

# Terms of reference (ToR) for the procurement of services below the EU threshold

CONFIDENTIAL

---

<b>Support in development of Long Term Low Emissions Development Strategy ( LT LEDS) of Moldova</b>	<b>Project number/ cost centre: G-011989-011 Tender number 10030843</b>
---	---

---

0.	List of abbreviations .....	2
1.	Context.....	3
2.	Tasks to be performed by the contractor .....	5
2.	Develop the Low-emission Development Pathways for Selected Sectors through Qualitative and Quantitative Assessments .....	10
3.	Determining the Prioritized Mitigation Actions/Measures in prioritized Sectors .....	11
3.	Concept.....	13
	Technical-methodological concept .....	13
	Project management of the contractor (1.6) .....	14
	Further requirements (1.7).....	14
4.	Personnel concept.....	14
	Team leader .....	15
	Key expert 1 - Technical expert - Climate Modelling.....	16
	Key expert 2 - Energy Policy Specialist .....	17
	Key expert 3 - Legal and Policy Specialist.....	18
	Key expert 4- Climate Finance Specialist .....	20
	Short-term expert pool of national and international experts with minimum 4, maximum 7 members .....	21
5.	Costing requirements .....	22
	Assignment of personnel and travel expenses .....	22
	Sustainability aspects for travel .....	22
	Workshops, events and trainings.....	25
6.	Inputs of GIZ or other actors.....	26
7.	Requirements on the format of the tender .....	26

## 0. List of abbreviations

AG	Commissioning party
AFOLU	Agriculture, Forestry, and other Land Uses
AN	Contractor
AVB	General Terms and Conditions of Contract for supplying services and work
EaP	Eastern Partnership
EU	European Union
EU4ClimateResilience	Decarbonization and Climate Resilience in the European Union's
EaP	Eastern Partnership
GHG	Green House Gases
FK	Expert
FKT	Expert days
KZFK	Short-term expert
KE	Key Expert
LT LEDS	Long Term Low Emissions Development Strategy
LULUCFE	Land use, land-use change and forestry
NECP	National Energy and Climate Plan
NDC	National Determined Contribution
PPT	Power Point Presentation
ToRs	Terms of reference
UNFCCC	United Nations Commission for Climate Change
WG	Working Group

## 1. Context

The **EU4ClimateResilience** project, jointly co-financed by the European Union and the German Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety (BMUKN), aims to support Armenia, Azerbaijan, Georgia, the Republic of Moldova, and Ukraine in addressing the challenges posed by climate change. These countries, highly vulnerable to the adverse effects of climate change, face increasingly severe weather events, including heat waves, droughts, forest fires, heavy precipitation, and flooding, which threaten to exacerbate disaster risks, public health concerns, and economic losses. In response, the EaP countries are committed to reducing their carbon footprint and aligning with the European Union's climate policies, while simultaneously building national capacities to implement the Paris Agreement.

To achieve these goals, the EU4ClimateResilience project focuses on supporting the green transition, enhancing decarbonization efforts, improving energy security, and boosting resilience to climate change impacts. The project's specific objectives are as follows:

- Increase countries' capacities to adequately measure and reduce national emissions and adapt to the impact of climate change, and advance the implementation of the climate policy framework.
- Demonstrate the benefits of climate adaptation through specific projects.
- Support the establishment of credible regulatory frameworks on green finance in line with EU norms and to support the diversification and scaling-up of bond issuance.

As part of Outcome 1 — Climate change mitigation policy frameworks and strategies updated and implementation advanced — specifically under Indicator 1.1.1 Number of 'contributions' (e.g., analytical studies/support in sectoral/cross-sectoral coordination) provided for NDC update and NDC implementation roadmaps— the project includes the development of LT LEDS.

The Republic of Moldova is currently at a pivotal point in its decarbonization path, aligning itself with European and global climate goals. The start of the energy crisis in 2021 has acted as a catalyst for significant progress, pushing Moldova to strengthen its energy sector and implement policies that promote energy efficiency and sustainability.

The country has taken several key steps to increase the uptake of energy-efficient technologies across various sectors. For instance, the energy efficiency sector saw a notable increase in investment, particularly in public and residential buildings, where the government introduced incentives through REEF, as well as Eco Voucher and Green home programs. The renewable energy sector also grew, with wind and solar installations seeing a significant increase. According to the Energy Balances of the Republic of Moldova for 2020 and 2024 years, published by the National Bureau of Statistics, the share of renewable energy in Moldova's electricity production grew by 6.4 times from 2020 (68 GWh from the total of 983 GWh or 6.9%) to 2024 (668 GWh from the total of 1498 GWh or 44.6%).

In addition to these advancements, other sectors of the national economy are making important progress in adopting low-carbon and clean technologies.

Moldova's national decarbonization efforts are synchronized with the EU's Fit for 55 package and its 2030 climate targets. Moldova's climate and energy policies are designed to integrate seamlessly with the EU framework, allowing the country to benefit from upcoming pre-accession funding opportunities, and access to the EU market for green technologies.

In 2024, the Moldovan Parliament passed the Law No. 74 on Climate Actions, which sets an ambitious climate neutrality target for 2050. The law formally enshrines Moldova's commitment to achieving net-zero emissions by mid-century, aligning with the global climate goal set under the Paris Agreement, as well as the EU long strategy vision on carbon neutrality.

Alongside the Law on Climate Actions, Moldova has adopted several key energy and climate policy documents that set the stage for its transformation towards a climate-neutral economy. These include:

- The National Energy and Climate Plan (NECP) 2025-2030, which was officially approved through the Government Decision No. 86 on 26 February 2025. The NECP outlines the strategies for achieving its energy and climate goals for the country territory on the right bank of Dniester River (excluding the administrative-territorial units on the left bank of Dniester River ), with specific targets for reducing greenhouse gas emissions, increasing renewable energy capacity, and improving energy efficiency.
- The Republic of Moldova's Nationally Determined Contribution (NDC) 3.0, was submitted to UNFCCC on May 6, 2025. The country's new absolute economy-wide target is to reduce its greenhouse gas (GHG) emissions by 71 percent below its 1990 level in 2030 instead of by 70 percent, as committed in NDC 2.0. Concomitantly, pursuant to paragraph 2 of Decision 6/CMA.3, the country's absolute economy-wide target for 2035 is to reduce its GHG emissions by 75 percent below its 1990 level. The 2035-year target is following a steeper trajectory to net zero emissions (non-reducible GHG emissions are compensated by removals in the land use, land-use change and forestry [LULUCF] sector) by 2050 for all greenhouse gases. While the NDC 3.0 submission does not set sub-targets for individual gases, the Republic of Moldova anticipates, as part of achieving its emissions targets, methane reductions of at least 64 percent below its 1990 level by 2030 and by 68 percent below its 1990 level by 2035. Cutting methane emissions is among the fastest ways to reduce near-term warming and is an essential complement to carbon dioxide mitigation. .

To ensure that its transition is consistent and sustainable, Moldova is committed to developing its National Long-Term Low-Emission Development Strategy). This commitment stems from the Energy Community's framework, which mandates that all contracting parties adopt long-term strategies to reduce greenhouse gas emissions and transition to a low-carbon economy, in line with the Paris Agreement and the EU's Green Deal. Specifically, the Energy Community Ministerial Council Decision (2018/03/MC-EnC) mandates that member states submit their LT-LEDS, with a focus on ensuring that national energy and climate policies are fully aligned with the EU's 2050 carbon neutrality target.

Moreover, the EU Regulation (EU) 2018/1999 of the European Parliament and of the Council of 11 December 2018 on the Governance of the Energy Union and Climate Action, transposed by Republic of Moldova, requires that these strategies are not only comprehensive but also transparent and participatory. The regulation outlines the need for clear institutional frameworks, regular monitoring, and stakeholder engagement to ensure the effective implementation of the LT-LEDS.

## **2. Tasks to be performed by the contractor**

### Objectives:

The responsibility of the service provider is to develop a midcentury, gender responsive, low emission development strategy of the Republic of Moldova, aimed at supporting the country to fulfill its commitment under Article 4.19 of the Paris Agreement (UNFCCC, 2015) and Energy Community to which Republic of Moldova is Part, but also to contribute to the current EU accession process and the recommendations of the 2025 EU enlargement report.

The Long-Term Low Emission Development Strategy (LT-LEDS) will define comprehensive, economy-wide pathways for transitioning to a climate-neutral and climate-resilient development model by 2050. It will outline sector-specific decarbonization trajectories for renewable energy, energy efficiency and key sectors, including energy system, industry, transport, agriculture and land use, land-use change and forestry (LULUCF) and waste, ensuring coherence with the European Union's climate acquis and the global objective of achieving net-zero greenhouse emissions in the second half of the century, in line with the Paris Agreement. It will establish an updated GHG emissions baseline and assess long-term mitigation scenarios, identifying cost-effective, resource-efficient and socially balanced pathways for deep decarbonization of the priority sectors.

The Strategy will ensure alignment and consistency with the country's NDC 3.0, the National Energy and Climate Plan (NECP), approved through the Government Decision No. 86 on 26 February 2025, the Low Emissions Development Programme until 2030, approved through Government Decision No. 659 on 6 September 2023, the National Climate Change Adaptation Programme until 2030, approved through Government Decision no. 624 on 30 August 2023 and other relevant national climate and energy policy documents. It will also provide strategic guidance for investment planning, policies and measures for related research, development and innovation, policy sequencing and institutional reforms necessary to achieve climate neutrality by 2050

### Specific objectives:

The Contractor's assignment includes provision of high-quality analytical and technical assistance, as well as stakeholders consultation process, to efficiently perform the following services:

- **Define scope, approach and work plan for the LT-LEDS of Moldova:** : the Service Provider is required to conduct desk review work on existing national climate related

documents, develop the methodology for LT LEDS development and conduct consult public consultations on methodological approach and final structure of Moldovan LT LEDS. The intended final structure of the Moldovan LT-LEDS needs to comply with the country existing regulatory framework i.e., Law 74/2024 on Climate Actions, Government Decision No. 661 of 25-09-2024 amending the Government Decision No. 386/2020 on the planning, development, approval, implementation, monitoring and evaluation of public policy documents, Government Decision No. 10 of 10-01-2024 for the approval of the Regulation on the Energy Governance Mechanism and Climate Actions

- **Develop the Low-emission Development Pathways for Selected Sectors through Qualitative and Quantitative Assessments:** the Service Provider is required to convey qualitative and quantitative assessments to develop mitigation scenarios and intended future emission reduction/decarbonization trajectories/pathways (i.e., with existing measures – WEM and with additional measures - WAM) to achieve Moldovan LT-LEDS vision per each sector for the period 2025 to 2050 taking into account national guidelines for policy and strategy document development and other national and sectoral mid-term 2030 and 2035 targets from LEDP 2030 (2023), NECP 2030 (2025) and NDC 3.0 (2025). The exercise of developing mitigation scenarios (WEM and WAM) and future low-emission / decarbonization trajectories / pathways shall be carried out in close consultations with sectoral national experts involved in development national reports to UNFCCC and Paris Agreement (NCs, BTRs and NIDs) and relevant stakeholders. *These mitigation scenarios and pathways will be presented and agreed with the line ministries (Ministry of Environment – responsible for LULUCF, Waste and IPPU (F-gases) sectors; Ministry of Energy – energy sector; Ministry of Agriculture and Food Industry – agriculture sector; Ministry of Infrastructure and Regional Development – buildings and transport sectors).*
- **Determining the Prioritized Mitigation Actions/Measures in prioritized Sectors:** In this task, the main objective is to agree and validate with the relevant stakeholders/experts in the prioritized sectors and with the key line ministers (*Ministry of Energy – energy; Ministry of Infrastructure and Regional Development – buildings and transport; Ministry of Economic Development and Digitization – industry; Ministry of Agriculture and Food Industry – agriculture; Ministry of Environment – IPPU (F-gases used in Refrigeration and Air Conditioning), LULUCF and Waste*) the prioritized mitigation pathways and actions/measures based on the modeling outputs and the prioritization methodology to be proposed and agreed upon.
- **Identifying Financing Needs (estimates of investment needed):** In this task, the Service Provider together with the key line ministries and LT-LEDS stakeholders is required to assess the financing needs required to implement the prioritized mitigation PaMs and determine the investment needed . The assessment should include both the technology cost and the implementation cost, define priorities and time-sequencing of the investments proposed in each sector.
- **Impact assessment of socio-economic aspects:** Integrating socio-economic considerations into LT-LEDS ensures that climate mitigation pathways are realistic, equitable, economically viable, and politically feasible. The Service Provider will assess structural economic transformations options, gender aspects, employment and just transition considerations, social equity and distributional impacts, sectoral transformation needs. The Service Provider will assess socio-economic co-benefits of proposed

trajectories (e.g. air quality, healthcare costs, enhanced energy security, increased resilience, etc.) and others.

- **Public Consultation for LT-LEDS Development, Validation and Approval:** The Service Provider will moderate the discussions and confirm that the proposed changes are agreed upon by all parties. Finally, the Service Provider will issue the LT-LEDS document, and a copy will be sent to the key line ministries and relevant stakeholders, including the Climate Change National Commission of the Republic of Moldova for endorsement, before it is submitted to Energy Community Secretariat for validation.
- The contractor is responsible for selecting and steering the international and national, short and long-term experts assigned to perform the tasks under the services as detailed in this TOR .
  - ✓ The contractor provides equipment and supplies (consumables) and assumes the associated operating and administrative costs.
  - ✓ The contractor manages costs and expenditures, accounting processes and invoicing in line with the requirements of GIZ.
  - ✓ The contractor reports regularly to GIZ in accordance with the current AVB of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

In addition to the reports required by GIZ in accordance with the AVB, the contractor submits the following reports:

- Inception Report in DOC format, English
- Progress Implementation Report No1 in DOC format, English
- Progress Implementation No 2 in DOC format, English
- Final Report Final Report in DOC format, English

Certain milestones/tasks, as laid out in the table below, are to be achieved during the contract term:

Milestones/partial services/tasks	Deadline/place/person responsible	Criteria for acceptance
-----------------------------------	-----------------------------------	-------------------------



<p><b>1. Define scope, approach and work plan for the LT-LEDS of Moldova</b></p> <p>1.1 Carry out in depth desk analysis of regulatory and policy of national legislation, national development plans and vision statement, climate change related policy documents (including but not limited to NDC 3.0 (2025), NECP 2030 (2025), LEDP 2030 (2023), NCCAP 2030 (2023), national and sectoral strategies, Fifth National Communication of the Republic of Moldova submitted to UNFCCC (2023), the First Biennial Transparency Report of the Republic of Moldova submitted to UNFCCC and to the Paris Agreement (2025), the draft combined report Sixth National Communication / Second Biennial Transparency Report of the Republic of Moldova to UNFCCC and Paris Agreement (2026), etc.) as the basis for assessing the legal and policy context for the LT-LEDS development process.</p> <p>1.2 Based on the outcomes of the in-depth desk analysis to define the approach for LT-LEDS development, propose the scope, adjusted structure (if the case) and the views on content to be communicated in the LT-LEDS document.</p> <p>1.3. Consult with the MoEnv and MoEnergy the approach and ensure the clearance from both institutions before the start of document development stage.</p> <p>1.4. Agree on institutional framework and coordination mechanism to ensure successful development and implementation of the LT-LEDS based on international and EU MS best practices and taking into account national</p>	<p><b>October 2026</b> <b>Activity entails both online and Chisinau, Moldova</b> Team leader Key Expert 3, Legal and Policy</p>	<p>Inception Report presented, up to 100 pages in DOC format, English, which includes the following:</p> <p>Methodological/concept paper for development of the LT-LEDS of the Republic of Moldova</p> <p>Conclusions of the consultation meeting and or correspondence emails /letter with ministires on approach clearance</p> <p>Conclusion of the meeting(s) and or correspondence email(s) with ministries on</p>
---	---	--



<p>circumstances and EU accession efforts.</p> <p>1.4.1 Identify the main relevant stakeholders (e.g. ministries, NGOs, academia, etc.)</p> <p>1.4.2. Identify the key organizations in the pre-defined key sectors</p> <p>1.4.3. Assess capacity gaps and needs of the relevant stakeholders</p> <p>1.4.4. Design and identify the hierarchal mechanism for cross-sectoral cooperation and process coordination (e.g. technical level for defining the strategic options, primary level coordinating the process, and high level for adopting decisions and supporting strategy implementation)</p> <p>1.4.5. Define the roles and responsibilities of the different entities and their engagement strategy in LT-LEDS design process</p> <p>1.5. Conduct a public event, combining the kick off of LT LEDS development in Moldova and stakeholder consultations to discuss the proposed long-term vision, objectives, institutional arrangements and work plan, including coordination and consultations with Energy Community Secretariat.</p> <p>1.6. Develop overall long-term mid-century vision, strategic goals and objectives according to the above analysis</p> <p>1.7. Develop a final work plan for the development of the LT-LEDS.</p>		<p>reached agreements over the points 1.4.1 – 1.4.5</p> <p>Powerpoint presentation and/or Report(s) produced for stakeholders consultation</p> <p>List of Stakeholders identified;</p> <p>Mechanism for cross-sectoral cooperation and process coordination, roles clarified, and next steps agreed</p> <p>Report on public workshop (with Foto evidences, list of participants, etc.) Romanian and English, up to 10 pages in DOC format.</p> <p>Long-term mid-century vision, strategic goals and objectives, up to 5-7 pages in DOC format.</p> <p>The Working plan as presented to Interministerial Working Group and agreed with GIZ Moldova</p>
--	--	---

<p><b>2. Develop the Low-emission Development Pathways for Selected Sectors through Qualitative and Quantitative Assessments</b></p> <p>2.1 Collect, review and analyze available information and necessary data (the NDC 3.0 (2025), the NECP 2030 92025), LEDP 2030 (2023), NCCAP 2030 (2023), NC5 (2023), NID: 1990-2022 (2024), BTR1 (2025), draft NID: 1990-2024 (2026), draft combined report NC6/BTR2 (2026), other national strategies, plans and policy documents related to sectoral mitigation opportunities) necessary for developing mitigation scenarios (WEM and WAM) and for modelling low-emission development pathways for all sectors by 2050</p> <p>2.2 Develop sectoral scenarios/pathways in alignment with the country's new absolute economy-wide targets set up for 2030 and 2035 in NDC 3.0 (2025), including sectoral modelling of GHG emissions and sector's economic parameters through employing available mitigation scenario modelling tools (i.e., LEAP (long-range energy alternatives planning), MARKAL/TIMES (market allocation), Model for Energy Supply Strategy Alternatives and their General Environmental Impact (MESSAGE), The Open Source Energy Modelling System (OSeMOSYS), Python for Power System Analysis (PyPSA), Greenhouse gas Abatement Cost Model (GACMO), etc.) .</p>	<p><b>January 2027 Online</b></p> <p>Team leader Technical Expert 1 – Climate Modelling</p>	<p>Implementation Progress Report N1 is presented, up to 150 pages in DOC format, English, which includes the following:</p> <p>Comprehensive and Sectoral Low-Emission Development Pathways Assessment Report and Modelling Package (up to 50 pages in DOC format, in English)</p> <p>Power Point presentation that demonstrates how the country can achieve its 2030, 2035, and 2050 mitigation objectives</p> <p>The deliverables are preliminary discussed with line ministries/interministerial WG and presented as part of the Milestone 2 progress implementation Report (up to 150 pages in DOC format, English)</p>
--	---	--

<p><b>3. Determining the Prioritized Mitigation Actions/Measures in prioritized Sectors</b></p> <p>3.1. The Service Provider is required to organize stakeholder consultations process, which includes both, a public consultation and validation workshop and bilateral discussions with key line ministries responsible for the following sectors: Energy, Transport, Buildings, Industry (including the fluorinated gases with greenhouse effect used in RAC sector), Agriculture, Land Use, Land-Use Change and Forestry and Waste. The objectives of this consultation would be to:</p> <p>i) Present the main outputs of the modelled sectoral mitigation scenarios/pathways, and agree upon the necessary modifications for the selected low-emission development pathways (if any) with relevant stakeholders;</p> <p>ii) Discuss the different plausible measures required to assist the implementation of the various modelled sectoral mitigation scenarios / pathways;</p> <p>iii) Discuss the prioritization criteria required to set the time plan for the implementation of the mitigation policies and measures (PaMs) considered in the low-emission development pathways;</p> <p>iv) Discuss the nationally prioritized mitigation PaMs in all prioritized sectors, the chosen policy instruments, and the potential interactions.</p> <p>3.2. After the stakeholder consultation, the Service Provider is required to address the</p>	<p><b>January 2027/ Chisinau, Moldova and online</b></p> <p>Team leader</p> <p>Sectoral experts (Energy, Transport, Buildings, Industry (including the fluorinated gases with greenhouse effect used in RAC sector), Agriculture, Land Use, Land-Use Change and Forestry and Waste)</p>	<p>Implementation Progress Report N1 is presented, up to 150 pages in DOC format, English, which includes the following:</p> <p>The minutes of the meetings with 4 Ministries, provided in English at least 3 pages, with participants list, conclusions of the meeting, etc.</p> <p>Minutes of the consultation meeting and or correspondence emails /letter with ministires</p> <p>Report on public consultation and validation workshop (with Foto evidences, list of participants, etc.) Romanian and English, up to 10 pages in DOC format.</p>
--	---	--

<p>comments raised, and re-quantify the GHG emission reduction potential of the potential mitigation PaMs. The consultant is also required to analyze the inter-sectoral policy synergies and tradeoffs in addition to the potential cross-sectoral policy interactions.</p> <p>3.3. Building upon the results of the consultations with stakeholders and the key line ministries, the Service Provider is then required to revise the mitigation scenarios / pathways and PaMs.</p>		<p>Report on addressing comments from the consultation meetings and revised mitigation scenarios (up to 30 pages in DOC format, in English). presented to EU4Climate Resilience.</p> <p>The deliverables are presented as part of the Mid term progress implementation Report No1 (up to 150 pages in DOC format, English)</p>
<p><b>4. Identifying Financing Needs (estimates of investment needed)</b></p> <p>4.1 The estimates of investment needed for implementation of prioritized PaMs identified for each sector (renewable energy, energy efficiency, energy system, buildings, transport, industry, agriculture, LULUCF and waste) and defined trajectory</p> <p>4.2. The estimates of financing needs for implementing PaMs for related research, development and innovation</p>	<p><b>March 2027</b> <b>Online</b> Team Leader, Finance Expert</p>	<p>Implementation Progress Report N2 is presented ( up to 150 pages in DOC format, English, + PPT) which includes the following:</p> <p>Report on assessment of financing and investment needs, including visuals cards in WORD format ( up to 50 pages, in English) and power point presentation summarizing the findings of the report</p>
<p><b>5. Impact assessment of socio-economic aspects</b></p> <p>5.1 Impact assessment of socio-economic aspects will be developed for each sector and defined trajectory</p>	<p><b>March 2027</b> <b>Online</b> Team Leader</p>	<p>Implementation Progress Report N2 is presented ( up to 150 pages in DOC format, English, + PPT) which includes the following:</p> <p>Report on Environment and social impact assessment with all sectors (up to 100 pages, in word format in English) and power point</p>

		presentation summarizing the findings of the report
<b>6. LT-LEDS stakeholder consultation and approval</b>  The Service Provider is required to: <ul style="list-style-type: none"> <li>- deliver a national public consultation final event, in the format of policy discussions, with participation of all relevant stakeholders and interested public, where the final document is presented and discussed the implications of the document and climate policy measures at national level</li> <li>- address comments and feedback form public consultation in the final LT LEDS version.</li> </ul>	<b>May 2027</b> <b>Chisinau, Moldova</b> Team Leader, Technical expert 1-8	Report on stakeholder consultations (with Foto evidences, list of participants, presentations delivered, etc.) English in DOC format.  Provide the table tracking the comments received during consultation process, their relevance and how these were addressed in the final document  The deliverable is presented as part of the Final Report (up to 80 pages in DOC format+ PPT, English)

The service provider should have in mind that the overall sequence of the service is connected to each task aimed the development of LT LEDS.

**Period of assignment: from 07.09.2026 until 30.06.2027.**

### 3. Concept

In the tender, the tenderer is required to show *how* the objectives defined in Chapter 2 (Tasks to be performed) are to be achieved, if applicable under consideration of further method-related requirements (technical-methodological concept). In addition, the tenderer must describe the project management system for service provision.

Note: The numbers in parentheses correspond to the lines of the technical assessment grid.

#### Technical-methodological concept

**Strategy (1.1):** The tenderer is required to consider the tasks to be performed with reference to the objectives of the services put out to tender (see Chapter 1 Context) (1.1.1). Following this, the tenderer presents and justifies the explicit strategy with which it intends to provide the services for which it is responsible (see Chapter 2 Tasks to be performed) (1.1.2).

The tenderer is required to present the actors relevant for the services for which it is responsible and describe the **cooperation (1.2)** with them.

The tenderer is required to present and explain its approach to **steering** the measures with the project partners (1.3.1)

The tenderer is required to describe the key **processes** for the services for which it is responsible and create an **operational plan** or schedule (1.4.1) that describes how the services according to Chapter 2 (Tasks to be performed by the contractor) are to be provided. In particular, the tenderer is required to describe the necessary work steps and, if applicable, take account of the milestones and **contributions** of other actors (partner contributions) in accordance with Chapter 2 (Tasks to be performed) (1.4.2).

### **Project management of the contractor (1.6)**

The tenderer is required to explain its approach for coordination with the GIZ project. In particular, the project management requirements specified in Chapter 2 (Tasks to be performed by the contractor) must be explained in detail.

The tenderer is required to draw up a **personnel assignment plan** with explanatory notes that lists all the experts proposed in the tender; the plan includes information on assignment dates (duration and expert days) and locations of the individual members of the team complete with the allocation of work steps as set out in the schedule.

The tenderer is required to describe its backstopping concept. The following services are part of the standard backstopping package, which (like ancillary personnel costs) must be factored into the fee schedules of the staff listed in the tender in accordance with Section 3.1 of the GIZ AVB:

- Service-delivery control
- Managing adaptations to changing conditions
- Ensuring the flow of information between the tenderer and GIZ
- Assuming personnel responsibility for the contractor's experts
- Process-oriented steering for implementation of the commission
- Securing the administrative conclusion of the project

### **Further requirements (1.7)**

Consideration of cross-cutting themes (e.g. gender equality, gender ratio).

## **4. Personnel concept**

The tenderer is required to provide personnel who are suited to filling the positions described, on the basis of their CVs (see Chapter 7), the range of tasks involved and the required qualifications.

If the Contractor provides fewer experts than the number of positions described, the experts will be assessed for all requirements and qualifications for all positions they are intended to cover.

The below specified qualifications represent the requirements to reach the maximum number of points in the technical assessment.

## Team leader

### Tasks of the team leader

- Overall responsibility for the quality and timely delivery of all service works
- Coordinating and ensuring communication with GIZ, partners and others involved in the project.
- Personnel management, in particular identifying the need for short-term assignments within the available budget, as well as planning and steering assignments and supporting local and international short-term experts
- Regular reporting to GIZ in accordance with contractual deadlines, including milestone progress reports, and the final contract report.
- Responsibility for taking cross-cutting themes into consideration (for example, gender equality)
- Cooperate with the national project expert on LT LEDS

The position of Team leader can be combined with another position from below listed, if meets the minimum qualifications required. A statement of availability for this expert must be attached to the tender as an annex.

### Qualifications of the team leader

Education/training (section 2.1.1 of the assessment grid):	Advanced university degree (master's level or higher) in environmental policy, green technologies (renewables, transport, etc.), climate change, economics, sustainable development or a closely related field
Language (section 2.1.2 of the assessment grid), Analysis & Communication:	Knowledge of <i>English</i> , B2-level language proficiency in English according to the Common European Framework of Reference for Languages. <b>Mandatory criteria, not fulfilment will lead to the exclusion of the offer.</b>
General professional experience (section 2.1.3 of the assessment grid):	Minimum 7 years of professional experience in managing multi-disciplinary projects related to climate change-related issues <i>and proven track record in developing LT-LEDS, NDCs, or Net Zero sectoral strategies, preferably in developing country contexts.</i>
Specific professional experience (section 2.1.4 of the assessment grid):	Minimum 7 years of <i>progressive</i> experience in climate change policy and low-emission development planning and modelling, and strong proficiency in greenhouse gas (GHG) modeling tools and scenario development (e.g., <i>using</i> MARKAL/TIMES, LEAP, MESSAGE, OSeMOSYS, PyPSA, GACMO, etc.).
Leadership/management experience (section 2.1.5 of the assessment grid), Stakeholder Engagement & Policy Dialogue:	Experience leading multi-disciplinary teams and managing projects under tight timelines. Proven experience in leading review and development of strategic policy documents in the field of climate change (i.e., LT-LEDS, NDCs or Net Zero sectoral strategies). Strong experience conducting high-level policy dialogues



	and technical dialogues with government ministries, private sector stakeholders, and international development partners to build consensus.
International professional experience outside the country/region of assignment (section 2.1.6 of the assessment grid):	Demonstrated professional experience in the Central and Eastern Europe region, including the Contracting Parties of the Energy Community, familiarity with their national legal and policy framework related to climate change and public policy planning
Experience in the field of development cooperation (section 2.1.7 of the assessment grid):	Minimum 7 years of experience in development cooperation projects
Other (section 2.1.8 of the assessment grid):	Demonstrated experience of at least 7 years synthesizing complex technical reports into strategic, actionable policy documents.

### Key expert 1 - Technical expert - Climate Modelling

The position of Climate Modelling Specialist can be combined with another position from those listed, if meets the minimum qualifications required.

#### Tasks of key expert 1

- Support sectoral experts in developing sectoral mitigation scenarios (WEM and WAM) to simulate emission reductions by 2050
- Support sectoral experts in identifying the investment requirements, technology needs, and policy instruments for implementation in the key sectors covered by LT-LEDS

#### Qualifications of key expert 1

Education/training (section 2.2.1 of the assessment grid):	Advanced university degree (Master's or Ph.D.) in Climate Change, Environmental Economics, Engineering, or relevant field
Language (section 2.2.2 of the assessment grid):	Knowledge of <i>English</i> , B1-level language proficiency in English according to the Common European Framework of Reference for Languages. <b>Mandatory criteria, not fulfilment will lead to the exclusion of the offer.</b>
General professional experience (section 2.2.3 of the assessment grid):	Minimum 8 years of professional experience in climate policy, green growth, or GHG inventory analysis. <i>Experience leading multi-disciplinary teams and managing projects under tight timelines.</i>
Specific professional experience (section 2.2.4 of the assessment grid):	Minimum 8 years of professional experience <i>and strong skills in energy and climate modelling tools (MARKAL/TIMES, LEAP, MESSAGE, OSeMOSYS, PyPSA, etc.) to design, calibrate, and interpret decarbonization pathways.</i>

Core competencies (section 2.2.5 of the assessment grid):	Expertise in conducting modeling, validation, and documentation of all analytical outputs; expertise in mitigation scenarios determination, MRV (Measurement, Reporting, and Verification) systems, and sectoral-based GHG emission analyses; experience in guiding long-term, low-emission, and net-zero sectoral strategies; experience in translating complex technical assessments into actionable policy documents and national development plans; excellent writing and negotiation skills to engage with high-level officials; experience in managing projects under tight timelines
International professional experience outside the country/region of assignment (section 2.2.6 of the assessment grid):	Demonstrated professional experience in the Central and Eastern Europe region, including the Contracting Parties of the Energy Community, familiarity with their national legal and policy framework related to climate change and public policy planning

#### Soft skills of team members

In addition to their specialist qualifications, the following qualifications are required of team members:

- Team skills
- Initiative
- Communication skills
- Socio-cultural skills
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking

### **Key expert 2 - Energy Policy Specialist**

#### Tasks of key expert 2:

- Assessment of current emissions and modeling results at sectoral level by 2050
- Assessing mitigation policies and measures, implementation plans, and financing options at sectoral level

#### Qualifications of key expert 2

Education/training (section 2.3.1 of the assessment grid):	Master's degree in economics, energy engineering, energy management, civil engineering, transport planning, sustainable mobility, urban planning, environmental engineering, environmental studies, environmental management, or a related field.
Language (section 2.3.2 of the assessment grid):	Knowledge of <i>English</i> , B1-level language proficiency in English according to the Common European Framework of Reference for Languages. <b>Mandatory criteria, not fulfilment will lead to the exclusion of the offer.</b>

General professional experience (section 2.3.3 of the assessment grid):	Minimum of 4 years of relevant experience in climate change mitigation, specifically in energy sector, energy planning, energy policy development
Specific professional experience (section 2.3.4 of the assessment grid):	Proficient in using modeling tools (e.g., MARKAL/TIMES, LEAP, MESSAGE, GACMO, IPCC calculation tools (e.g., for F-gases), Land Use Matrix (LUM), etc.) to project long-term emission scenarios
Core competencies (section 2.3.5 of the assessment grid):	Ability to conduct mitigation assessments and identify cost-effective mitigation actions for specific sectors. Deep understanding of sectoral decarbonization pathways, technologies, and GHG emission trends. Experience linking short-term NDC targets with long-term 2050 climate goals. Skilled in policy formulation and translating technical data into actionable energy and climate policy documents. Ability to engage governmental stakeholders, and build consensus.
International professional experience outside the country/region of assignment (section 2.3.6 of the assessment grid):	Demonstrated professional experience in the Central and Eastern Europe region, including the Contracting Parties of the Energy Community, familiarity with their national legal and policy framework related to climate change and public policy planning
Experience in the field of development cooperation (section 2.3.7 of the assessment grid):	Minimum of 4 years of experience in development cooperation projects.
Other (section 2.3.8 of the assessment grid):	At least 1 year of experience related to Moldova

### Soft skills of team members

In addition to their specialist qualifications, the following qualifications are required of team members:

- Team skills
- Initiative
- Communication skills
- Socio-cultural skills
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking

### **Key expert 3 - Legal and Policy Specialist**

#### Tasks of key expert 3:

- Review existing national legislation, climate strategies, and sectoral policies to identify gaps and conflicts with the proposed LT-LEDS

- Draft amendments to existing, or draft new, legislation, regulations, and institutional policies to operationalize the LT-LEDS
- Collaborate with national stakeholders to foster inter-ministerial cooperation and build robust legal frameworks for low-carbon development
- Ensure that short-term policies (NDCs) are anchored within the long-term vision provided by the LT-LEDS

#### Qualifications of key expert 3

Education/training (section 2.4.1 of the assessment grid):	University degree (Master's or equivalent) in Law, Public Policy, Environmental Studies, Energy, Economics, or International Relations
Language (section 2.4.2 of the assessment grid):	Knowledge of <i>English</i> , B1-level language proficiency in English according to the Common European Framework of Reference for Languages. <b>Mandatory criteria, not fulfilment will lead to the exclusion of the offer.</b>
General professional experience (section 2.4.3 of the assessment grid):	Minimum of 4 years of proven experience in legal drafting, legislative analysis, and institutional consultation
Specific professional experience (section 2.4.4 of the assessment grid):	Specific experience in aligning national laws with international climate agreements (e.g., Paris Agreement, EU acquis). Proven experience in developing sectoral strategies and conducting ex-ante, ex-post, etc. policies assessments.
Core competencies (section 2.4.5 of the assessment grid):	Ability to review and update existing national legislation to ensure consistency with long-term climate strategies. Strong technical and analytical abilities to bridge short-term NDC targets with long-term 2050 targets. Understanding of environmental services, economic impacts of climate measures, and sector-specific policies (energy, transport, industry, agriculture, forestry, waste). Capability to coordinate across ministerial, sub-national, and local institutions.
International professional experience outside the country/region of assignment (section 2.4.6 of the assessment grid):	Demonstrated professional experience in the Central and Eastern Europe region. Expertise in international law related to climate change (e.g., EU acquis, UNFCCC mechanisms) and knowledge of institutional structures and governance frameworks
Experience in the field of development cooperation (section 2.4.7 of the assessment grid):	Minimum of 4 years of experience in development cooperation projects.

#### Soft skills of team members

In addition to their specialist qualifications, the following qualifications are required of team members:

- Team skills
- Initiative
- Communication skills
- Socio-cultural skills
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking

## Key expert 4- Climate Finance Specialist

### Tasks of expert 4

- Support sectoral experts in evaluating cost-effectiveness of mitigation options and identifying funding sources
- Working with sector experts (e.g., energy, industry, transport, buildings, agriculture, forestry, waste) to translate technical mitigation plans into financial proposals
- Identifying investment opportunities and aligning them with appropriate public and private funding sources

### Qualifications of key expert 4

Education/training (section 2.5.1 of the assessment grid):	Master's degree or equivalent in Finance, Economics, Environmental Studies, Law, or Public Administration
Language (section 2.5.2 of the assessment grid):	Knowledge of <i>English</i> , B1-level language proficiency in English according to the Common European Framework of Reference for Languages. <b>Mandatory criteria, not fulfilment will lead to the exclusion of the offer.</b>
General professional experience (section 2.5.3 of the assessment grid):	8 years of experience in climate finance, policy advisory, or sustainable finance
Specific professional experience (section 2.5.4 of the assessment grid):	8 years of proven expertise in evaluating mitigation options (e.g., energy, transport) and performing cost estimation/economic modeling
Core competencies (section 2.5.5 of the assessment grid):	Deep understanding of the climate finance landscape, including multilateral funds (GCF, GEF, Adaptation Fund) and private sector financing. Experience in structuring blended finance solutions is highly desirable. Experience in writing technical proposals, conducting feasibility studies, and navigating project documentation for international financial institutions (e.g., World Bank, EBRD, EIB). Strong proficiency in financial analysis, climate risk assessment, and data analysis to support decision-making.
Experience in the field of development cooperation (section 2.5.7 of the assessment grid):	8 years of experience in development cooperation projects Demonstrated professional experience in the Central and Eastern Europe region, including the Contracting Parties of the Energy Community.

### Soft skills of team members

In addition to their specialist qualifications, the following qualifications are required of team members:

- Team skills
- Initiative
- Communication skills
- Socio-cultural skills
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking

### **Short-term expert pool of national and international experts with minimum 4, maximum 7 members**

For the technical assessment, an average of the qualifications of all specified members of the expert pool is calculated. Please send a CV for each pool member (see below Chapter 7 Requirements on the format of the bid) for the assessment. The expert pool comprises specialists in transport, industry, agriculture, LULUCF, buildings and waste

#### Tasks of the short-term expert pool

- Assessment of current emissions and modeling results at sectoral level (transport, industry, agriculture, LULUCF, buildings and waste) by 2050
- Assessing mitigation policies and measures, implementation plans, and financing options at sectoral level
- Administrative or technical support entailed by execution of tasks ( e.g. organization of stakeholders consultations, etc.)

#### Qualifications of the short-term expert pool

Education/training (section 2.6.1 of the assessment grid):	Master's degree in economics, energy engineering, transport engineering, civil engineering, transport planning, sustainable mobility, urban planning, chemical engineering, environmental engineering, environmental studies, agronomy, agricultural sciences, agroecology, climate-smart agriculture, agricultural economics, forestry, forest management, land-use planning, ecosystem management, waste management, sanitary engineering, environmental management, or a related field .
Language (section 2.6.2 of the assessment grid):	Fluency in English is essential (C1); knowledge of Romanian or Russian languages is highly desirable (B1)
General professional experience (section 2.6.3 of the assessment grid):	Minimum of 4 years of relevant experience in climate change mitigation, specifically in sectoral policy development (e.g., energy, transport, industry, buildings, agriculture, forestry, waste).
Specific professional experience (section 2.6.4 of the assessment grid):	Proficient in using modeling tools (e.g., MARKAL/TIMES, LEAP, MESSAGE, GACMO, IPCC calculation tools (e.g.,

	for F-gases), Land Use Matrix (LUM), etc.) to project long-term emission scenarios
Core competencies (section 2.6.5 of the assessment grid):	Ability to conduct mitigation assessments and identify cost-effective mitigation actions for specific sectors. Deep understanding of sectoral decarbonization pathways, technologies, and GHG emission trends. Experience linking short-term NDC targets with long-term 2050 climate goals. Skilled in policy formulation and translating technical data into actionable policy documents. environmental management, or a related field. Ability to facilitate workshops, engage governmental stakeholders, and build consensus.
International professional experience outside the country/region of assignment (section 2.6.6 of the assessment grid):	Demonstrated professional experience in the Central and Eastern Europe region, including the Contracting Parties of the Energy Community, familiarity with their national legal and policy framework related to climate change and public policy planning
Experience in the field of development cooperation (section 2.6.7 of the assessment grid):	Minimum 4 years of experience in development cooperation projects

The tenderer must provide a clear overview of all proposed short-term experts and their individual qualifications.

## 5. Costing requirements

### Assignment of personnel and travel expenses

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 (downloadable from the [German Federal Ministry of Finance – tax treatment of travel expenses and allowances for international business travel as of 1 January 2026 \(GERMAN ONLY\)](#)).

Accommodation allowances are reimbursed as detailed in the specification of inputs below.

With special justification, additional Accommodation costs up to a reasonable amount can be reimbursed against evidence.

All business travel must be agreed in advance by the officer responsible for the project

### Sustainability aspects for travel

GIZ has undertaken an obligation to reduce greenhouse gas emissions (CO<sub>2</sub> emissions) caused by travel. When preparing your tender, please incorporate options for reducing emissions, such as selecting the lowest-emission booking class (economy) and using means of transport, airlines and flight routes with a higher CO<sub>2</sub> efficiency. For short distances, travel by train (second class) or e-mobility should be the preferred option.



CO<sub>2</sub> 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 \(German only\)](#) has published a [list of standards \(German only\)](#). GIZ recommends using the standards specified there.

### Specification of inputs

Milestones/partial works	Estimated expert days for orientation	Deadline/place/person responsible
<b>Milestone 1</b>  Inception and workplan for LT LEDS	Team Leader,- 13 days KE3 "Policy and Legal"- 10 days Total: 23 days	31 October 2026  Online and in person meetings in Moldova  1 in person event in Chisinau
<b>Milestone 2</b>  Development of sectoral pathways	Team Leader -10 days KE1 "Climate mitigation"- 20 days KE2 Energy – 15 days Short term expert pool - 9 days per sector expert ( in total 6 sectors )=54 days Total: 99 days	30 January 2027  Online
<b>Milestone 3</b>  Determine mitigation measures per sector	Team Leader - 10 days KE1 Climate mitigation - 4 days KE2 Energy –5 days Short term expert pool - 5 days per sector expert ( in total 6 sectors )= 30 days Total: 49 days	30 January 2027  Online and in person meetings in Moldova  1 in person event in Chisinau
<b>Milestone 4</b>  Assessment of costs and socio economic impact	Team Leader - 10 days KE 4 Finance – 35 days KE 2 Energy -7 days Short term expert pool - 7 days per sector expert ( in total 6 sectors )= 42 days Total: 94 days	31 March 2027  Remote, potentially with 1 trip to Moldova of the Team Leader

<b>Milestone 5</b>  Public consultation of LT LEDS and approval	Team leader – 1 day Key Expert 1-4 – 1 day per expert Short term experts (TBD by Contractor) 5 days Total: 10 days	20 May 2027  1 public consultation event presenting the draft LT LEDS, discussing implications of developed policy measures and collect feedback for LT LEDS finalization
<b>TOTAL</b>	275 days	3 in country visits for meeting with ministries  3 public consultation workshops/events

Travel expenses	Quantity	Number per expert	Total	Comments
<b>Fixed travel budget</b>	1		20 000 €	A budget is earmarked for travel to the following countries: Moldova.  A fixed budget of EUR 20.000 € is earmarked for settling travel expenses against evidence.  You can find further information on the travel expense budget in the 'Price schedule' document. Please use the 'Explanations' column in the price schedule to break down the individual items. Settlement is possible only until the budget is depleted.
<b>CO<sub>2</sub> compensation for air travel</b>	30 x 50 €		1500 €	A fixed budget of EUR 1500 € is earmarked for settling carbon offsets against evidence. There are estimated up to 15 roundtrips to Moldova with around 50 EUR compensation for one way flight.
<b>Other costs</b>	<b>Number</b>	<b>Price</b>	<b>Total</b>	<b>Comments</b>

<b>Workshops</b>	2 x 1500 € 1 x 5000 €		8000 €	<p>The budget contains the following costs: 8000 €.</p> <p>There are planned 2 technical workshops and 1 public consultation event combined with climate policy panel discussions. (see section “Workshops, events and trainings”)</p>
------------------	--------------------------	--	--------	--

The following basic calculations for the contract for works are a reference value based on the acceptance criteria for each partial service/milestone specified in Chapter 2 (Tasks to be performed by the contractor).

Since the contract to be concluded is a contract for work, we would ask you to offer your services at a lump sum price per each Milestone. A breakdown of daily fee per expert, travel and event organization costs is required.

**Please note: The maximum budget provided by GIZ for implementing these activities amounts to 199.000 EUR. Bids that exceed this maximum budget will not be considered.**

## **Workshops, events and trainings**

The contractor organizes and implements the workshops/consultation meetings as specified in the TOR.

The contractor implements the following workshops/events/meetings:

- 3 in country visits for meeting with ministries (2 days presence)
- 3 public stakeholder consultation events (1 day presence), as follows:

**1. Workshop on LT LEDS Vision and kick off of LT LEDS development.** The workshop is meant to gather up to 30 key stakeholders and build a shared understanding of the LT-LEDS process before its development starts. The workshop will take place in Chisinau with participation of representatives from relevant ministries, academia, sector experts, NGOs, with venue, translation and catering services included. No reimbursement of the travel expenses of the participants is envisaged.

**2. Technical Validation Workshop.** The workshop is meant to gather up to 30 key stakeholders to validate sectoral mitigation scenarios and low-emission pathways, as well as agreed prioritization criteria and implementation timelines. The workshop will take place in Chisinau with participation of representatives from relevant ministries, academia, NGOs, with venue, translation and catering services included. No reimbursement of the travel expenses of the participants is envisaged.

**3. The national public consultation final event**, in the format of policy discussions, with participation of all relevant stakeholders and interested public, where the final LT LEDS document is presented and its implications and climate policy measures are discussed. The event will take place in Chisinau with participation of high level representatives from relevant ministries, sectoral experts, academia, NGOs, with venue, translation, catering services included, hybrid format, online event transmission, professional photo and visuals of the event. No reimbursement of the travel expenses of the participants is envisaged.

## **6. Inputs of GIZ or other actors**

GIZ shall be copied in all official communication related to the implementation of the assignment and invited to all relevant meetings, workshops, and consultations. The Contractor awarded under this tender shall ensure close and continuous coordination with GIZ throughout the duration of the contract. The Contractor shall regularly meet and consult with the interministerial working groups, actively seek their feedback, and reflect relevant inputs in the development of deliverables.

The Contractor shall also maintain regular and structured communication with the LT LEDS expert contracted by the EU4Climate Resilience project to supervise and facilitate Contractor's activities on the ground, including close cooperation with the Ministry of Environment and Energy, Transport, Infrastructure and Agriculture. All key deliverables, interim outputs, and final results shall be subject to review, comments and formal approval by both project's LT LEDS consultant, GIZ and the respective ministry prior to acceptance.

## **7. Requirements on the format of the tender**

The structure of the tender must correspond to the structure of the ToR. In particular, the detailed structure of the concept (Chapter 3) should be organised in accordance with the positively weighted criteria in the assessment grid (not with zero). The tender must be legible (font size 11 or larger) and clearly formulated. It must be drawn up in **English** (language).

The complete tender must not exceed **20** pages (excluding CVs). If one of the maximum page lengths is exceeded, the content appearing after the cut-off point will not be included in the assessment. External content (e.g. links to websites) will also not be considered.

The CVs of the personnel proposed in accordance with Chapter 4 of the ToRs must be submitted using the format specified in the terms and conditions for application. The CVs shall not exceed 10 pages each. They must clearly show the position and job the proposed person held in the reference project and for how long. The CVs to be submitted in **English** (language).

As the contract to be concluded is a contract for works, please offer a fixed lump sum price that covers all relevant costs (fees, travel expenses etc.). The price bid will be evaluated on the basis of the specified lump sum price. In addition, please also provide the underlying daily rate. A breakdown of days is not required.