

Terms of reference (ToRs) for the procurement of services above the EU threshold

CONFIDENTIAL

Project title:	Processing number/cost centre:
ProsperBlue (former Western Indian Ocean Governance Initiative, WIOGI)	G-011351-010
Country:	Internal order:
Tanzania-coastal region and Zanzibar	G-011351-010
Subject of the tender procedure:	Tender number:
Technical advisory services for aquaculture value chain development	10032984

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0. List of abbreviations

AC	Aquaculture
AfDB	African Development Bank
AG	Commissioning party
AN	Contractor
AVB	General Terms and Conditions of Contract for supplying services and work
BE	Blue Economy
BDS	Business Development Service
BMF	German Ministry of Finance
BMU	Beach Management Unit
BMZ	German Federal Ministry for Economic Cooperation and Development
CBET	Competency-Based Education and Training
CFMA	Collaborative Fisheries Management Area
CV	Curriculum Vitae
DoA	Description of the Action
EU	European Union
FETA	Fisheries Education and Training Authority
FK	Expert
FKT	Expert days
GDPR	General Data Protection Regulation
GIS	Geographical Information System
GWB	German Act against Restraints of Competition
GIZ	Deutsche Gesellschaft für internationale Zusammenarbeit
ILO	International Labour Organization

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ISBE Inclusive and Sustainable Blue Economy

KZFK Short-term expert

M&E Monitoring and Evaluation

MoLF Ministry of Livestock and Fisheries

MSME Micro, Small, and Medium Enterprises

NBS National Bureau of Statistics

NGO Non-Governmental Organization

OBF Our Blue Future

PB Prosper Blue

SBE Sustainable Blue Economy

SIDO Small Industries Development Organisations

SMIDA Small and Medium Industrial Development Agency

SOAF School of Aquatic Sciences and Fisheries Technology

SO Specific Objective

SOP Standard Operating Procedure

SUZA State University of Zanzibar

TAFIRI Tanzania Fisheries Research Institute

TEI Team Europe Initiative

ToRs Terms of reference

ToT Training of Trainers

TVET Technical Vocational Education and Training

UN DESA United Nations Department of Economic and Social Affairs

UDSM University of Dar es Salaam

VgV German Ordinance on the Award of Public Contracts

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WIO Western Indian Ocean

WIOGI Western Indian Ocean Governance Initiative

WP Work Package

ZAFIRI Zanzibar Fisheries and Marine Resources Research Institute

1. Context

1.1 The Western Indian Ocean (WIO)

The coastal and marine ecosystems of the Western Indian Ocean (WIO) are home to a rich and unique biodiversity. The ecosystems are also essential for food security and economic development for over 60 million people of the region's coastal states, particularly for coastal communities - Somalia, Kenya, Tanzania, Mozambique, South Africa, Seychelles, Comoros, Mauritius, and Réunion (France). However, increased migration towards coastlines and global demand for natural resources, marine pollution, climate change and unsustainable economic activities threaten the region's resources. Further threats include climate-driven ocean warming, acidification, and severe coastal droughts, compounded by illegal, unreported, and unregulated (IUU) fishing, biodiversity loss, coastal degradation, and urbanization. Also land-based activities can impact marine and coastal ecosystems, e.g. plastic waste, marine litter and other forms of solid and liquid pollution. Especially the fisheries sector depends on clean and healthy ocean ecosystems, which means that the sustainable development of the blue economy depends on sustainable practices being implemented within the wider economy.

Regional and transboundary cooperation between states, private sector and civil society actors at all levels is critical for improved ocean governance, the conservation of marine and coastal biodiversity, and an inclusive and sustainable blue economy (ISBE). An ISBE aims to enhance prosperity and increase social equity through initiatives that restore and maintain the integrity and productivity of the ecosystems.

1.2 Prosper Blue (former WIOGI)

The project "**Prosper Blue**" (**PB**), and former "Western Indian Ocean Governance Initiative", (WIOGI) *aims to strengthen the collective contributions of relevant actors for the conservation and sustainable use of marine and coastal biodiversity towards a sustainable and inclusive Blue Economy (ISBE) in the WIO region.* PB applies an integrated approach to strengthen cooperation from the regional to local level, engaging stakeholders to meet regional needs and manage trade-offs. This allows the project to help managing the potential trade-offs between different stakeholders, while making livelihoods and economic practices sustainable within the framework of integrated ocean governance to protect natural resources and biodiversity. Inclusivity, gender and conflict sensitivity are fundamental design elements of this initiative, enabling and fostering participation of all stakeholders.

In this context, PB has grown a strong partnership with the Nairobi Convention at the regional level and is also working through other multi-stakeholder initiatives, including Our Blue Future (OBF), to strengthen cooperation between public, private, civil society and international actors, improve learning processes, build mutual capacities and coordinate joint contributions towards an ISBE. In this way, the project is contributing to strengthening communities' capacity, including the participation of women and youth in decision making processes, to manage coastal areas and transforming business practices to contribute to conservation and sustainable use of natural resources.

Prosper Blue implements with partners and its four implementation countries - Mozambique, Madagascar, Somalia and **Tanzania**, through five interconnected components:

- Strengthening capacities of regional and local actors to collaborate on conservation and sustainable use of marine and coastal biodiversity.
- Ensuring that women-led micro, small and medium enterprises (MSMEs) make use of improved business services for an ISBE.
- Strengthening the professional, technical and entrepreneurial skills of local actors for an ISBE.
- Improving the availability of adapted financial services for MSMEs in the blue economy.
- Improving the participation of local communities in initiatives to conserve and sustainably use biodiversity in coastal and marine areas.

1.3 Advancing the Sustainable Blue Economy (SBE) in Tanzania through Prosper Blue - EU Action *Stawi Bluu*- Sustainable Blue Businesses in Tanzania

WIOGI is co-financed by various donors and the private sector. One of these co-financings comes from the European Union (EU), namely the Team Europe Initiative (TEI) *Blue economy for job creation and climate change adaptation* in Tanzania with the aim of supporting the key industries and enterprise in the Blue Economy, especially in **aquaculture value chains** and sustainable tourism. The Multi-Donor Action “**Stawi Bluu - Sustainable Blue Businesses in Tanzania**” is jointly co-financed by the European Union (EU) and the Federal Ministry of Economic Cooperation and Development (BMZ) and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. The Action is part of and contributes to the Team Europe Initiative (TEI) “Blue economy for job creation and climate change adaptation” in Tanzania. The EU Action aims to enhance the protection of coastal and marine biodiversity as well as the climate resilience of coastal communities in Tanzania, with the **Overall Objective** of contributing to a climate resilient Blue Economy along the Tanzania Mainland coast and Zanzibar.

GIZ has been commissioned to implement the EU Action’s Specific Objective 2 (Outcome 2), with the objective to **promote sustainable and job-intensive businesses in the blue economy, including productive use of the marine and coastal ecosystems**.

The project (Action) has a duration of 48 months (August 2025 until July 2029) and is contributing to the following **3 Outputs** of SO2 of the EU Action:

2.1 Value addition and sustainable/innovative practices in fisheries/mariculture, marine and coastal value chains, including a contribution to food security and improved nutrition, have increased (Value Chain Development)

2.2. Availability of quality and accessible financial products and capital investments in key sustainable economic sectors have been increased, including for women entrepreneurs.

2.3. Tourism is more sustainable, inclusive and diversified.

The geographical focus is on the Indian Ocean and the coast, in specific the Tanzanian coastal cities and ecosystems, Zanzibar.

Regarding **Output 2.1**, **Stawi Bluu** aims to address the key challenges in the sector. Aquaculture and mariculture in coastal Tanzania face multiple challenges, including low productivity due to limited access to quality hatcheries, fish seed, and feed, as well as outdated technology, water scarcity, and poor infrastructure. High production costs, lack of market information, and inadequate technical, business, and entrepreneurial skills among fish farmers further constrain growth. Regulatory fragmentation, weak enforcement, and limited access to finance hinder sustainable development and investment. Despite these challenges, the sector holds strong potential for job creation, especially for youth and women, and could help meet the growing national demand for fish, reduce imports, and improve food security. Opportunities exist in diversifying species, strengthening value chains, and improving cold chain logistics and branding for local fish products, as well as in the field of post-catch and post-harvest production, especially fish handling, processing and value addition as well as access to market.

Hence, project interventions under Output 2.1 will focus on enhancing marine and coastal value chains in Tanzania, particularly in aquaculture (including mariculture), through a **participatory and integrated value chain approach**. This approach engages stakeholders at all levels to address key challenges such as the lack of affordable fish feed, market access, finance, and technical skills, while promoting innovation, product diversification, infrastructure improvement, and environmentally sustainable practices. By providing capacity development, business development services, and practical training (e.g. demonstration farms), and networking, the project will support small-scale fish farmers, processors, and traders, aiming to boost competitiveness, sustainability, inclusivity, and ecological resilience. The strategy also emphasizes building the capacity of training institutions and tailoring vocational skills programs to improve the entire value chain from production to market, making these sectors more resilient and attractive to investors.

For **Output 2.2**, the project aims to increase the availability quality of financial services for MSMEs and investments in the BE. By establishing strong partnerships with financial providers, including providing capacity building capacity development and collaboratively developing business cases for investing in the BE, the project aims to contribute to the development of tailored financial products and services that address the sector's unique challenges and opportunities.

Output 2.3 aims to establish a more sustainable, diversified, and inclusive coastal tourism sector, supported by businesses adopting responsible practices that promote environmental conservation, cultural heritage preservation, and community engagement. Adequate resources and expertise are provided to ensure businesses can successfully implement these practices, leading to long-term economic benefits and enhanced social inclusion within local communities. This could include building the capacity of coastal communities and linking (integrating) them to the tourism industry, for example to **become suppliers (e.g. fish for hospitality and catering value chain)**.

Interconnection of Outputs 2.1-2.3

The cross-cutting of the project will be on the socio-economic development and growth of the Blue Economy in Tanzania, enabling conservation, sustainable use of coastal and ocean

resources, enhancing business capacities and strengthening resilience, creating jobs, securing food and improving livelihoods. While **Output 2.1** and **Output 2.3** focus on selected key BE sectors (**Aquaculture** and **Tourism**), **Output 2.2 is the connecting link in the context of MSME support, enterprise development and access to finance**, while also aiming at strengthening and building sector-wide capacity of the entire business support environment and enterprise development landscape for enterprises in the BE in Tanzania, and fostering sustainable investment promotion, with a focus on the two selected sectors. As such, the Action will not only target quantitative employment effects and count the number of improved livelihoods and support businesses at the outcome level but also have a qualitative and transformative impact.

Regarding Output 2.1 this means targeting a critical value chain and sectoral development focusing on aquaculture and post-production in artisanal fisheries. With Output 2.2 focusing on MSME support, enterprise development, and access to finance, it will strengthen and build sector-wide capacity within the business support environment and enterprise development ecosystem in the wider Blue Economy.

1.4 Value Chain Development in Aquaculture and postproduction in Fisheries Value Chains

Output 2.1 (see chapter 1.3) is of central importance for the tender, aiming to strengthen the economy through sustainable blue value chains, focusing on aquaculture — including both freshwater and marine-based systems – and postproduction in fisheries. Aquaculture presents a strong business case for inclusive economic growth and job creation, particularly for youth and women, and offers scalable opportunities along value chains (see chapter 1.3).

Based on initial scoping, value chains such as Tilapia, seaweed (macroalgae), sea cucumber, and crab fattening have been identified as promising areas of focus. These were pre-selected based on key factors including the presence of established production systems, potential for scale, income and employment generation, trade prospects, and their relevance to both freshwater (Tilapia) and marine ecosystems (seaweed, sea cucumber, crabs).

The project adopts an integrated value chain development approach, focusing not only on production but also on systemic challenges such as post-harvest handling, market access, policy frameworks, and access to finance. This requires cross-cutting interventions, targeting critical bottlenecks such as standards, certification, and the enabling environment — including enabling policy frameworks, standard operating procedures (SOPs), and public-private dialogue platforms. In this context, policy is not limited to legislation but includes the full set of practices and standards that govern the sector's competitiveness and sustainability. Further, the integrated approach is focusing on improving production quality, enhancing supply chain coordination, adopting sustainable practices, and developing income generating activities. Key actions include upgrading post-harvest infrastructure, fostering innovation, building a skilled workforce, and promoting the sustainable use of ocean and coastal resources to support food security and healthy livelihoods. Recognizing that some marine-based chains already receive production-level support from other partners, the Action will strategically target shared bottlenecks to complement ongoing efforts.

A full **Aquaculture Value Chain Analysis** during the **Inception Phase**, using the ValueLinks 2.0 tool, will confirm the most promising value chains and refine the design of interventions. This will include mapping of actors, identifying market dynamics, assessing economic and environmental performance, and analysing social inclusion and gender equity. This means, the final selection of value chains (species) and entry points will be validated during the **Inception Phase**, serving as foundation for the contractor. The identified aquaculture value chains (species) will be supported comprehensively, with a strong private sector-led focus. The Action will directly engage economic operators — especially micro, small and medium-sized enterprises (MSMEs), as well as women- and youth-led businesses, that are already driving production, trade, and innovation across the sector, and provide tailored support.

The pre-selected specific value chains - Tilapia, Seaweed (macroalgae), Sea cucumber, and Crab fattening - has been guided by a combination of key factors. These include the presence of established production systems, scalability, employment and income potential, trade prospects, and relevance to both freshwater (Tilapia) and marine ecosystems (Seaweed, Sea Cucumber, Crabs). These value chains offer opportunities for growth while addressing environmental sustainability and market demand. Furthermore, cross-cutting needs such as in post-harvest handling and storage of aquatic products, such as cold storage solutions, can be addressed in an integrated manner, benefiting multiple value chains. The project also prioritizes gender and youth inclusion to ensure broad-based opportunities within these sectors.

The activities in Output 2.1 will be closely integrated with those in Outputs 2.2 and 2.3 to maximize synergies and collaboration. The project will coordinate among implementation partners and stakeholders to ensure effective interaction between the components. The upskilling and upscaling efforts under Output 2.1 aim to create pipeline projects and business cases that can be matched with financial services provided in Output 2.2, leading to investment-ready businesses). Additionally, incubation and business development services will target beneficiaries from Output 2.1, especially in transferable skills such as management, business skills, and financial literacy to enhance competitiveness and build business capacity.

Target groups for Output 2.1 include artisanal fishers, fish farmers, women involved in seaweed farming, and youth interested in aquaculture and fisheries value chains. The direct beneficiaries are around 2.000 coastal community members and (fish-) farmers, of whom 50% are expected to be women and youth, to be supported to reduce post-harvest loss and/or cost of production. While at least 2.000 people will be trained to adopt new sustainable practices in aquaculture or mariculture, the project specifically targets women and youth by providing technical and vocational training, support for developing income-generating activities, and business skills development (both cross-cutting in Outputs 2.1-2.3), for example by empowering women in seaweed farming. The target group will also be reached through institutions such as the Fisheries Education and Training Authority (FETA), Tanzania Fisheries Research Institute (TAFIRI), School of Aquatic Sciences and Fisheries Technology (SoAF) of University of Dar es Salaam (UDSM), public Aquaculture Development Centres, and local vocational training centres, which also benefit from upgraded infrastructure and capacity building.

2. Tasks to be performed by the contractor

The services described in this tender are intended to support the project's efforts to promote sustainable and job-intensive businesses in blue economy, including productive uses of the marine and coastal ecosystems in Tanzania (Chapter 1.3).

The contractor is tasked with developing and implementing high-impact activities, unequivocally derived from the delineated work packages and the accompanying milestones described in Chapter 2.2, all of which relate to Output 2.1 of the DoA (see Chapter 1.3 and 1.4). These services include expert consulting, technical advice and needs-based support in coastal Tanzania and Zanzibar. Simultaneously, the contractor will implement project activities within these target areas. Consistently pursuing and achieving the goals, indicators, and results defined in Chapter 2.2 is a central responsibility of the contractor.

2.1 Term

The expected term of the contract for services must be specified in the 'Special terms and conditions of contract'. The definitive term and service delivery period are set out in the contract award notification.

2.2 Objectives, indicators, work packages, milestones

The contractor is responsible for achieving the objectives and indicators described in this document.

The Overall Objective is to contribute to a climate resilient Blue Economy along the Tanzania Mainland coast and Zanzibar (please also see ANNEX 1 DoA).

The Specific Objective 2 (to which the tenderer will contribute) is to promote sustainable and job-intensive businesses in blue economy, including productive uses of the marine and coastal ecosystems.

Intervention logic	Baseline (incl. [reference year])	Targets (incl. [reference year])	Sources and means of verification
Specific objective indicator 1 # of enterprises enhanced their business capacity in one of the following categories:	2.1 (2025)	1300 (2029)	Enterprise survey with standardized questionnaire regarding 4 sub-categories, staff number changes will be measured at enterprise level

- 10% turnover increase - additional staff - entrepreneurs or enterprises gained access to a new market or new product - adopted a new/innovative sustainable practice or production process - successfully incubated business			Baseline Survey (Market scan and value chain analysis) regarding 4 sub-categories Enterprise and industry surveys
Specific objective indicator 2 Value (EUR) of new investment in the inclusive and sustainable blue economy facilitated by the Action.	2.2 (2025)	€1.5 million (2029)	Reports of partners and implementing partners, evaluation reports of the Action; reports on investments from private sector, public sector or donors disbursed to beneficiaries in the Blue Economy sectors
Specific objective indicator 3 # of people in jobs, thereof 50% women and 70% youth	2.3 (2025)	1.500 (2029)	Analysis of employment effects by skills need assessment, market scan and value chain analysis disaggregated by sex and youth (18 -35 years old), based on "job headcount" sustainable job definition (e.g., working at least 20 hours/week for at least 26 weeks/year).

Expected result from the contractor:

Specific Objective Indicator 1: 1000

Specific Objective Indicator 2: 0

Specific Objective Indicator 3: 200

Output 2.1 (of SO2 of the EU overall Action): Value addition and sustainable/innovative practices in fisheries/mariculture, marine and coastal value-chains, including a contribution to food security and improved nutrition, have increased.

The contractor will be (partially) responsible for the following output indicators:

Indicators	Baseline	Targets	Sources and means of verification
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	(incl. [reference year])	(incl. [reference year])	
Output indicator 2.1.1 X people in the aquaculture, mariculture or post-harvest sector trained/supported in reducing post-harvest loss and/or cost of production, disaggregated by sex and age group	0 (2024)	2.000 (2029)	Representative survey of entrepreneurs/enterprises reached, with a standardized questionnaire Training documentation, enrolment data, participants list and training reports
Output indicator 2.1.2 X people trained/supported with EU supported interventions to adopt new sustainable practices aimed to increase their sustainable production or get access to a new market or to introduce a new product	0 (2024)	2.000 (2029)	Analysis of enrolment data for trainings, participants lists and survey with persons/community members Implementing partner execution reports
Output indicator 2.1.3 # of governance tools / mechanisms (e.g. SOPs, guidelines, platforms) established to support sustainable value chain development.	0 (2024)	5 (2029)	Policy paper reports / implementation partner reports

Expected result from the contractor:

Output indicator 2.1.1: 1800 people

Output indicator 2.1.2: 1700 people

Output indicator 2.1.3: 3 governance tools/mechanism

The contractor is responsible for providing the following work packages and for achieving the corresponding milestones: A work package includes several activities. Output 2.1 consists of **4 work packages**. The **Indicative Work Plan** in the DoA on page 89 can be used.

Work package 1: Policy, sector coordination, and value chain needs

Enabling policies are key for sustainable development of Tanzania's aquaculture sector, particularly for the pre-selected value chains such as tilapia, seaweed, sea cucumber, and crab fattening. This work package aims to strengthen the institutional capacity of public and government actors in both Zanzibar and the mainland to shape and implement policies that promote sustainability, economic growth, and social inclusion. Importantly, the Action recognizes that policy goes beyond legislation. It may encompass a broad set of enabling factors such as:

- Regulatory frameworks,
- Product quality and safety standards,
- Standard operating procedures (SOPs) that guide business practices,
- Certification schemes for sustainability and quality assurance,
- Mechanisms for inclusive public-private dialogue.
- Without improvement in the governance elements, technical innovations and business investments cannot be scaled or sustained.

To ensure focus and impact, the work will be closely aligned with the Action's value chain priorities, guided by ValueLinks assessment. These analyses will not only shape production-level support but will also generate evidence and policy recommendations tailored to the needs of each value chain. Where needed, this will be supplemented with targeted studies to address policy or regulatory gaps that hinder sector growth.

The expected outputs may include:

- Concrete policy and regulatory recommendations (e.g., on licensing, quality standards, data governance),
- Improved coordination mechanisms, such as coastal aquaculture roundtables platform, to promote stakeholder exchange and consensus-building),
- Strengthened data systems to support evidence-based decision making, including the use of Geographical Information Systems (GIS) for spatial planning,
- Capacity building of key research and regulatory institutions, including examples like Zanzibar Fisheries and Marine Resources Research Institute (ZAFIRI), The State University of Zanzibar (SUZA) with its business incubator in Unguja to be set up under the AfDB SEBEP, Tanzania Fisheries Research Institute (TAFIRI) and University of Dar es Salaam (UDSM) and the associated School of Aquatic Sciences and Fisheries Technology (SoAF) Campus, to serve as hubs of technical expertise and policy influence, and
- Development of a national coordination and learning network to bridge local practices and national policy frameworks.

This focused and demand-driven approach ensures that policy support results in tangible products in support of WP 2 (e.g., curriculum development and vocational training) and WP3 (e.g., training inputs, necessary skills, knowledge, and exposure to new innovations, etc.). Additionally, the project will address financial literacy needs to prepare for potential integration with Output 2.2, which focuses on access to finance and business support.

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Key activities include:

- Strategic Environmental Assessment on the environmental impact of aquaculture value chain development, including recommendations for sustainable practices
- Review and update aquaculture data collection, including GIS data for integration in spatial planning
- Training Needs Assessment for aquaculture to identify the required and market-relevant skills
- Mapping of key actors in fish post-production and aquaculture value chains
- Gender economic assessment as the basis for developing transformative gender economic empowerment strategies in selected aquaculture value chains
- Master training for up to 300 people from government (fisheries extension officers and institutional staff like FETA, TAFIRI or Department of Aquaculture MoLF), NGOs, Training institutions (teachers and centre manager), lead farmers.
- Institutional capacity building of government institutions through trainings, exchange visits and participation in symposia, including relevant government offices in systemic data collection, storage and interpretation such as TAFIRI, NBS, MoLF, ZAFIRI.
- Translating research findings into actionable recommendations for fishfarmers, aquaculture stakeholders, traders and processors, and to inform policy papers
- Establishing and forming cooperatives to contribute to the formalization of businesses
- Training and capacitating BMUs and CFMAs in monitoring compliance to environmentally friendly fisheries activities and sustainable practices
- Develop/improve data collection and storage system to support publishing data and support refining of Tanzanian aquaculture data

Milestones for work package 1	Delivery period
Completion of x policy gap analysis	6 months after contract start
Comprehensive training needs assessment report finalized, with actionable recommendations for capacity-building initiatives	6 months after contract start
Master Training for x people conducted	12 months after contract start
4 actionable policy briefs with recommendations developed	18 months after contract start
Establishment of 1 functional sector coordination platform with regular meeting schedule	24 months after contract start
Input to Prosper Blue M&E framework is provided (review with monitoring and reporting requirements in chapter 2.4)	12 months after contract start

Work package 2: Curriculum development and vocational training

This work package will assess, evaluate, and update existing curricula and training courses in aquaculture, with a primary focus on the pre-selected value chains. Together with the findings from the market and value chain analysis, as well as the training / skills needs assessment (WP1), this forms the basis for developing modularized Competency Based Education and Training (CBET) short courses.

While recognizing the centralized nature of TVET systems, the WP will take a dual approach: working with national institutions to review and upgrade public training curricula (as a public good), while also directly supporting the implementation of short courses focused on practical, in-demand skills for selected AC value chains. One activity is to enhance the existing vocational curricula in aquaculture (e.g., update *tilapia and seaweed, enrich with mariculture, and add crab fattening and sea-cucumber*) at the Fisheries Education and Training Authority (FETA) and adapt the courses to the CBET model. This includes alignment with the national training standards and making courses more demand driven, practical, and labour-market oriented. The vocational training will be delivered across various locations including the Aquaculture Division (MoLF), FETA, UDSM, SUZA, and private sector venues.

To improve matching between skills supply and private sector demand, partnerships with industry actors will be strengthened, including through internships, apprenticeships, and practical placements. To ensure sustainability, careful attention will be given to the appropriate use and maintenance of materials and equipment provided to training institutions.

To ensure industry relevance while strengthening national institutions, partnerships with organizations such as the Zanzibar Micro, Small and Medium Industrial Development Agency (SMIDA) and the Sustainable Integrated Landscape Development Organization (SIDO), which provide industrial training, access to machinery, and testing facilities, will be sought where thematically appropriate. Private sector collaborations, including those with actors like Cube Zanzibar, currently developing a BE-devoted demonstration plot in Bungu, Unguja Island, will also be explored. Mapping these facilities will help maximize access to essential resources and infrastructure in pre-selected value chains.

Capacity building for partner institutions will include Training of Trainers (ToT) on CBET methodology, technical skills, and business approaches, specifically tailored to selected value chains and value chain nodes. This will involve creating a pool of master trainers from government extension services, NGOs, research institutions, and the private sectors (e.g., advanced farmers). In addition, training venues will be equipped with necessary materials, consumables, and practical training units. Infrastructure upgrades, such as enhancing aquaponic demonstration sites, will focus on improving trainings standards while considering long-term maintenance costs. Linkages between vocational training and entrepreneurship development (Output 2.2 of the DoA) will be strengthened by the contractor in collaboration with GIZ and other implementing partners, ensuring trainees are better prepared for business start-up, scaling, or employment opportunities.

Key activities include:

- Review of existing curricula and courses offered in aquaculture and mariculture
- Based on the review, market and value chain analysis and skills needs assessment, development of modularized Competency Based Education and Training (CBET) short courses
- Enhance and upgrade the existing vocational curricula in aquaculture at FETA and potentially at school of aquatic science and technology or public aquaculture development centres and adapt the courses to the CBET model
- Roll out of CBET short courses in vocational training centres and other training venues such as School of Aquatic Sciences and Fisheries Technologies (SoAF), FETA campuses in Mtwara and Bagamoyo or SUZA facilities in Zanzibar
- Develop a CBET curriculum technician level 6 in aquaculture
- Strengthen partnerships with industry actors to improve matching between training and labour market needs, including through internships, apprenticeships, and practical placements; this will complement curriculum upgrades, capacity building, and rollout of CBET courses across institutions
- Capacity building of training institutions, including Training of Trainers (ToT) on technical and business skills as well as CBET methodology
- Equipping training venues with training materials, consumables and practical training or demo units, including upgrading or improving existing facilities / infrastructure, including UDSM and FETA campuses as well as SUZA in Zanzibar.

Milestones for work package 2	Delivery period
Finalization of Training Needs Assessment Report (WP1) as foundation for curriculum updates and course design	4 months after contract start
Updated and CBET-aligned Curricula	12 months after contract start
Established Master Trainer Pool	12 months after contract start
Launch of Modularized CBET Short Course	15 months after contract start
Mapping of Partner Facilities and Resources	4 months after contract start
Input to Prosper Blue M&E framework is provided (review with monitoring and reporting requirements in chapter 2.4)	12 months after contract start

Work package 3: Upgrading aquaculture production and aquatic post-production, capacity building, and innovation

Based on the skills needs assessment in WP1, Work Package 3 will implement the targeted trainings and capacity development approaches developed under WP 2 for aquaculture producers (*e.g., tilapia, seaweed, mud crab*) and actors in post-production (*processing, value addition, storage, aggregation, etc.*). These trainings will be delivered in various formats, including short-courses of 1-2 months, demand-driven modules ranging from 1-3 days, or full TVET training modules of several months.

To ensure effectiveness, the intensity and depth of interventions will be tailored to each value chain, based on the outcome of the value chain analyses (ValueLinks assessment) carried out during the Inception Phase. While all pre-selected value chains may be supported, greater focus may be placed on those offering the highest potential for scale, impact, and sustainability.

A core element of this work package is the identification and integration of innovations that address key bottlenecks, such as reducing production costs, improving fish handling and processing, minimizing post-harvest losses, and increasing productivity. Special emphasis will be placed on sustainable, scalable solutions, such as developing seaweed-based products for the local beauty industry. Further innovation opportunities will be identified through WP 1 and WP 2, ensuring responsiveness to real sector needs.

To ensure these innovations are applied effectively, participants will be training in both the technical and business aspects of aquaculture and post-harvest processes, building their ability to apply new technologies and business models in real-world settings.

In addition to training, selected innovations in pre-selected value chains will be supported through enterprise development and incubation services. Participants will receive guidance on transforming innovative ideas into business models, and early-stage enterprises will be nurtured into scalable businesses. Linkages to business incubation and financing opportunities will be made available under Output 2.2 of the DoA through collaboration with GIZ and partners, ensuring that these innovations are not just learned but actively applied and grown into sustainable businesses. Good practices and business cases will be documented to inform curricula and training content at institutions as FETA, UDSM, SUZA, and through farmer and coastal community trainings.

With regards to technology transfer, the Action will take a demand-led approach, building networks and business cases before investing in specific technologies. The project will work with existing government structures and introduce promising initiatives to potential investors through mechanisms under Output 2.2 of the DoA through collaboration with GIZ and partners.

Business cases will be developed for aquaculture and post-harvest agents, who will serve as intermediaries in the value chain – connecting stakeholder, fostering value addition, and promoting sustainable practices. These agents, with a focus on youth and women, will play a pivotal role in aggregation, processing, and market facilitation. Demonstration farms will be established for hands-on training, and key value chain actors (*e.g., sea-cucumber hatchery in Pemba and inland aquaculture facilities*) will be supported to commercialize operations.

Depending on specific needs, services from other work packages (e.g., WP 1.3 and WP 2 from Output 2.2 of the DoA) will be aligned to provide integrated support.

Environmental sustainability will be a core focus throughout, guided by the participatory Value Links approach. Sustainable practices will be collaboratively identified with stakeholders to ensure they are practical, locally relevant, and environmentally sound. These practices will promote resource efficiency and help mitigate climate risks along the value chain – from production to post-harvest processing.

Special emphasize will be placed on empowering women in the seaweed sector by enhancing market access, improving farming practices, and strengthening business and financial skills. This will enable women to build viable enterprises and connect to financial services through Output 2.2 of the DoA facilitated through collaboration with GIZ and partners.

Finally, the project will collaborate with relevant authorities, such as the Bureau of Standards, to address regulatory hurdles affecting the market approval of innovative, environmentally sustainable products – ensuring businesses can meet standards and reach consumers.

Key activities include:

- Training of aquatic producers and processors, mainly fish farmers, in different modules, including improved methods, sustainable practices, business skills, managing cost of production, value addition, improved technologies, feed production, etc.
- Linkages of farmers and fish-processors to markets, including building horizontal and vertical networks and linkage to further business mentoring and BDS under Output 2.2.
- Development of gender economic empowerment strategies for post-harvest production sector and aquaculture, followed by roll out with one focus on female seaweed farmers
- Development of business cases for so-called aquaculture agents and fisheries private extension agents
- Setting up at least 2 demonstration sites (farms) for practical training at the training and/or research institutions e.g., SoAF, TAFIRI, ZAFIRI, UDSM, SUZA, FETA etc.
- Review all research done by TAFIRI, UDSM, ZAFIRI and SUZA on innovation and technology transfer in fisheries and aquaculture
- Identify and select innovative solutions to address value chain bottlenecks (e.g., in areas of feed production, processing, and marketing) and support selected innovations through enterprise development, incubation, and access to finance (linkage to Output 2.2)
- Organise hackathons and idea competitions

Milestones for work package 3	Delivery period
First short courses, modular programs, and vocational training for producers and post-production actors trained in aquaculture and value chain practices conducted	12 months after contract start
At least xxx producers and post-production actors trained in aquaculture and value chain practices	18 months after contract start

through short courses, modular programs, and vocational training.	
Identification and piloting of x innovation cases (e.g., seaweed-based beauty products, processing innovations) informed by WP1 and WP2.	18 months after contract start
At least 2 demonstration sites / units for hands-on training in aquaculture and post-practices are established and operational.	12 months after contract start
Development and incubation of x business cases in aquaculture and post-harvest value chains, focusing on youth and women.	18 months after contract start
Delivery of targeted financial literacy and entrepreneurial training for women-led enterprises.	18 months after contract start
Input to Prosper Blue M&E framework is provided (review with monitoring and reporting requirements in chapter 2.4)	12 months after contract start

Work package 4: Infrastructural deficiencies

Based on the value chain assessments and in consultation with the relevant government stakeholders (FETA, TAFIRI, ZAFIRI, SUZA, SMIDA, etc.), this work package will primarily address infrastructural bottlenecks at training locations, while also considering fish markets, and landing sites along the coast that support post-harvest activities. The latter can include smaller-scale enhancements related to processing and storage of aquatic products. The needs beyond that will serve as potential entry points for new business opportunities to be considered in Output 2.2 of the DoA, facilitated through collaboration with GIZ and partners.

Training institutions will be equipped with essential materials and practical units, such as aquaponics demonstration setups that promote sustainable and innovative aquaculture practices. The School of Aquatic Sciences and Fisheries Technologies (SoAF), for instance, will receive enhancements to conduct the master training practically and thus effectively. Although this WP primarily focuses on enhancing training facilities related to aquaculture, it recognizes the importance of institutions that deal with post-harvest handling, processing, and storage. The assessment of infrastructure needs at these institutions will address their capacity to improve post-harvest processes, food safety, and worker safety on a needs basis. Identifying cost-effective solutions such as affordable cold storage (e.g. small-scale options with low operation costs, such as ice production or renewable energy-powered freezers), will

be included where applicable and can also be included as potential business areas under Output 2.2 of the DoA facilitated through collaboration with GIZ and partners. By integrating the Value Links approach, this work package will ensure that infrastructural developments are practical and aligned with market-driven needs and sustainability goals.

For complementing WP4, the project might engage an additional partner at a later stage to complement activities, focusing on upscaling and upskilling through training and capacity development for aquaculture producers and aquatic product processors, as well as looking at the “aquaculture as a business aspect”, including establishing aquaculture agents as a business model. The contractor shall coordinate and collaborate with the partner.

Besides, the NGO Mwambao will function as a key strategic partner on Pemba Island to contribute to WP 3. The project will explore the possibility to roll out the blue incubation program on Pemba Island in collaboration with Mwambao, meaning “hosted” at Mwambao, with a focus on the seaweed and fish value addition value chains. Collaboration with Mwambao would also grant the project access to coastal communities to support their integration to the tourism industry, for example as suppliers for the wider tourism value chains. Mwambao has successfully piloted and scaled up new approaches of community-led marine management in the past, using local by-laws and integrated marine management plans to strengthen these areas, and they are an assigned implementing partner under the Pwani Yetu program.

The project will actively coordinate the exchange and activities of different partners and across work packages to ensure synergy, avoid duplication of efforts, and enhance overall effectiveness through collaboration with GIZ and partners (see also chapter 4 on ‘Project Governance’ of the DoA).

Procurement of equipment and materials related to WPs 1-4

To enable the implementation of the activities described under Work Packages 1–4, the contractor may procure and install small-scale equipment, training materials, demonstration units and minor infrastructure improvements where these are technically justified and directly linked to the achievement of the project objectives. The exact type, quantity and location of such investments will be determined during implementation based on the findings of the ValueLinks assessment, detailed needs assessments, and in close consultation with GIZ and the respective partner institutions.

The procurement of goods may include, but is not limited to:

- **Training and demonstration equipment** (e.g. aquaculture demonstration units, hatchery and nursery installations, aquaponics systems, aquaria, greenhouses, educational and digital training equipment, research and laboratory equipment);
- **Aquaculture production equipment** (e.g. ponds, pond liners, tanks, cages, raceways, hapas, longline systems, crab fattening units, seaweed farming equipment, pumps, aeration systems, water distribution systems, hatchery equipment, harvesting and grading equipment);
- **Water quality, monitoring and biosecurity equipment** (e.g. water quality meters, dissolved oxygen meters, salinity and pH meters, thermometers, diagnostic and sampling kits, quarantine equipment, laboratory consumables, data collection devices);

- **Post-harvest handling and processing equipment** (e.g. fish handling and processing tables, drying equipment, cold storage solutions, ice production equipment, refrigerators, freezers, packaging and sealing equipment, weighing scales, food-grade containers, washing and hygiene facilities);
- **Minor rehabilitation and upgrading of training and demonstration facilities** (e.g. rehabilitation of hatcheries, nursery facilities, fish ponds, demonstration farms, training rooms, storage facilities, water supply and drainage systems, solar-powered systems, fencing, access paths and essential safety equipment);
- **Consumables and operational materials** required for practical training, demonstrations, applied research and technology transfer (e.g. feed, reagents, nets, buckets, trays, containers, personal protective equipment and other training materials).

All procurements shall be directly linked to capacity development, technology transfer, demonstration, applied research, innovation, or improved value chain performance, and shall remain proportionate to the service contract. Procurement of equipment and infrastructure shall primarily support partner institutions, demonstration facilities and selected value chain actors participating in the Action, while ensuring long-term operation, maintenance and sustainability.

Key activities include:

- Capacity needs assessment of the training locations and exchange with the relevant government stakeholders to identify infrastructural bottlenecks
- Upgrading and improving existing facilities in strategic locations, for example, equipping training institutions
- Setting up practical training units in selected training facilities
- Upgrade training facilities at the SoAF for the master training
- Identify further infrastructural bottlenecks in aquaculture value chains and address where feasible, for example setting up or upgrading hatcheries and nurseries
- Support improving of fish markets and fish landing sites, for example through small-scale infrastructural upgrades such as improving cold store small freezers, processing and fish handling units
- Support FETA to become a regional centre of excellence by rehabilitating infrastructure for practical training
- Support UDSM and SUZA and other short course training venues with equipment and rehabilitation of facilities to ensure the quality standard of trainings

Milestones for work package 4	Delivery period
Infrastructure needs assessment with prioritized recommendations for infrastructure upgrades completed.	6 months after contract start

A minimum of 4 training institutions, 3 on mainland and 1 on Zanzibar, have received infrastructure upgrades and confirmed functionality and commissioning. FETA, UDSM, SUZA are among the institutions.	15 months after contract start
Post-harvest infrastructure is enhanced through upgrades at 4 sites, 2 on mainland and two on Zanzibar.	18 months after contract start
Input to Prosper Blue M&E framework is provided (review with monitoring and reporting requirements in chapter 2.4)	12 months after contract start

2.3 Project and knowledge management requirements

Requirements on the assignment of experts:

- The contractor is responsible for selecting, preparing, training and steering the experts assigned to carry out the advisory services.

Requirements on equipment and operating costs:

- The contractor makes the required equipment and consumables available and covers their operating and administrative costs.

Requirements on expenditure management and cost control:

- The contractor manages costs and expenditures, accounting processes and invoicing in line with GIZ requirements.

Monitoring and reporting requirements:

Regular reporting activities must cover at least the following areas:

- Degree to which activities are implemented.
- Degree to which the objectives, indicators and milestones listed in section 2.2 of these ToRs have been achieved.
- Degree to which the indicators listed in the Prosper Blue Data Structure (to be shared) have been achieved.
- Results that have occurred in the contractor's sphere of responsibility.
- Risks

The reporting requirements of the EU must be considered and reviewed in the inception phase. Reporting needs to be in line with the Prosper Blue and Stawi Bluu definition of indicators.

Results need to be reported annually (in early December) and complemented by a bi-annual status update.

The strictly anonymous collection, processing, and analysis of data lies within the responsibility of the local M&E service providers to be contracted by Prosper Blue in the implementing country. The contractor will share contact information of beneficiaries and potentially of other relevant actors for implementation with these M&E service providers. Reporting approaches as well as formats need to be coordinated with the Prosper Blue M&E Focal Points in the implementing country Tanzania and program coordination unit in Kenya.

All reports and deliverables shall be prepared and submitted in English.

The Final Report shall be submitted upon completion of the assignment. The exact submission deadline will be specified in the contract.

Requirements for company-wide learning, knowledge and innovation:

- The contractor provides support in implementing a project evaluation with special emphasis on ensuring the effectiveness of the knowledge management process.

Backstopping requirements:

The contractor ensures appropriate backstopping. The following services form part of the standard backstopping package. In accordance with GIZ's General Terms and Conditions for supplying services and work on behalf of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, these services – as well as the ancillary personnel costs – must be priced into the fee schedules of the staff listed in the tender:

- *The* contractor's responsibility for its own staff;
- *Ensuring* the flow of information between GIZ and the contractor's field staff;
- Process-oriented technical and conceptual steering of the consulting services;
- Steering adaptations to changing framework conditions;
- Performance monitoring;
- Ensuring the administrative management of the project;
- Ensuring compliance with reporting requirements;
- Technical support by the contractor's staff for its personnel on the ground;
- Making local use of and sharing the lessons learned by the contractor with the GIZ team.

2.4 Data protection and information security

The provisions on data protection and information security of the current version of GIZ's General Terms and Conditions of Contract (section 1.11 Data protection) apply.

The performance of the contract may be associated with the processing of personal data by the contractor, who would alone define the nature of such data and how such processing would be carried out. In such cases, the contractor shall act as an independent DATA CONTROLLER and must alone comply with ALL applicable data protection obligations, including regional and

local laws. The contractor must process personal data only when a given goal cannot be reasonably attained without such data. The data protection principles such as lawfulness, data minimization, accuracy, purpose limitation, storage limitation, transparency, integrity and confidentiality, and accountability, as well as the numerous rights of the data subject must be paid due attention. The GDPR's data transfer rules must be considered whenever personal data leaves the EU for a third country. GIZ is NOT in any way responsible for such processing.

Where the contractor is not subject to the GDPR and the applicable laws do not contain any explanation on the data protection principles and rights mentioned here, the definitions and meanings provided by the GDPR (Regulation (EU) 2016/679) could be helpful. GIZ is available to support the contractor whenever need arises.

2.5 Other requirements

Safeguards and gender measures with specific reference to services:

In order to promote gender equality and avoid or mitigate possible unintended negative impacts in its area of responsibility, the contractor should implement the following measures:

Gender equality:

To ensure women are not excluded in decision making roles due to a lack of control over productive resources, female representatives of the local population in the project areas are involved in decision-making in the context of value chain development in aquaculture and other marine and coastal value chains. Discrimination against women and female-led businesses (incl. MSMEs) is prevented and basic labour rights resulting from the ILO core labour standards are observed. To ensure equal opportunities in the tourism sector, training programs are designed to be inclusive of women. This involves promoting childcare options or flexible schedules to accommodate family needs. Additionally, targeted support for women entrepreneurs, such as access to finance and mentorship programs, helps women to overcome barriers and establish successful tourism businesses. Finally, promoting equal opportunities during job placement is crucial to ensure women have equal access to employment in blue economy value chains and in the tourism sector.

Environmental protection and climate action (climate change mitigation/adaptation):

All activities are implemented with emphasis on enhancing coordination between various stakeholders including public sector, communities, private sector to address environmental risks and challenges in blue economy development. Promoting sustainability standards among blue economy and tourism businesses can encourage practices like waste reduction, water and energy conservation, and biodiversity protection. These efforts not only safeguard the environment but also contribute to climate change resilience.

Conflict and context sensitivity:

All measures are carried out in a conflict-sensitive manner, and the *Do-No-Harm* approach is integrated in both planning and implementation. In addition, the project follows the stringent

Leave No One Behind approach in order to design participatory interactions in such a way that the voices of the most vulnerable are heard, and their opinions carry the necessary weight.

Human rights:

To avoid further marginalization, local representatives — including from indigenous and marginalized groups — are involved in decision-making on the sustainable use of coastal and marine resources. The goal is to reach consensual solutions that protect biodiversity while securing long-term income for communities, including fishers. Training opportunities will be made widely accessible, including through multilingual formats. Culturally respectful tourism experiences are developed to benefit local communities, and a collaborative platform ensures marginalized voices are included in tourism-related decisions.

The contractor's staffing profile should be balanced in terms of gender and age.

3. Technical-methodological concept

In this section, the tenderer is required to reflect on the objectives and terms of reference of the tender at hand, describe the partner system and its processes in the area of responsibility and present the technical-methodological concept for completing the tasks listed in section 2 and achieving the set objectives. In addition, the tenderer must describe the design of the project management process.

3.1 Interpretation of objectives (section 1.1 of the assessment grid)

The tenderer is required to interpret the objectives for which it is responsible. Simple repetition of the objectives formulated in section 2 of the ToRs is not desired. Rather, the contractor is to describe and interpret the changes in the partner system that are to be directly achieved by the object of the tender procedure. The resulting positive impact on the partner system (section 1.1.1 of the assessment grid) should also be presented.

The contractor must undertake a critical examination of the ToRs (section 1.1.2 of the assessment grid), by:

- providing an assessment of the results hypotheses for achieving the objectives and possible risks in implementation;
- making an assessment of the technical concept

3.2 Processes and actors in the partner system (section 1.2 of the assessment grid)

Processes describe actions or sets of tasks that are necessary in order to render specific services in a sector or in the cooperation/partner system. Specific actors are given responsibility for determining and implementing these actions and sets of tasks in line with the regulations. Actors are usually institutions such as ministries, local governments, associations and chambers, non-governmental organisations, companies in a sector or individual

businesses, universities or banks, but may also be individuals (e.g. a person with higher decision-making authority).

The tenderer is required to describe, using existing documents where possible (see annexes), the processes in the sector or partner system that are relevant to the services put out to tender (section 1.2.1 of the assessment grid).

The tenderer is required to present the actors (partners and others) who are relevant for the tender in the form of a map of actors. As far as possible, it should list the actors by name. Their mandates as well as strengths, weaknesses and interests with respect to the services put out to tender are also to be briefly presented (section 1.2.2 of the assessment grid).

In addition, the tenderer is required to describe the interaction between the actors mentioned above. This can consist of a description of the specific collaboration between individual actors in the processes listed above, of the dependencies or conflicts between the actors and their consequences or of existing dialogue and communication formats (section 1.2.3 of the assessment grid).

3.3 Strategy (section 1.3 of the assessment grid)

The strategy for delivering the services in the tender is the core element of the technical-methodological concept. It is composed of the following elements:

- Procedure for achieving the objectives stated in section 2.2 of these ToRs
- Development of partnerships with the relevant actors
- Approaches for leverage effects and measures for scaling-up
- Consideration of environmental and social compatibility requirements (including gender equality)
- Appropriate consideration of further requirements

3.3.1 Strategic approach to achieving the objectives mentioned in the ToRs (section 1.3.1 of the assessment grid)

The tenderer is required to describe and justify the approach it plans to adopt in order to achieve the milestones, objectives and results (see section 2) for which it is responsible. Furthermore, the tenderer is expected to describe the implementation of the approach with a description of important activities or lines of action.

3.3.2 Building partnerships with the relevant actors

(section 1.3.2 of the assessment grid)

The tenderer is required to develop and describe a strategy for developing the cooperation with the actors in the partner system who are relevant for the implementation of the services in the tender. The project partnerships already mentioned in section 1 must also be taken into account.

3.3.3 Approaches for leverage effects and measures for scaling-up

(section 1.3.3 of the assessment grid)

The tenderer is required to state whether there are promising approaches for leverage effects beyond the measures mentioned in section 2 (for example through targeted measures in the field of 'knowledge management') and to describe them. In doing so, the tenderer is required to present and explain measures that promote both horizontal and vertical scaling-up. In particular, the tenderer must submit proposals on how innovations that have been developed in the context of implementation can be disseminated beyond the sphere of influence of the project.

The implementation of the activities must follow a concept for their sustainability including an exit strategy. The concept of the sustainability of the project activities shall be elaborated in the offer.

3.3.4 Consideration of environmental and social compatibility requirements

(section 1.3.4 of the assessment grid)

Gender equality

The tenderer is required to outline in the tender how it can prevent negative impacts on gender equality in its area of responsibility and how it can contribute to improving gender equality through corresponding measures (see also relevant requirements in section 2.5).

Environmental protection and climate action (climate change mitigation/adaptation)

The tenderer is required to outline in the tender how it can prevent negative impacts on the environment and the climate in its area of responsibility and, in addition, how it can contribute to improving the environmental and climate situation through corresponding measures (see also relevant requirements in section 2.5).

Conflict and context sensitivity

The tenderer is required to outline in the tender how it is planning its activities in the context of conflicts or violence and what specific measures it has adopted for conflict- and context-sensitive implementation (see also relevant requirements in section 2.5).

Human rights

The tenderer is required to outline in the tender how it can prevent negative impacts on the human rights situation in its area of responsibility and how it can contribute to improving the human rights situation through corresponding measures (see also relevant requirements in section 2.5).

Requirement: 'Gender equality':	2 points out of 10 (maximum)
Requirement: 'Environmental protection and climate action (climate change mitigation/adaptation)':	4 points out of 10 (maximum)
Requirement: 'Conflict and context sensitivity':	2 points out of 10 (maximum)
Requirement: 'Human rights':	2 points out of 10 (maximum)

3.4 Project management

(section 1.4 of the assessment grid)

In this section, the tenderer presents the operational plan for implementing the services in the tender, describes the procedure for coordination with GIZ or the project and the project partners, and explains its backstopping strategy and monitoring procedure.

3.4.1 Operational plan

(section 1.4.1 of the assessment grid)

The tenderer is required to draw up and explain an operational plan for implementing the strategy described in section 3.3, including a plan for the assignment of all the experts included in the tender. The operational plan must include the assignment times (periods and expert days) and assignment locations of the individual experts, the milestones as presented in section 2 and, in particular, describe all the necessary work stages in detail and in chronological order. The tenderer must define further milestones beyond those prescribed in section 2 and map them out in the plan of operations.

3.4.2 Coordination with GIZ or the commissioning project

(section 1.4.2 of the assessment grid)

In the tender, the tenderer is required to describe the procedure for coordinating with GIZ or with the commissioning project. In addition to the structures and processes, the roles of the actors involved are described, including the role of GIZ.

The managerial steering of this project will be coordinated between the contractor, the Operational Lead of GIZ Stawi Blue in Tanzania, and the Prosper Blue program manager in

Kenya. Regular, e.g., bi-annual, meetings will be held to oversee general project progress as well as financial questions and decide on questions regarding the overall implementation on a (cross-)country level. Where required, the EU Delegation and/or political partners will be informed via the Prosper Blue management. In the inception phase, the concrete structures and decision-making processes between the contractor and the Prosper Blue programme representatives will be jointly established and agreed upon.

3.4.3 Steering or coordination of measures with the relevant implementing partner (section 1.4.3 of the assessment grid)

In the tender, the tenderer is required to name the implementing partners relevant for implementing the services and to describe and explain the procedure for steering or coordinating the measures with them. The technical steering of this project to come to decisions on operational questions will be coordinated between the contractor and the Stawi Blue Operational Lead in Tanzania and program manager in Kenya on a regular basis. The concrete structure of the technical steering will be agreed upon during the inception phase.

3.4.4 Monitoring (section 1.4.4 of the assessment grid)

The contractor is required to describe how it can ensure a collaboration with the Prosper Blue M&E focal point, and the M&E service providers to be contracted by Prosper Blue/GIZ in the countries so that the requirements resulting from the monitoring system of the programme are met (see section 2). In doing so, the tenderer is required to describe how the data that is relevant for contacting beneficiaries and other actors in the project for monitoring purposes is shared with the M&E service provider in the respective country.

In the tender, the tenderer is required to describe how it can ensure that the requirements resulting from the monitoring system of the project or the partner are met (see section 2). In doing so, the tenderer is required to describe how the information that is relevant for monitoring is collected and in what form and at what intervals monitoring data are updated.

Unless explicitly required by GIZ, assessments, reports, surveys, or any other monitoring data and information shared with GIZ must be provided strictly anonymously, meaning that any information relating to an identified or identifiable natural person ('data subject') must be excluded. Specifically, data relating to e.g., gender, age, health, religion, or ethnicity must be provided in an aggregated manner.

3.5 Further requirements

(section 1.5 of the assessment grid)

- The tenderer is required to explain and, as far as possible, provide specific evidence of how it will make use of national resources (for example national institutions, network partners etc.) in the context of service delivery.
- The tenderer is required to describe its backstopping strategy. A CV must be provided for the positions for technical and administrative backstopping (section 1.5 of the assessment grid) clearly demonstrating their qualifications and their roles in ensuring technical quality assurance, contract administration, financial management, logistics, reporting, and coordination throughout the implementation of the assignment.
- The maximum of 10 points under this section is distributed as follows: Use of national resources: 4 points out 10 (max.), technical backstopping strategy: 3 points out 10 (max.), administrative backstopping strategy: 3 points out 10 (max.).

4. Personnel

The tenderer is required to provide 'experts' for the positions referred to and described (scope of tasks and qualifications) in this section on the basis of corresponding CVs. **The requirements on the format and content of the CVs are described in section 6.**

The qualifications mentioned below correspond to the requirements for achieving the highest number of points in the technical assessment.

'One year of professional experience' is therefore defined as a cumulative 12 expert months with at least 18 expert days per month, provided no diverging definition is specified for individual qualifications.

Expert 1: Team leader with international experience (section 2.1 of the assessment grid)

This position is a key expert.

Tasks of expert 1: Team leader with international experience (all working packages)

- Overall responsibility for the advisory packages of the contractor
- Ensuring the coherence and complementarity of the contractor's services with other services delivered by the project at local and national level
- Design, implementation, monitoring and evaluation of capacity development measures for local partners in aquaculture value chain development
- Responsibility for taking cross-cutting themes into consideration (for example, gender equality)
- Staff management, in particular identifying the need for short-term assignments within the available budget, planning and managing the assignments and supporting experts

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- Ensuring that monitoring procedures are carried out
- Regular reporting in accordance with deadlines
- Responsibility for checking the use of funds and financial planning in consultation with the commission manager at GIZ
- Supporting the commission manager in updating and/or adapting the project strategy, in evaluations and in preparing a follow-on phase
- Maintaining contact with other donors and the German embassy.

Qualifications of expert 1: Team Leader with international experience

Education/training (section 2.1.1 of the assessment grid):	University degree (e.g. 'master's or German Diplom') in Economics, Aquaculture, Natural Resource management or related field
Language (section 2.1.2 of the assessment grid):	Knowledge of English, C1-level in the Common European Framework of Reference for Languages
General professional experience (section 2.1.3 of the assessment grid):	15 years of professional experience in private sector development and/or consulting private sector companies and/or cooperation with business chambers or associations
Specific professional experience (section 2.1.4 of the assessment grid):	12 years of professional experience in international development projects in the field of the Blue Economy in Africa
Leadership/management experience (section 2.1.5 of the assessment grid):	10 years of management experience in projects, companies or other organisations with disciplinary leadership responsibility for 6 people or more
International professional experience outside the country/region of assignment (section 2.1.6 of the assessment grid):	10 years of professional experience in Sub-Saharan Africa outside Tanzania
Professional experience in the country/ region of assignment (2.1.7 of the assessment grid):	10 years of professional experience in East Africa (4 out of 10 points), of which at least 5 years in Kenya or Tanzania (6 out of 10 points)
Experience in the field of development cooperation (section 2.1.8 of the assessment grid):	5 years of experience in development cooperation projects
Other (section 2.1.9 of the assessment grid):	Not applicable

Expert 2: Finance Expert with international experience (section 2.2 of the assessment grid)

This position is a key expert.

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Tasks of expert 2 (WP 1,2 & 3)

- Supporting the team leader in overall financial management in close cooperation with the PB Finance Management team, including planning and monitoring of annual and overall budget
- Planning and monitoring of expenditures
- Drafting financial reports/statements for GIZ
- Advising the team leader and team members on administrative and financial matters
- Monitoring of adherence to GIZ rules and regulations around procurements and tender procedures e.g., for equipment for training and start-up

Qualifications of expert 2: Finance Expert with international experience

Education/training (section 2.2.1 of the assessment grid):	University degree (e.g. 'master's or German Diplom') in Economics, Business Administration, Finance or related field
Language (section 2.2.2 of the assessment grid):	Knowledge of English, C1 level in the Common European Framework of Reference for Languages
General professional experience (section 2.2.3 of the assessment grid):	5 years of experience in development projects in the field of finance
Specific professional experience (section 2.2.4 of the assessment grid):	5 years of professional experience in finance management development projects
Leadership/management experience (section 2.2.5 of the assessment grid):	Not applicable
International professional experience outside the country/region of assignment (section 2.2.6 of the assessment grid):	5 years of professional experience in Sub-Saharan Africa outside Tanzania
Professional experience in the country/ region of assignment (2.2.7 of the assessment grid):	2 years of professional experience in Eastern Africa
Experience in the field of development cooperation (section 2.2.8 of the assessment grid):	5 years of experience in development cooperation projects
Other (section 2.2.9 of the assessment grid):	Not applicable

Expert 3: Senior Blue Economy Expert based in Tanzania, with international experience. (section 2.3 of the assessment grid)

This position is a key expert.

Tasks of expert 3 (all WPs)

- Planning, management, and implementation of the BE portfolio of activities related to Output 2.1 in the country under the supervision of the team leader.
- Assist with the preparation of background material and presentations for the country specific intervention on BE, regarding Output 2.1 of *Stawi Bluu*.
- Assist with the identification and promotion of BE Initiatives
- Monitor the BE work plans and prepare the related progress reports in close coordination with the GIZ *Stawi Bluu* M&E team.
- Expert should be placed in the project office in Stawi Blue office or Cluster in Tanzania, costs for placement should be covered by the fees.
- The expert can co-use GIZ office space in Dar Es Salaam and is expected to work remotely to cover all identified areas of implementation in Zanzibar.

Qualifications of expert 3: Senior Blue Economy expert with international experience based in Tanzania

Education/training (section 2.3.1 of the assessment grid):	University degree (e.g., 'master's or German Diplom') in Blue Economy, Maritime Science, Aquaculture, or related field
Language (section 2.3.2 of the assessment grid):	Knowledge of Swahili, C1 level in the Common European Framework of Reference for Languages of (4 out of 10 points) and Knowledge of English, C1 level in the Common European Framework of Reference for Languages (6 out of 10 points).
General professional experience (section 2.3.3 of the assessment grid):	5 years' experience in programme management in the fields of the blue economy in Tanzania
Specific professional experience (section 2.3.4 of the assessment grid):	5 years' knowledge and professional experience in projects funded by international organisations with focus on fisheries and/or aquaculture
Leadership/management experience (section 2.3.5 of the assessment grid):	Not applicable
International professional experience outside the country/region of assignment (section 2.3.6 of the assessment grid):	5 years' professional experience in the Western Indian Ocean Region outside Tanzania

Professional experience in the country/ region of assignment (2.3.7 of the assessment grid):	5 years of professional experience in Tanzania
Experience in the field of development cooperation (section 2.3.8 of the assessment grid):	3 years of experience in development cooperation projects
Other (section 2.3.9 of the assessment grid):	Not applicable

Expert 4: Pool 1 “Pool in Blue Economy of 3 experts with international experience”
(section 2.4 of the assessment grid)

Each expert will be responsible for supporting specific tasks under Output 2.1 during the implementation period, according to his/her area of expertise.

A CV for each expert must be added to the tender.

The actual number of experts assigned from the pool may differ from the number of experts required in section 4 of the Terms of Reference. For experts not named in the tender, GIZ must confirm before the assignment that their qualifications are equivalent to those of the short-term experts proposed in the tender.

Tasks of the expert pool 1

- Designing/developing and/or implementing concrete interventions in the country upon request from the experts' 2 and 3 or team leader, such as assessments, trainings, workshops on a specific topic
- Providing thematic background information during and supporting the development of concrete interventions, products and services in their field of expertise
- Advising the senior national BE expert in specific topics according to their expertise
- Organisation and facilitation of regional learning and exchange on specific topics upon request and in collaboration with the senior national BE expert.

Qualifications of the expert pool 1

Each expert will be evaluated on a scale from 0–10 points against the qualification requirements applicable to his/her designated area of expertise. The final score for this criterion shall be the arithmetic average of the scores awarded to the three experts.

Education/training	All experts with a university degree (e.g., ‘master’s or German Diplom’) in Economics or Finance, or related to M&E
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Language (section 2.4.2 of the assessment grid):	All experts with knowledge of English, C1 level in the Common European Framework of Reference for Languages.
General professional experience (section 2.4.3 of the assessment grid):	All experts with 5 years of professional experience in the sector of BE
Specific professional experience (section 2.4.4 of the assessment grid):	Expert 1: 5 years of professional experience in Curriculum development and Competence-Based Education and Training (CBET) in aquaculture; Expert 2: 5 years of professional experience in Financial inclusion and business development within the Blue Economy; Expert 3: 5 years of professional experience Monitoring, Evaluation and Learning (MEL/M&E).
Leadership/management experience (section 2.4.5 of the assessment grid):	Not applicable
International professional experience outside the country/region of assignment (section 2.4.6 of the assessment grid):	All experts 5 years' experience in Subsaharan Africa outside Tanzania
Professional experience in the country/ region of assignment (2.4.7 of the assessment grid):	All experts with 2 years of professional experience in Tanzania
Experience in the field of development cooperation (section 2.4.8 of the assessment grid):	All experts with 5 years of experience in development cooperation projects
Other (section 2.4.9 of the assessment grid):	Not applicable

Expert 5: Pool 2 “Pool in Blue Economy of 3 experts with national experience” (section 2.5 of the assessment grid)

Each expert will be responsible to support specific tasks in work packages related to Output 2.1 over the period of the assignment.

A CV for each expert must be added to the tender.

The actual number of experts assigned from the pool may differ from the number of experts required in section 4 of the Terms of Reference. For experts not named in the tender, GIZ must confirm before the assignment that their qualifications are equivalent to those of the short-term experts proposed in the tender.

Tasks of the expert pool 2

- Designing/developing and/or implementing concrete interventions in the country upon request from the experts' 2 and 3 or team leader, such as assessments, trainings, workshops on a specific topic
- Providing thematic background information during and supporting the development of concrete interventions, products and services in their field of expertise
- Advising the senior national BE expert in specific topics according to their expertise
- Organisation and facilitation of regional learning and exchange on specific topics upon request and in collaboration with the senior national BE expert.

Qualifications of the expert pool 2

Each expert will be evaluated on a scale from 0–10 points against the qualification requirements applicable to his/her designated area of expertise. The final score for this criterion shall be the arithmetic average of the scores awarded to the three experts.

Education/training (section 2.5.1 of the assessment grid):	All experts with a university degree (e.g., 'master's or German Diplom') in Economics, Marine Science, natural resource management, aquaculture, fisheries or related field
Language (section 2.5.2 of the assessment grid):	All experts knowledge of Swahili C1 level in the Common European Framework of Reference for Languages (6 out of 10 points) and (knowledge of English C1 level in the Common European Framework of Reference for Languages (4 out of 10 points).

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General professional experience (section 2.5.3 of the assessment grid):	All experts with 5 years of professional experience in the sector of BE
Specific professional experience (section 2.5.4 of the assessment grid):	• Expert 1: 5 years of professional experience in TVET and skills development in aquaculture; • Expert 2: 5 years of professional experience in Sea cucumber value chains and production systems; • Expert 3: 5 years of professional experience in Seaweed production, value addition and processing.
Leadership/management experience (section 2.5.5 of the assessment grid):	Not applicable
International professional experience outside the country/region of assignment (section 2.5.6 of the assessment grid):	Not applicable
Professional experience in the country/ region of assignment (2.5.7 of the assessment grid):	All experts 3 years of professional experience in Tanzania
Experience in the field of development cooperation (section 2.5.8 of the assessment grid):	All experts with 5 years of experience in development cooperation projects
Other (section 2.5.9 of the assessment grid):	Not applicable

UN DESA regions are defined as East Africa, Central Africa, North Africa, Southern Africa, West Africa, South America, the Caribbean, Central America, North America, Central Asia, East Asia, South Asia, Southeast Asia, West Asia/Middle East, Eastern Europe, Northern Europe, Southern Europe, Western Europe, Australia, Melanesia, Micronesia and Polynesia; refer to [USND methodology](#) for country assignment.

The tenderer must assign all the proposed experts to the required qualifications and clearly present them in a separate table preceding the CVs. The summary presentation must mention only qualifications that are actually indicated in the CVs. Professional

experience must be evidenced by meaningful references in the CVs. It is advisable to make explicit reference to each example of professional experience.

Soft skills of team members

In addition to their specialist qualifications, all team members are also expected to have the following qualifications:

- Team skills
- Initiative
- Communication skills
- Sociocultural and intercultural skills
- Efficient partner- and client-oriented working methods
- Interdisciplinary thinking

Soft skills are not evaluated.

5. Costing requirements

In your tender, please do not deviate from the specification of inputs required in these ToRs (the number of experts and expert days, the budget specified in the price schedule). This is part of the competitive tender and is used to ensure that the tenders can be compared objectively. Please note: only services that were commissioned by GIZ and rendered by the contractor will be remunerated. We would also like to point out that it may not be necessary to make use of the total number of proposed expert days.

5.1 Assignment of experts

The number of expert days corresponds to full working days.

Expert	Expert days in the country of residence /remote	Availability of expert in the country of assignment* in expert days	Expert days in total	Consecutive stay > 3 months (see General Terms and Conditions, section 3.3.2)	Number of international flights	Number of national flights
Expert 1: Team Leader with	50	250	300	No	6	4

international experience						
Expert 2: Finance Expert with international experience	100	100	200	No	2	-
Expert 3 Senior Blue Economy Expert based in Tanzania, with international experience.		500	500	Yes	4	8
Expert Pool 1: Pool in Blue Economy of 3 experts with international experience	100	50	150	N/A	6	4
Expert Pool 2: Pool in Blue Economy of 3 experts with national experience	0	300	300	N/A	4	14

5.2 National administrative staff

– Not applicable –

5.3 Travel expenses

5.3.1 Travel – sustainability considerations

GIZ would like to reduce greenhouse gas emissions (CO₂ emissions) caused by travel. When preparing your tender, please incorporate options for reducing emissions, for example by selecting the lowest-emission booking class (economy) or using means of transport, airlines and flight routes that are more CO₂-efficient. For short distances, travel by train (second class) or e-mobility are the preferred options.

CO₂ emissions caused by air travel must be offset. GIZ specifies a budget for this, through which the carbon offsets can be settled against evidence.

There are many different providers in the market for emissions certificates, and they have different climate impact ambitions. The [Development and Climate Alliance](#) has published a [list of standards](#) (only in German available). GIZ recommends using the standards specified there.

5.3.2 Travel expense requirements

The travel expenses shall be costed by the contractor as follows:

Travel expenses item	Quantity/budget
Total number of international flights (economy/two-way flights)	22 flights (against evidence)
Total number of national flights (economy/two-way flights)	30 (against evidence)
CO ₂ offsets for international and regional flights	7.500 EUR An unalterable budget for CO ₂ offsets for settlement against evidence is specified.
Transport costs (rail travel, car travel, public transport)	Budget: 30,000 EUR (against evidence)
Per-diem allowances for experts with national experience	300 days / up to 25.00 EUR per day (lump sum)
Per-diem allowances for experts with international experience	400 days / up to 44 EUR per day (lump sum)
Accommodation allowances for experts with national experience	300 days / up to 25 EUR per night (lump sum)

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Accommodation allowances for experts with international experience	400 days / up to 97 EUR per night (reimbursement method depending on the offered amount)
Other travel expenses (visa, project-related travel expenses outside the place of business, travel expenses for national administrative staff etc.)	Budget: EUR 25,500 (against evidence)

For experts with international experience: Per-diem allowances are reimbursed as a lump sum up to the maximum amounts permissible under tax law for each country as set out in the country table in the circular from the German Federal Ministry of Finance on travel expense remuneration (download at <https://www.bundesfinanzministerium.de>).

For experts with national experience: The per-diem allowance for experts with national experience is calculated based on the GIZ and Third Party (Non-Governmental Rates) guidelines for events within Tanzania, with effect of 01/07/2023. The Maximum per-diem allowance rate is 25,00 EUR per day.

In addition, for the following items, reasonable costs can be settled against evidence up to the proposed amount.

- Flight costs
- Transport costs
- Other travel expenses

Accommodation allowances for experts with international experience:

For Tanzania, tenderers may offer accommodation allowances up to EUR 97. This is the maximum amount permissible under tax law as per the German Ministry of Finance (BMF) circular on travel expense reimbursement (as valid per January 2026).

- If the contractor offers accommodation allowances at up to 75% (EUR 72.75) of the maximum amounts permissible under tax law as per the BMF circular on travel expense reimbursement, the expenses will be reimbursed **on a lump-sum basis** in the contractually agreed amount.
- If the contractor offers accommodation allowances at between 75% and 100% (EUR 72.75 – EUR 97.00) of the maximum amounts permissible under tax law as per the BMF circular on travel expense reimbursement, the corresponding **evidenced expenses** will be reimbursed up to the contractually agreed amount.

Accommodation allowances for experts with national experience:

The accommodation allowance for experts with national experience is calculated based on the GIZ and Third Party (Non-Governmental Rates) guidelines for events within Tanzania, with effect of 01/07/2023. The maximum accommodation allowance rate is 25,00 EUR per day. The expenses will be reimbursed **on a lump-sum basis**.

Accommodation allowances outside Germany that exceed the maximum amount permissible under tax law as stipulated by BMF and were unavoidable (e.g. due to security requirements) can be settled exclusively on presentation of a written justification of the specific case for the evidenced costs up to the contractually agreed amount.

All travel activities must be agreed in advance with the project manager. Travel expenses must be kept as low as possible.

Please note: These travel expense items do not cover costs related to the contract in the country of assignment (see section 3.6.2 of the General Terms and Conditions). Please cost these items if applicable in the price schedule under '2.2 Costs related to the contract in the country of assignment'.

5.4 Materials and equipment

Budget for equipment: EUR 250.000

The contractor procures the following materials and equipment: Practical training and demonstration units, training materials and material for rehabilitation of institutions. A fixed budget of EUR 250.000 is given in the price schedule for this. Settlement is affected on submission of documentary evidence.

The exact specifications of the materials and equipment to be procured are yet to be clarified with GIZ (see section 7.2).

In section 3.5, the contractor must describe the extent to which sustainability factors will be taken into consideration in the procurement of the materials and equipment.

5.5 Operating costs in the country of assignment

Requirements on operating costs:

Experts 1, 2 and 3 will have working space in the Stawi Bluu offices in Dar es Salaam, a driver, a shared car, and one auxiliary personnel will be provided. The related office costs, driver, car and auxiliary personnel will be covered by the GIZ programme.

Expert 4 and 5 (Pool of Experts) office location is not confirmed, costs must be covered by operating costs offered by the contractor.

The specified lump sums per month are the maximum amounts the tenderer can include in the tender. In other words, the tenderer can offer lower individual lump-sum amounts. The

corresponding lump sums are to be entered into the price schedule by the tenderer. **Higher lump sums are not to be included in the tender.**

Lump-sums that are not specified are to be offered by the tenderer (with no upper limit).

	Months	Lump sum per month up to
Office operating costs	30	300
<i>Other operating costs including internet and communication costs, office consumables, printing, stationery, courier services and other minor operating expenses not covered by GIZ. This includes official paperwork such as licenses for workshop facilitation for example.</i>	30	150

5.6 Workshops, education and training

The contractor runs the following workshops/study trips/training courses:

- Master Trainings
- Curriculum Development (including workshops with private sector, government, Training of Trainers, validation, and capacity building for roll out)
- Modularized value chain trainings

Workshop budget: EUR 450,000

The fixed, unalterable budget above is earmarked for workshops and entered in the price schedule. The budget includes the following costs relating to the planning and running of workshops:

Please delete where not applicable or add information if necessary:

- Trainers (e.g. implementation of a 7-day long Master training requires two trainers in parallel per region and per class of max. 15 persons)
- Adaption of training material
- Room hire
- Technical systems
- Translation/interpreting services
- Catering
- Workshop materials
- Travel expenses for partner experts (subsistence, accommodation, travel costs)
- Other costs relating to the workshops

The budget does not include the fees and travel expenses for the contractor's experts incurred in connection with the planning and running of the workshops. These are covered by the corresponding number of expert days and travel expenses (see sections 5.1 and 5.3 above).

5.7 Local contributions

– Not applicable –

5.8 Other costs

Stationary costs for events and office equipment for workshops.

Budget for Study and Training Tours: EUR 100,000

National and international experts may be tasked with organising, facilitating and accompanying study and training tours for project partners and beneficiaries in Tanzania, the wider region and internationally.

An unalterable budget of EUR 100,000 is allocated to cover study and training tour-related costs for participants, including accommodation, per diem allowances, local transport, venue-related costs and other directly related implementation expenses where applicable.

The study and training tours are intended to support the objectives of Output 2.1 by:

1. Strengthening cooperation and creating synergies among Blue Economy stakeholders at national, regional and international level;
2. Showcasing innovative aquaculture and Blue Economy technologies, business models and best practices, including participation in relevant international exhibitions and trade fairs where appropriate;
3. Promoting peer-to-peer learning, knowledge exchange and the establishment of sustainable Communities of Practice.

Per diem allowances shall be reimbursed as lump sums up to the maximum amounts permissible under German tax law for the respective destination country, as specified in the country table of the circular issued by the German Federal Ministry of Finance on travel expense reimbursement.

Flights and other travel-related costs for experts are budgeted separately under Section 5.3.2 (Travel Expense Requirements).

5.9 Flexible remuneration item

Budget for flexible remuneration: EUR 50,000

The fixed, unalterable budget above is earmarked in the price schedule for flexible remuneration. Flexible remuneration is intended to facilitate the flexible management of the contract by the commission manager at GIZ. The contractor can make use of the funds in accordance with section 3.6.5.7 of the General Terms and Conditions.

6. Requirements on the format of the tender

The structure of the tender must correspond with the structure of the ToRs. It must be legible (for example Arial, font size 11 or larger) and clearly formulated. The technical tender must be written in English.

The technical-methodological concept of the tender (section 3 of the ToRs) must not exceed 30 pages (not including the cover page, list of abbreviations, table of contents, brief introduction and CV for the backstopper). Additional annexes not requested will not be assessed. External content (e.g. links to websites) will also be disregarded.

The CVs of the staff proposed in accordance with section 4 of the ToRs must be in the EU format and not more than four pages in length. The CVs can also be submitted in English.

The CVs must clearly and unequivocally show what position the proposed person held, which tasks they performed and how long they worked during which period in the specified references. **The references contained in the CVs must therefore include the following information:**

- Name of the company/organisation/reference project in which the expert worked
- Position held and task(s) performed by the expert in the company/organisation/reference project
- Work outcomes or products produced by the expert, or expert's contribution to the completion of these outcomes and projects (if relevant)
- Duration of the expert's assignment in the company/organisation/reference project per calendar year in full-time expert days, weeks or months (for example: 2019: 2 months, 2020: 10 months, 2021: 1 month)
- Leadership experience/management: clear information on the reference projects or fixed positions within the company/organisation in which the requirements specified in section 4 were fulfilled (for example, period, number of persons for whom the expert had disciplinary responsibility, project budget) (if relevant)
- International professional experience/professional experience in the country of assignment: clear information on the reference projects or fixed positions in the company/organisation in which the requirements specified in section 4 were fulfilled (for example, actual duration of assignment on the ground in full-time expert days, weeks or months) (if relevant)

In order to facilitate the assessment, we request that you number the references sequentially and provide only references that are clearly related to the object of this tender.

7. Options or follow-on contract

7.1 Option to expand the service content/extend the contract term pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)

While retaining the overall character of the contract, there is a possibility of GIZ continuing to obtain the services specified in section 2 of these Terms of Reference and/or of expanding the contract to include further services of the same kind. The items shown in section 5 (Costing requirements) of these Terms of Reference can be increased by up to EUR 300.000 and extended by up to 6 months. Within this framework, the options can be exercised in up to two parts.

Precondition: Change to the contract or expansion is subject to the need of complementing activities or expansion of duration to achieve the goals described for Output 2.1.

7.2 Option to procure materials and equipment pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)

Nature and scope:

GIZ may increase the total budget of the contract for the procurement of materials and equipment. After the exact needs and technical specifications for the equipment have been defined with GIZ, it is possible to add an additional budget for the procurement of the following goods: Training material, material for institutions for practical training and demonstration purposes. The materials and equipment are needed in order to rehabilitate and upgrade training institutions and demonstration sites to provide practical-oriented and hands-on training and improve the standards of competency-based training.

Maximum budget for the procurement of these materials and equipment: EUR 25.000.

Preconditions:

Precondition is a justification from the contractor based on a market survey and quotations. Approval must be given by the commission manager and the Procurement and Contracting Division.

7.3 Follow-on contract pursuant to Section 14 (4) no. 9 German Ordinance on the Award of Public Contracts (VgV)

Pursuant to Section 14 (4) no. 9 VgV, GIZ reserves the right to award a follow-on contract to the contractor in order to procure similar services.

Scope of possible services:

The term of the follow-on contract must not exceed twice that of the original contract, and the value of the follow-on contract must not exceed twice that of the original contract.

Condition: The above option is subject to GIZ receiving a commission from the commissioning party or the conclusion of an agreement for cofinancing of the measure. Any follow-on contract must be awarded within three years of the award date of the original contract.

A follow-on contract under 7.3 can be considered only as an alternative to the option in 7.1.

8. Annexes

- Aquaculture Value Chain Analysis
- Description of the Action (DoA Stawi Bluu proposal)
- EU logframe for Stawi Bluu and Prosper Blue Result Matrix