaths, pedestrian pathways and approach routes to the four core GLBC sites, junction improvements and signage for the circuit, low-emission public transport integration and urban greening. All works are limited to land legally within the right-of-way of the respective road.
- 2.2 (b) Public Amenities and Urban Services Upgrades: Larger-scale, multi-jurisdictional and technically complex infrastructure along priority heritage and pilgrimage corridors, including trunk drainage systems, integrated lighting, visitor signage, site-wide utility upgrades requiring centralized coordination, structured streetscape upgrades, gateway public spaces, integrated pedestrian networks, street furniture and coordinated urban greening.
- 2.2 (c) Small-scale Upgrading of Public Spaces, Urban Beautification and Greening: Small-scale municipal-level improvements implemented by Participating Municipalities, including footpath improvements, local drainage, municipal lighting, marketplace development, sidewalks and cycle tracks, stormwater management and community gathering spaces.

1.3. Infrastructure Quality and Climate Resilience Requirements

All infrastructure investments under GLAD must comply with the project's guiding principles of climate-resilient and inclusive design. This requires integration of drainage and flood risk mitigation, heat mitigation measures, durable materials suited to local Terai conditions and universal accessibility standards for women, elderly persons, persons with disabilities and other vulnerable groups. The Greater Lumbini Area is exposed to seasonal flooding and extreme heat and all road and drainage designs must incorporate site-specific climate and disaster risk assessments to reduce these risks over the asset lifecycle.

Design, construction supervision and quality assurance for all civil works under Subcomponent 2.2 (a) and (b) are the direct responsibility of PIU-2 (DUDBC/MoID), supported by the Design and Supervision Consultant (DSC) engaged by PIU-2. The PIST Senior Road Engineer provides independent technical advisory support, quality assurance oversight and capacity-building services to the PCO and PIU-2 throughout the project lifecycle.

1.4. Rationale for the Senior Road Engineer Position

The GLAD project involves a substantial civil works program estimated at approximately US\$ 49 million in works contracts, of which a significant proportion relates to road connectivity and urban infrastructure in the GLBC area. The Institutional Capacity for Implementation risk is rated Substantial in the GLAD Risk Framework, reflecting limited experience of several implementing partners with managing complex, multi-agency infrastructure operations to World Bank fiduciary and technical standards. The Fiduciary risk is likewise rated Substantial.

A Senior Road Engineer is therefore required as a dedicated PIST member to provide independent technical review, quality assurance and capacity-building support to ensure that road and urban infrastructure investments meet technical standards, are implemented on time and within budget, comply with the ESMF and applicable safeguards and deliver durable, climate-resilient assets that serve the project's long-term tourism and community development objectives.

The Senior Road Engineer performs an independent technical advisory, quality assurance and capacity-building role. The specialist reviews technical submissions and prepares written technical opinions, review notes and recommendations. Formal decision-making authority including the issuance of design clearances, approval and certification of interim payment certificates, approval of variation orders, certification of completion and final decisions on bid evaluation always remains with the duly authorized entity: PIU-2 (DUDBC/MoID). Where this ToR refers to the Senior Road Engineer "reviewing," "clearing," "endorsing" or "certifying" a technical submission, this denotes the issuance of a written technical recommendation.

2. OBJECTIVES OF THE ASSIGNMENT

The primary purpose of this assignment is to engage a suitably qualified and experienced Senior Road Engineer as an individual consultant within the PIST to provide specialized technical advisory support to the PCO and PIU-2 (DUDBC/MoID) across the full lifecycle of road, drainage and urban infrastructure investments under Subcomponent 2.2 (a) and (b) of the GLAD project. The Senior Road Engineer will also provide technical guidance on small-scale infrastructure investments under Subcomponent 2.2 (c) implemented by Participating Municipalities.

The specific objectives of the assignment are:

- To ensure that all road and civil infrastructure designs are technically sound, climate-resilient, heritage-compatible and compliant with applicable GoN standards, World Bank requirements and the project ESMF.
- To provide independent technical review and quality assurance on Detailed Project Reports (DPRs), technical specifications, bid documents and contract variations for infrastructure packages under Subcomponent 2.2.
- To identify technical risks including design deficiencies, site condition uncertainties, sequencing conflicts and specification gaps that could give rise to contract variations, Extension of Time (EOT) claims, cost overruns or disputes, and to advise PIU-2 and the PCO on mitigation measures before such risks materialize.

- To support PIU-2 and the PCO in monitoring and evaluating the technical quality and progress of civil works during construction and to facilitate timely identification and resolution of technical issues.
- To strengthen the technical capacity of PIU-2 staff, Participating Municipality engineers and the DSC in road engineering, drainage design, quality control and construction supervision practices.
- To contribute to the project's results monitoring and reporting obligations, including semi-annual progress reports submitted by the PCO to the World Bank.

3. SCOPE OF WORK AND SPECIFIC TASKS

The scope of service of the Consultant will include but not necessarily be limited to the following:

3.1. Interim Technical Support to Participating Municipalities Pending DSC Mobilization

Until the DSC is mobilized and able to provide dedicated technical support to the four Participating Municipalities, the Senior Road Engineer shall provide interim technical oversight for activities under Subcomponent 2.2 (c) to ensure implementation continuity and timely decision-making during the early stages of project implementation. Interim support shall include:

- Interim technical design review and quality assurance of small-scale municipal infrastructure proposals.
- Interim construction supervision support and quality control for works that commence prior to DSC mobilization.
- Advice on road safety and traffic management considerations for municipal-level works.
- Interim contract management support to Participating Municipalities.
- Project monitoring and reporting on Subcomponent 2.2 (c) activities to the PCO.

This interim arrangement shall be phased out and responsibilities transferred to the DSC and/or municipal technical staff once the DSC is fully mobilized and functional, as confirmed by the Project Director.

3.2. Technical Review and Design Quality Assurance

- Assist PCO in reviewing feasibility study reports, concept designs and preliminary design reports prepared by the DSC for all road, footpath, drainage and urban infrastructure subprojects under Subcomponent 2.2 (a) and (b) and provide written technical review opinions to the PCO and PIU-2.
- Assist PCO in reviewing and providing technical clearance on Detailed Project Reports (DPRs), engineering drawings, technical specifications, bills of quantities, cost estimates and standard bidding documents prepared by the DSC prior to procurement, ensuring compliance with GoN standards (DoR/DUDBC standards as applicable), World Bank technical requirements and climate resilience principles.
- Assist PCO in assessing the adequacy of climate and disaster risk assessments incorporated into designs, including flood risk mitigation (drainage design, culvert sizing, embankment protection), heat mitigation (permeable surfaces, urban greening) and earthquake resilience for structures.
- Assist PCO in reviewing designs for universal accessibility and inclusive design features, including accessible pedestrian pathways, ramps, tactile paving and rest areas for people with disabilities, elderly visitors and other vulnerable users.
- Assist PCO in reviewing proposed contract packaging and procurement method recommendations prepared by PIU-2 and the DSC to optimize value for money, competition and manageability of civil works contracts.

- Assist PCO in reviewing design alternatives presented by the DSC and advise the PCO and PIU-2 on the optimal technically and economically feasible option, considering lifecycle costs, local construction capacity, heritage compatibility and community impacts.
- Assist PCO in advising on geotechnical investigation requirements and review geotechnical investigation reports and soil testing results submitted by the DSC to confirm adequacy of design assumptions.

3.3. Construction Supervision Support and Quality Control

- Undertake regular field visits to all active civil works sites within the GLBC to observe construction progress, assess workmanship quality, verify compliance with approved designs and technical specifications and review DSC supervision records.
- Proactively identify emerging technical risks during design review and field supervision including geotechnical uncertainties, drainage/climate design gaps, buildability issues, utility conflicts and specification ambiguities that carry a material risk of triggering variations, EOT claims, cost overruns or disputes.
- Review and provide technical commentary on monthly construction progress reports submitted by the DSC, identifying deficiencies, non-conformances, or emerging technical risks and recommending corrective actions to the PCO and PIU-2.
- Maintain a rolling Technical Risk Log recording identified risks, likelihood/impact assessment, recommended mitigation measures and status of PIU-2 action, updated as part of Monthly Technical Progress Reporting.
- Where a risk is assessed as likely to result in a variation or claim, flag it to PIU-2 and the PCO at the earliest practicable stage, with a written mitigation recommendation, rather than only upon formal submission of the variation or claim
- Review Requests for Information (RFIs), and contract variation submitted by DSC and provide timely technical opinions to facilitate decision-making by PIU-2.
- Advise PCO on the technical justification and cost implications of variation orders and review the technical adequacy of variation order documentation before World Bank concurrence is sought.
- Advise DSC on the application of Occupational Health and Safety (OHS) standards at construction sites and flag OHS non-compliance issues identified during field visits for corrective action.
- Monitor the environmental and social compliance of civil works with site-specific Environmental and Social Management Plans (ESMPs), in coordination with the PIST Environmental and Social Specialists and flag technical non-conformances for PIU-2 action.

3.4. Road Safety and Traffic Management

- Advise on road safety design principles applicable to access roads and pedestrian pathways serving heritage and pilgrimage sites, including geometry standards, sightlines, signage, speed management measures and pedestrian-vehicle conflict reduction.
- Review Traffic Management Plans and Road Safety Management Plans prepared by the DSC for construction phases and operations phases of major road contracts.
- Advise PIU-2 on measures to minimize traffic disruption, safety risks to pilgrims and local residents and heritage site access during construction.

- Recommend road safety audit requirements for completed roads and review road safety audit reports as applicable.

3.5. Operation and Maintenance Planning

- Review Operation and Maintenance (O&M) Plans prepared by the DSC and PIU-2 for completed road and urban infrastructure assets, ensuring that O&M plans are technically realistic, financially sustainable and properly sequenced for handover to municipalities or site authorities.
- Advise on minimum maintenance standards for access roads, drainage structures, footpaths and public realm elements and support the development of maintenance guidelines tailored to the capacity of Participating Municipalities.
- Support PIU-2 in preparing asset handover documentation, including as-built drawings review, defects liability inspection support and completion certification review.
- Advise on the requirements for the post-completion maintenance period, including defects liability provisions in civil works contracts and their enforcement.

3.6. Procurement and Contract Management Support

- Advise PIU-2 on contract management best practices for civil works contracts, including contract administration procedures, notice obligations, claims avoidance and dispute prevention strategies.
- Assist in preparing technical documentation required for World Bank prior review of major procurement packages under Subcomponent 2.2, including technical review notes and design clearance certificates.

3.7. Capacity Building and Technical Guidance

- Develop and deliver training sessions for PIU-2 engineers, sub-engineers and Participating Municipality technical staff on road engineering fundamentals, drainage design, construction quality control, OHS management and contract administration relevant to the GLAD project context.
- Prepare technical guidance notes and reference materials on standard design parameters, material specifications and construction methods applicable to road and drainage works in the Terai climatic context.
- Mentor PIU-2 engineers in the review and interpretation of DPRs, DSC supervision reports and contractor progress claims.
- Provide guidance to Participating Municipality engineers on the technical requirements for small-scale infrastructure improvements under Subcomponent 2.2 (c), including standard drawings, material specifications and supervision checklists.
- Facilitate knowledge exchange between PIU-2 and relevant GoN technical agencies (DUDBC central, DoR) on road design standards and construction practices applicable to the project area.

3.8. Monitoring, Reporting and Coordination

- Prepare and submit Monthly Technical Progress Reports to the Project Director summarizing field visits, technical review activities, key findings, issues requiring management attention and follow-up actions.
- Contribute technical inputs on road and infrastructure progress, quality and compliance to the PCO's Semi-Annual Progress Reports submitted to the World Bank.
- Maintain a Construction Quality Register tracking design approvals, field inspection findings, non-conformances, corrective actions and payment certificate endorsements for all active civil works packages.

- Participate in weekly PIST coordination meetings facilitated by the PCO and in monthly PIU-2 progress review meetings.
- Participating in World Bank implementation support missions and accompanying Bank specialists on field visits to road and infrastructure sites as required.
- Contribute data and outputs relevant to road infrastructure to the project's MIS for real-time progress tracking.

4. EXPECTED DELIVERABLES AND OUTPUTS

The following deliverables are required over the course of the assignment. The Senior Engineer shall submit all deliverables in English, in formats acceptable to the PCO and the World Bank. Deliverables marked as 'rolling' are ongoing responsibilities throughout the contract period.

SN	Deliverable	Key Contents	Due Date / Frequency
D1	Inception Report and Workplan	Review of project documents and site visit findings, updated assessment of infrastructure investment pipeline, risk register for civil works, detailed workplan for Year 1 with activity schedule.	Within 30 days of contract signing
D2	Technical Review of Opinions on Designs	Written review opinions on concept designs, preliminary designs, DPRs, drawings, specifications and BoQs for each infrastructure package. Clearance recommendation to PCO/PIU-2.	Rolling, within 10 working days of receipt of design packages
D3	Procurement Support Notes	Technical inputs to DSC TOR and evaluation criteria, technical evaluation input notes for works contracts, documentation for World Bank prior review packages.	Rolling, as per procurement schedule
D4	Bimonthly Technical Progress Reports	Summary of field visits, technical reviews completed, issues arising, corrective actions, status of open non-conformances and Risk and Mitigation including an updated summary of technical risks with potential to trigger variations, EOT claims or disputes, and recommended mitigation actions	Trimester throughout contract period
D5	Quarterly Construction Quality Register Update	Updated register of design approvals, field inspection findings, variation orders	Quarterly (end of each quarter)

SN	Deliverable	Key Contents	Due Date / Frequency
		reviewed, payment certificates endorsed and corrective action status.	
D6	Field Supervision Visit Reports	Site visit reports documenting works observed, quality compliance status, OHS observations, environmental compliance observations and recommended actions. Minimum six field missions per year.	Within 5 working days of each field mission
D7	Technical Input to Semi-Annual Progress Reports	Chapters on road and infrastructure progress, design quality, construction compliance, variation order status and O&M readiness for PCO's bi-annual reporting to the World Bank.	Semi-annually
D8	O&M Plan Review Notes	Written review and endorsement (or recommended revisions) of O&M Plans prepared by DSC and PIU-2 for completed infrastructure assets prior to handover.	Rolling, as packages are completed
D9	Training Materials and Workshop Reports	Training modules, reference guides and records of training sessions delivered to PIU-2, Participating Municipalities and DSC staff. Minimum two formal workshops per year.	Workshop materials: Annually, Reports: Within 15 days of each workshop
D10	Completion Inspection Reports	Reports on milestone and final inspections of completed civil work, including deficiency lists, completion certification recommendation and as-built verification notes.	Rolling, as works packages reach completion
D11	Final Assignment Report	Comprehensive report covering technical outcomes of road and infrastructure investments, key lessons learned, quality issues encountered and resolved and recommendations for post-project O&M management.	Within 45 days of contract completion

4.1. Technical Quality Standards

All technical outputs produced by the Senior Road Engineer shall meet the following minimum quality standards:

- Design review opinions shall be evidence-based, reference applicable standards (DoR/DUDBC/Nepal standards, World Bank technical guidance and international best practice) and clearly distinguish between non-negotiable technical requirements and recommended improvements.
- Field inspection reports shall include photographic evidence, quantified observations where applicable and clearly prioritized corrective action recommendations with suggested timelines.
- Monthly progress reports shall be factually accurate, concise and structured to enable rapid decision-making by the Project Director.
- All deliverables shall be submitted on time in the agreed format. Delays in submission of design review opinions shall not exceed 7 working days from receipt of complete input documentation, except in cases of incomplete or materially deficient submissions.

5. REQUIRED QUALIFICATIONS AND EXPERIENCE

5.1. Eligibility:

- Master's degree in Road/Highway Engineering/ Transportation Engineering or a closely related discipline with Bachelor's degree in civil engineering.
- Minimum 10 years of professional experience in civil/road engineering after the qualifying Master's degree.
- Minimum 5 years of experience as a consultant in detailed design/design review/ supervision of road/highway/urban access infrastructure projects.
- Excellent written and spoken communication skills in English as well as Nepali.

5.2. Experience

- Experience as a consultant in detailed design/design review/ supervision of urban/municipal road
- Experience as a consultant within a Project Management Consulting Service or Implementation Support Team
- Experience of infrastructure projects financed by the World Bank, ADB, or other development partners
- Experience with road infrastructure design and supervision in heritage-sensitive or tourism contexts, with demonstrated ability to integrate aesthetic and low-impact design considerations into technical solutions.
- Experience with road infrastructure design and supervision in heritage-sensitive or tourism contexts, with demonstrated ability to integrate aesthetic and low-impact design considerations into technical solutions.
- Experience with universal accessibility design for pedestrian infrastructure in public spaces and heritage visitor corridors.

5.3 Language and computer skills

- Capable in reading, writing and speaking English and Nepali language
- Capable in using CAD software, AutoCAD and Civil 3D, BIM, Microsoft Excel and Word.

6. TIMELINE AND DURATION OF ASSIGNMENT

6.1. Contract Duration

The Consultant will support the Client for 528 days on intermittent basis over the project duration till April 30, 2031 AD (expected project closing date), subject to satisfactory performance review. The Client reserves the right to terminate the contract if the Consultant's services are deemed unsatisfactory.

The specialist's performance will be formally evaluated annually by the PIST Team Leader in consultation with the PCO Director, with evaluations linked to deliverable acceptance, compliance with assignment terms and quality of technical output.

6.2. Indicative Phasing

Phase	Period	Input Level	Focus Areas
Phase 1: Inception & Setup	Within 2 months of contract signing	Maximum 1 months	Mobilization, document review, field orientation visits to GLBC sites, engagement with PIU-2 and DSC, preparation of Inception Report and Year 1 Workplan, review of existing infrastructure studies.
Phase 2: Design & Procurement	Within 2-12 months of contract signing	Maximum 4 months	Technical review of feasibility studies, preliminary designs and DPRs, design clearances, procurement support, training delivery, capacity building.
Phase 3: Active Construction	Within 12-54 months of contract signing	Maximum 18 months	Field supervision visits, construction quality review, variation order and payment certificate review, O&M plan review, ongoing capacity building, monthly and semi-annual reporting.
Phase 4: Completion & Handover	Last month before project closure	Maximum 1 months	Completion inspections, asset handover documentation review, final capacity-building sessions, Final Assignment Report.

6.3. Field Visit Requirements

The Senior Road Engineer shall plan for a minimum of six (6) field visits per year to the Greater Lumbini Area (and associated GLBC sites). Additional field missions shall be undertaken as required by the construction schedule, World Bank implementation support missions, or compliance issues.

6.4. Duty Station:

The primary duty station is the GLAD Project Coordination Office (PCO), Kathmandu, Nepal. The expert 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.

6.5. Equipment and Logistics

The PCO shall provide the Senior Road Engineer with access to a dedicated workspace within the PCO office in Kathmandu, internet connectivity, relevant project documentation and logistical support for field missions to the Greater

Lumbini Area. The consultant shall be responsible for providing personal computing equipment, software and professional reference materials necessary for the execution of the assignment

7. REPORTING REQUIREMENTS

The Senior Engineer will be embedded within the Project Implementation Support Team (PIST) and will operate within the following reporting and coordination framework:

- The specialist reports directly to the PIST Team Leader on all matters of technical performance, workplan progress and deliverable submission.
- The PIST Team Leader reports to the PCO Director, who holds overall authority for GLAD project coordination and implementation oversight under MoLD.
- The Senior Road Engineer shall maintain a close functional working relationship with the PIU-2 Project Manager (Senior Division Engineer appointed by DUDBC) and PIU-2 technical staff for day-to-day technical coordination on infrastructure design, procurement and construction supervision activities.

7.1. Coordination with the Design and Supervision Consultant (DSC)

- The Senior Road Engineer shall coordinate closely with the DSC engaged by PIU-2 for design and supervision of Subcomponent 2.2 works. The relationship is advisory and quality assurance in nature: the Senior Road Engineer reviews and provides opinions on DSC outputs. The Senior Road Engineer shall not issue instructions directly to the DSC without PIU-2 authorization.

7.2. Coordination with Participating Municipalities

For Subcomponent 2.2 (c) activities, the Senior Road Engineer shall provide technical advisory support to the four Participating Municipalities (Devdaha, Kapilvastu, Lumbini Sanskritik and Ramgram) through PIU-2. This includes review of small-scale design proposals, field visits to municipal infrastructure works and provision of technical guidance notes and standard drawings to support municipal engineers. Municipal-level coordination shall be managed in consultation with PIU-2 to maintain clear accountability lines.

7.3. Interaction with the World Bank

The Senior Road Engineer shall participate in World Bank implementation support missions, accompany Bank technical specialists on field visits to road and infrastructure sites and prepare technical briefing notes as requested by the PCO for Bank missions. The Senior Road Engineer shall ensure draft technical outputs are cleared by the Project Director before sharing with the Bank or external parties.

7.4. Language and Format

All reports, technical review opinions and formal correspondence shall be prepared in English. Technical drawings, plans and specifications may include Nepali annotations as required by the PIUs and DSCs. The PCO may request that certain capacity-building materials be translated into Nepali. Standard report formats shall be agreed in the Inception Report.

8. EVALUATION CRITERIA

A minimum technical score of 70 out of 100 is required for a candidate to be considered technically qualified. The evaluation criteria are attached in the annex-1.

9. APPLICATION REQUIREMENTS

Interested candidates must submit the following documents:

- Updated curriculum vitae (CV), not exceeding eight (8) pages, including: educational qualifications with graduation years, chronological professional experience with project descriptions and input duration, client names and contract values, specific roles held in road design and supervision assignments, professional registration details and language proficiencies.
- Cover letter (maximum 2 pages) describing the candidate's motivation,
- A signed statement of availability confirming the candidate's ability to commence the assignment within 30 days of contract signing and to maintain the required time commitment throughout the contract period.
- Copies of educational certificates and professional registration (notarized copies required at contract signing stage only).

10. SELECTION PROCESS

The Senior Road Engineer shall be engaged as an Individual Consultant under a time-based contract in accordance with the World Bank's Procurement Regulations for IPF Borrowers.

11. PAYMENT

- The contract amount will be as per the negotiation between the Project Coordination Office and the Consultant. The contract will be based on a time-based remuneration arrangement.
- The remuneration shall be calculated on a per-day basis, based on 8 working hours per day. In the event that the Government of Nepal revises the standard working hours from 8 hours to 7 hours per day, the remuneration rate shall be revised.
- The Consultant shall be eligible to claim payment on a monthly basis, based on the actual number of days worked during the respective month and upon submission and approval of the required timesheet/invoice and supporting documents.
- Reimbursable expenses, incurred by the expert beyond the agreed fees, will be settled on an actual cost basis upon submission of complete supporting documentation
- The consultant shall be responsible for all applicable taxes and duties, including income tax, as per the government rules and regulations.

12. CONFLICT OF INTEREST

The Senior Road Engineer shall not hold any direct or indirect financial interest including as shareholder, employee, or sub-consultant in any firm or entity bidding for or holding a civil works, goods, or consulting services contract under the GLAD project. The Senior Road Engineer shall not provide advice or services to contractors, the DSC, or any other parties whose activities are subject to technical review under this assignment. Any actual or potential conflict of interest must be disclosed immediately in writing to the Project Director. The World Bank's conflict of interest and anti-corruption guidelines shall apply throughout the contract period.

13. CODE OF CONDUCT

The Senior Road Engineer shall maintain the highest standards of professional integrity, independence and objectivity in all technical advisory activities. Technical opinions shall be based on sound engineering judgment and applicable standards and shall not be influenced by contractors, DSC, or political interests. Any actual or potential conflict of interest shall be disclosed immediately to the Project Director.

All reports, technical review opinions, training materials and other outputs produced under this assignment shall be the exclusive property of the Government of Nepal. The Senior Road Engineer shall not publish, disclose, or reproduce any project-related technical, financial, or operational information without the prior written consent of the Project Director, PCO, except as required by professional obligations or applicable law.

14. PERFORMANCE EVALUATION

The performance of the Senior Road Engineer shall be formally evaluated by the Project Director on annual basis, using the following performance dimensions:

- Timeliness and completeness of deliverables as specified in this ToR and the agreed Workplan.
- timeliness and effectiveness of technical risk identification and mitigation advice
- Technical quality and clarity of design review opinions and field inspection reports.
- Effectiveness of collaboration within the PIST and with PIU-2 and Participating Municipalities.
- Quality and impact of capacity-building activities delivered.
- Contribution to achieving the project's infrastructure-related results indicators.

A formal performance rating shall be recorded in the consultant's file. Continuation of the contract at annual intervals shall be subject to satisfactory performance ratings. A score below the agreed minimum threshold may result in contract termination with appropriate notice.

Annex-1

S.N	Evaluation Criteria	Marks
1	Eligibility Criteria	
	Master's degree in Road/Highway Engineering/ Transportation Engineering or a closely related discipline with Bachelor's degree in civil engineering.	
	Minimum 10 years of professional experience in civil/road infrastructure projects after the qualifying Master's degree.	
	Minimum 5 years of experience as a consultant in detailed design/design review/ supervision of road/ highway/urban access infrastructure projects.	
	Excellent written and spoken communication skills in English as well as Nepali.	
2	General Experience	50
2.1	Professional Experience in civil/road infrastructure projects after the qualifying Master's degree	20

	10 years of experience=14 marks, each additional year of experience=2 marks (maximum 6 marks)	
2.2	Experience as a consultant in detailed design/design review/ supervision of road/ highway/urban access infrastructure projects after the qualifying Master's degree	30
	1 project=21 marks, each additional project=1.5 marks (maximum 9 marks)	
3	Specific Experience	50
3.1.	Experience as a consultant in detailed design/design review/ supervision of urban/municipal road after the qualifying Master's degree	30
	1 project=21 marks, each additional project=3 marks (maximum 9 marks)	
3.2.	Experience as a consultant within a Project Management Consulting Service or Implementation Support Team after the qualifying Master's degree	10
	1 project=7 marks, each additional project=1.5 marks (maximum 3 marks)	
3.3.	Experience as a consultant within World Bank/ADB-financed or any other development partners-financed infrastructure development projects after the qualifying Master's degree	10
	1 project=7 marks, each additional project=1 mark (maximum 3 marks)	
	Total	100

Notes:

1. All experience gained after the completion of the qualifying Master's degree will be considered for evaluation.
2. Assignments of less than 3 months duration shall not be taken into consideration for evaluation.
3. If more than one consultant secures equal scores, the consultant with more experience in criteria 3.1 shall have preference for final selection. Similarly, the second, third preferences shall be given to criteria 3.2, 3.3 respectively.
4. Minimum marks for selection=70