

PROVISION OF CONSULTANCY SERVICES FOR TECHNICAL SUPPORT TO PO-RALG PROJECT COORDINATION TEAM AND PARTICIPATING DLAs IN IMPLEMENTATION OF PROJECT ACTIVITIES UNDER THE MSIMBAZI BASIN DEVELOPMENT PROJECT AND DMDP 2

TERMS OF REFERENCE

A. INTRODUCTION

Background

1. Dar es Salaam is Tanzania's largest urban agglomeration with a population of 5.4 million, which is expected to reach 10 million by 2050. The city is centrally located international port provides Tanzania and six neighboring landlocked countries access to global markets. This, along with service sectors, contributes to its economic output, which accounts for 17 percent of national GDP.¹ Dar es Salaam however is not realizing its potential, as rapid urbanization is limited by infrastructure deficits, inadequate planning, recurrent impacts from floods, insufficient resources, and fragmented governance arrangements.
2. The Government of Tanzania (GoT) through the President's Office – Regional Administration and Local Government (PO-RALG) is investing in projects to address Dar es Salaam's complex urban issues, major infrastructure deficits and institutional strengthening to support improved urban management. The World Bank-financed Dar es Salaam Metropolitan Development Project – Phase 2 (DMDP2) and Msimbazi Basin Development Project (MBDP) are now in the initial stages of implementation. The PO-RALG Project Coordination Team (PCT) is responsible for overall implementation and coordination functions for these projects, which also involve national agencies and Project Implementation Teams (PITs) in five Dar es Salaam Local Authorities (DLAs). PO-RALG wishes to engage a consulting firm to support the PO-RALG PCT and the DLA PITs on implementation support and capacity building for DMDP-2 and MBDP.

Dar es Salaam Metropolitan Development Project – Phase 2 (DMDP2)

3. DMDP2, approved in December 2023, includes \$385 million in World Bank investment project financing. The project aims to improve climate resilient urban infrastructure and services and strengthen institutional capacity in the Dar es Salaam metropolitan region. The project duration is 6 years (2024-2030), and includes the following five components:
4. **Component 1 - Climate-Smart Priority Infrastructure:** This Component will finance priority infrastructure identified by the DLAs and communities to address flooding, congestion, and constraints on quality of life and livelihoods. This will include: (i) resilient transport infrastructure (roads, non-motorized transport facilities, bridges and footbridges, roadside greening and sustainable urban drainage systems (SUDS), solar street lighting, and bus stands); (ii) resilient and green drainage systems that combine conventional drainage and SUDS approaches, (iii) resilient parks, public spaces, riparian and coastal landscapes, (iv) area-based urban development, which includes planning, design and infrastructure improvements that improve urban form, mobility, logistics and safety in business districts, trade and production centers, as well as wholesale and retail food markets.

¹ Tanzania National Bureau of Statistics. (2021). Tanzania in Figures.

5. **Component 2 - Integrated Solid Waste Management Infrastructure and Services:** Component 2 will establish an integrated solid waste management system for Dar es Salaam, providing infrastructure and institutional strengthening to allow for safe handling, transport and disposal of waste, as well as sorting and processing of recyclables, composting and resource recovery, with the aim of reducing reliance on landfills and GHG emissions.
6. **Component 3 - Strengthening Urban Institutions:** This component will support improved urban services, municipal finances, urban planning and emergency response planning and response.
7. **Component 4 - Project Management:** This component will finance the direct costs of management and operation of the project to ensure smooth delivery and compliance with World Bank policy and guidelines. It will provide support to the PO-RALG Project Coordination Team (PCT) and Project Implementation Teams (PITs) in the five DLAs for continual project supervision, contract management, M&E, environmental and social monitoring, fiduciary management and auditing, and office operating costs. Given the large number of stakeholders and criticality of stakeholder engagement in both planning and implementation of the project activities, this component will also finance public communications activities, stakeholder coordination, preparation of the Implementation Completion Report (ICR), and preparation of additional investments.
8. **Component 5 - Contingency for Disaster Risk Response (CERC):** This is currently a zero-sum component to make funds available to the government by reallocation or additional financing in the event of a natural, man-made or health crisis.
9. To date, detailed designs for initial road works under Component 1 are at a draft stage. All other infrastructure works have been identified and are undergoing a process of validation prior to contracting design consultants.

Msimbazi Basin Development Project (MBDP)

10. In parallel with DMDP2, the GoT through the PO-RALG PCT is currently undertaking efforts to resolve persistent flooding issues in the Msimbazi River basin, a strategically important area of Dar es Salaam for infrastructure, mobility, commerce and ecosystem services. In 2022, the GoT launched the \$260 million Msimbazi Basin Development Project (MBDP)² with the World Bank providing \$200 million in the form of investment project financing. The project will transform the lower Msimbazi River Basin through a set of integrated investments that aim to reduce the impact of flooding, catalyze sustainable urban development, and improve livability. The project duration is six years (2022 – 2028).
11. The Msimbazi basin, with an area of 271 km², covers nearly one fifth of the city's land area and is home to an estimated 1.6 million inhabitants (27% of the city's total population).³ The basin stretches from the headwaters in the Pugu forest reserve, then continues eastward along an increasingly urbanized stretch as the river approaches its outlet to the ocean. The lower basin is a wide floodplain and wetland in the heart of Dar es Salaam near the city center, once a robust mangrove forest estuary which, while still intact, has died back in recent years. Communities at the lower reaches of the river, which tend to be low income and reside in unplanned settlements, largely depend on close access to Dar es Salaam's central business district for their livelihoods, and benefit from social services within walking distance.
12. Riverine flooding, especially in the lower Msimbazi basin near the Dar es Salaam Central Business District, causes widespread negative impacts on flood-prone communities and the city as a whole. Low-income communities residing in the river valley are temporarily displaced during flood events, which

² <https://projects.worldbank.org/en/projects-operations/project-detail/P169425>

³ The Msimbazi Opportunity: Transforming the Msimbazi Basin into a Beacon of Urban Resilience : Executive Summary (English). Washington, D.C.: World Bank Group. <http://documents.worldbank.org/curated/en/842751555397752385/Executive-Summary>

affect their assets and livelihoods. Flooding in the valley impacts two of four of Dar es Salaam's main road connections to the city center, causing traffic paralysis, infrastructure damage and disruptions to the first phase of the city's Bus Rapid Transit (BRT) line. To address these issues, MBDP includes the following five components:

13. **Component 1 - Msimbazi River Basin Development Infrastructure:** This component provides an integrated, long-term solution to substantially reduce the impacts of floods in the lower Msimbazi River Basin 38 that will improve hydraulic capacity of the river, provide an area for flood water detention, build resiliency of key transport infrastructure, regenerate valuable land assets to control encroachment in flood prone areas and allow for public recreation and urban development, and reduce degradation of the Msimbazi watershed. The main investment activities and readiness status of each are listed below:
 - Flood control interventions, including excavation of the river, contouring and stabilization of the riverbanks, and sediment management – **designs completed.**
 - Resilient transport infrastructure, including a new Jangwani bridge will be constructed to replace the existing bridge in order to accommodate more intense rainfall and stream flows, construction of a new bus rapid transit (BRT) depot and demolition of the existing bus depot in the project area – **designs completed.**
 - Creation of a 350-ha city park area along the lower Msimbazi that would detain flood waters as well as 66 ha of non-contiguous land parcels for new urban development – **concept design completed and detailed designs under procurement.**
 - Activities to improve the management of the upstream areas of Msimbazi watershed, including construction of sand traps upstream to reduce sedimentation; solid waste management improvements to reduce the solid waste entering the river; reforestation of headwaters of the Msimbazi (Pugu hills); watershed management support through planning, instrumentation, and modelling support; and establishment of infrastructure standards to reduce degradation of the watershed – **designs and technical assistance in scoping phase**
14. **Component 2 - Preventative resettlement:** This component finances the preventive resettlement of low-income flood-prone households in the lower Msimbazi River Basin in compliance with the World Bank Environmental and Social Framework (ESF). Approximately 3,500 households will be relocated. Component 2 includes finance for compensation payments made to eligible households, as well as a livelihood restoration program for affected people. The Resettlement Action Plan (RAP) has been prepared and a separate consultancy is currently under procurement to implement the RAP and livelihood restoration program.
15. **Component 3 - Strengthening institutions for resilient urban development:** This component focuses on governance reforms, strengthening new and existing institutions, building capacity and facilitating coordination for management of the Msimbazi River Basin, including the investments and assets created under the project, the surrounding urban area, and the watershed. This will include technical assistance for setting up a new institutional structure for managing the Msimbazi Special Planning Area (MSPA), which is a formally-gazetted land area along the length of the Msimbazi river; strengthening institutions with enforcement and management functions within the basin (e.g. water quality, sediment management, emergency management, hydrometeorological monitoring), and (iii) strengthening local government authorities on service delivery, urban planning, and development controls. Technical assistance activities for Component 3 are in the scoping phase.
16. **Component 4 – Project Management:** This component will finance the direct costs of management and operation of the project to ensure smooth delivery and compliance with World Bank policy and guidelines, including: (i) management and coordination activities for institutions responsible for project implementation, monitoring and evaluation, and reporting, including compliance with the Environmental and Social Standards (ESSs), the Environmental and Social Commitment Plan (ESCP), World Bank fiduciary (i.e. financial management, anti-corruption and procurement) requirements and

stakeholder engagement/coordination responsibilities; and (ii) carrying analytical studies, identification assessments and designs for future investments in the Msimbazi Special Planning Area.

17. **Component 5: Contingent Emergency Response:** This component will finance, *inter alia* provision of immediate response to an Eligible Crisis or Emergency, as needed, to enable rapid response to eligible emergencies and disasters caused by natural and man-made events by providing contingent financing.

Institutional Arrangements for DMDP 2 and MBDP

18. As integrated and multi-sector projects, implementation involves a wide range of institutions, sectors, and stakeholders. For DMDP2, implementation of infrastructure works will be carried out by respective Project Implementation Teams within each DLA. The PITs have structures in place including procurement, contract management, environmental and social standards, M&E, and project reporting to PO- RALG. PO-RALG and PITs will manage contracts for design work and technical assistance, depending on the contract scope. For MBDP, implementation of infrastructure works will be undertaken by the Tanzania National Roads Agency (TANROADS) for the works related to the bridge, PO-RALG (construction of the bus depot), and the Dar es Salaam City Council (DCC) for all remaining works.
19. A high-level Steering Committee chaired by the PO-RALG Permanent Secretary with membership of institutional and organization stakeholders has been formed to provide coordination, strategic advice and support to the project and the management of both projects. The Steering Committee is supported by technical committees on specific issues as they are needed for project implementation.

B. ASSIGNMENT OBJECTIVES

20. The overall objectives of the Consultancy services are to:
 - i. Support PCT and PITs in all project management functions and build capacity of implementing agencies, including implementation schedules, reporting, environmental and social monitoring, procurement, financial management, and monitoring and evaluation.
 - ii. Provide technical support, contract management, and quality assurance for all planning, design, technical assistance, supervision and physical works activities.
 - iii. Facilitate inter-institutional and stakeholder engagement and coordination on project activities.
 - iv. Provide on-demand technical advice on emerging issues related to the project activities and resolving implementation challenges and bottlenecks.
 - v. Build capacity of PO-RALG PCT and local authorities for project management functions and technical areas under both projects.

C. SCOPE OF SERVICES

21. The scope of services will generally cover but not necessarily limited to the tasks outlined in Table 1 and described in detail below:

Table 1: Outline Scope of Services

Task 1	Support overall project management
Task 2	Institutional and stakeholder coordination
Task 3	Quality assurance and management of works
Task 4	Quality assurance and management of consultant contracts

Task 5	On-demand technical advisory services
Task 6	Facilitate overall contract and works coordination
Task 7	Environmental and social management
Task 8	Monitoring and evaluation
Task 9	Document control and data management
Task 10	Training and capacity building

Task 1: Support Overall Project Management

- Study the Project Appraisal Documents (PAD), Project Implementation Manuals, detailed design reports, contract documents, and other relevant documents and prepare Action Plans for Project Implementation.
- Develop detailed time bound implementation schedules for all components.
- Help to ensure compliance with the relevant GoT and World Bank policies and guidelines.
- Assist in overall sub-project planning, scheduling, and reporting of sub-project activities.
- Support preparation and updating of project manuals as required (e.g. Project Implementation Manual, Contingent Emergency Response Component manual, etc.).
- Prepare progress reports for submission on progress against the agreed timelines, compliance monitoring and other issues under the project.
- Proactively assist PCT and PITs in resolving project implementation issues, including grievances, technical complications, and implementation bottlenecks.

Task 2: Institutional and Stakeholder Coordination

- Develop strong working relationships with all agencies and stakeholders that may be involved with the sub-projects and project implementation, and the PCT and PITs, and ensure smooth coordination among them.
- Assist PCT to conduct regular meetings between implementing agencies, consultants, and contractors to discuss progress and issues related to implementation and prepare minutes for recording and circulation.
- Support PCT in coordinating and facilitating Steering Committee and Technical Committee meetings, keeping minutes, and providing feedback to members.
- Assist PCT and PITs with implementation of the project Stakeholder Engagement Plans (SEPs) and advise on methods for stakeholder interaction and resolving issues.
- Ensure coordination and communication with utilities during design, pre-construction, and construction phases to avoid time and cost delays.

Task 3: Quality Assurance and Management of Works

- Construction supervision consultants (CSCs) and design consultants (for subprojects currently without detailed designs) will be contracted by PO-RALG PCT and PITs. The current Consultants will provide oversight of the CSCs and design consultants to ensure quality of their work.
- The Consultants will develop a process for quality assurance reviews and comments for all consultant deliverables together with PCT and PITs.
- The Consultant will assist PCT and PITs to review reports, manuals, and other deliverables from construction supervision consultants to ensure high quality, recommend strengthening of methodologies and outputs, and recommend to PCT if deliverables are acceptable for payment.
- Assist the PCT and PITs in reviewing and verifying all changes in preliminary design and costs submitted by the CSCs arising from the detailed surveys conducted.
- Assist PCT in reviewing and finalizing the detailed design reports and specifications - including engineering, structural, and landscape drawings - prepared by the design consultants and ensure that these meet the quality standards acceptable to DCC, PO-RALG and World Bank.
- Assist the PCT and PITs in recommending any change orders and contract modifications including time extensions, amendments, and cancellation.

- Carry out site visits as necessary.
- Review the manuals and training plans on Occupational Health and Safety (OHS) to be prepared by the supervision consultants and verify that training is taking place and consultants and contractors have adequate OHS systems in place.
- Assist the PCT and PITs in setting out procedures for third party inspection of materials to be procured for execution of the subprojects, including preparing the list of materials for such inspection in advance, witness of material procured, and review of material received.
- Review operation and maintenance plans.

Task 4: Quality Assurance and Management of Consultant Contracts

- Separate consultants will be hired to undertake the technical assistance activities under Component 3 of both projects. The current Consultants will provide oversight consultants to ensure quality of their work.
- The Consultants will develop a process for quality assurance reviews and comments for all consultant deliverables together with PCT and PITs.
- The Consultant will assist PCT and PITs to review reports, and other deliverables from the consultants to ensure high quality, recommend strengthening of methodologies and outputs, and recommend to PCT if deliverables are acceptable for payment.
- Assist the PCT and PITs in reviewing and verifying all comments to deliverables.
- Assist the PCT and PITs in recommending contract modifications including restructuring deliverables, amendments and cancellation.

Task 5: Facilitate Overall Contract and Works Coordination

- Maintain an on-the-ground presence during the major works implementation.
- Consolidate work plans for all ongoing works undertaken by PO-RALG, TANROADS, PITs and utilities in the project area.
- Facilitate coordination meetings to align work schedules and work areas.
- Make recommendations to ensure smooth implementation of all works.
- Ensure any grievances are properly reported in the Grievance Redress Mechanism for the project and facilitate any communication with contractors on any follow up.
- Undertake regular reporting on works coordination.
- Facilitate communication among contractors and agencies undertaking works, acting as the liaison and outreach system for them.
- Assist in updating of the project draft procurement plan from time to time (at least annually).
- Provide advice for overall sub-project financial management and reporting on sub- project expenditures.
- Assist with data collection, advice, etc. related to subproject accounting, procurement, financial and physical progress (for works) and payment milestones (for consultancies).

Task 6: On-Demand Technical Advisory Services

- Assist PCT and PITs in scoping of activities under Component 3, including drafting TORs and other relevant tasks.
- Provide quality assurance reviews of consultant deliverables under Component 3 and track deliverables against TORs and keep assignments on track according to agreed timelines.
- Advise and assist in procurement activities, which may include but not be limited to assisting PCT and PITs in estimating costs of consultancies and works contracts.
- In particular, support PCT and PITs on technical assistance for solid waste management activities for both projects.
- Advise and assist in financial management activities as may be required by the PCT and PITs;
- Prepare on-demand reports, guidance notes, and/or memoranda on emerging issues;
- Carry out policy/legal reviews; draft briefs and memoranda on key issues and technical questions that arise during implementation;

- Prepare/review guidelines and standards related to the project activities
- Particular topics and activities may include but are not limited to:
 - Watershed management
 - Early warning systems and emergency management
 - Hydrology and morphology
 - Drainage infrastructure including road drainage.
 - Sustainable urban drainage infrastructure.
 - Road construction.
 - Climate change and urban resilience
 - Geotechnical engineering
 - Solid waste management
 - Urban master planning and city park design
 - Landscape architecture
 - Gender-sensitive design
 - Reforestation and other environmental restoration works
 - Municipal markets and other public facilities
 - Municipal finance, including land value capture
 - Real estate development and transactions
 - Disaster Risk Management
 - Housing
 - Land use law
 - Institutional governance
 - Resettlement

Task 7: Environmental and Social Management

- For MBDB and initial roads projects under DMDP2, Strategic Environmental and Social Assessment (SESA), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), and Environmental and Social Management Framework (ESMF) have been prepared and approved by the National Environmental Management Council (NEMC) and World Bank. The Consultants should become familiar with these documents upon mobilization;
- As design work is completed for DMDP2, additional ESIA, ESMPs, Resettlement Action Plans (RAPs), and other documents for compliance with Tanzanian legislation and World Bank Environmental and Social Framework (ESF) will be prepared;
- Improve and update the PCT's Environmental and Social Management System (ESMS) including M&E systems that will be implemented by PO-RALG and the PITs, which includes a tracking system/database that documents monitoring activities (for example, ESIA approvals, field visits and findings, ESMP compliance ratings, issues and status of their resolution, remedial actions taken, etc.) and specific environmental quality indicators from the field. The ESMS should include clear reporting protocols and templates for the CSCs and PIT, as well as cost estimates for implementing the ESMS over the life of the project;
- Early in the assignment, the Consultation should conduct thorough sensitization exercises with the PCT and PITs on the Environmental and Social Management Plan (ESMP) and Environmental and Social Management Framework (ESMF), including roles and responsibilities;
- Develop a reporting template for PO-RALG's quarterly and annual reports to the National Environmental Management Council (NEMC) and the World Bank. These should include key indicators for performance and capacity that can be measured and compared over time;
- Review quarterly and annual environmental and social progress reports, provide comments and obtain clarifications, ensure these are good quality, and prepare consolidated quarterly and annual reports for submission to NEMC and the World Bank using the developed template – these should include recommendations for improving performance and building capacity;

- Review and provide comments on new ESIAs, ESMPs and RAPs to be prepared for project activities yet to be designed;
- Ensure Stakeholder Engagement Plans (SEPs) and Labor Management Plans (LMPs) are followed and provide capacity building as necessary;
- Assist as necessary with compliance enforcement actions, including coordination with the National Environmental Management Council and Ministry of Lands, Housing and Human Settlements Development;
- Ensure that contractual obligations for environmental and social management are met by both the Construction Supervision Consultants and Contractors in accordance with the ESMPs.
- Keep PO-RALG, PITs and the World Bank informed of any actual or potential risks;
- Conduct field visits and regular spot checks of works to monitor, for example, issues related to handling and proper disposal of construction spoil and waste in designated sites, water quality protection, public nuisance impacts, and worker and public safety.
- Ensure that contractor bids adequately address environmental requirements as set out in ESMPs;

Task 8: Monitoring and Evaluation

- Assist in the detailed monitoring and evaluation surveys and reporting on progress in meeting outcome and intermediate results indicators in the project Results Framework;
- Support PCT to prepare status reports for official World Bank missions, at least twice per year
- Contribute M&E inputs for the project Midterm Review
- Assist in drafting Terms of Reference and reviewing consultant outputs in preparing the Project Completion Report.

Task 9: Document Control and Data Management

- Establish and maintain a well-organized and accessible document and data library for managing all project-related documents and data that should be kept up to date throughout the assignment, including existing documents produced during the project preparation phase and other references – the library should include:
 - All consultant and contractor deliverables in editable Word/Excel/Autocad and PDF format
 - Contract documents
 - Official letters and instructions issued to contractors
 - Environmental and social management documents
 - Data on resettlement compensation payments
 - Monthly progress reports
 - A map atlas with all investments and other relevant information
 - Urban plans and drawings
 - As-built drawings (including AutoCAD files)
 - GIS shapefiles
- Develop standard operating procedures for handover of documents and data by consultants and contractors and train PCT and PITs on these procedures;
- At a minimum the document library or repository should include regularly updated and accessible, GIS shapefiles and metadata, any raw survey data collected by consultants, drawings, and report database;
- All files should be in editable format (Word, Excel, Autocad, shapefiles etc.) in addition to PDF. Contents should be clearly labeled and well-organized;
- Responsible for assembling document and data packages for handover to consultants and contractors during procurement and/or upon mobilization;
- Guide the set-up and use of base maps, spatial data for integrated infrastructure systems, satellite imageries and plans for PO-RALG and PITs;

Task 10: Training and Capacity Building

- Carry out Capacity Need Assessment, determine any necessary additional short-term technical support needs for DMDP2 and MBDP activities, the PCU and PITs and prepare necessary TORs and implementation schedules of capacity building activities;
- Develop a training program, materials for key areas of project implementation, and training implementation plan. Materials should include training modules and participant reference materials, and a system for tracking all trainings. Training data should be included in quarterly and annual reports;
- Facilitate training program and modules according to the implementation plan;
- Provide initial training in project management and oversight for PCT and PITs, and provide continued training on all project implementation aspects through working side-by-side with the PCT and PITs – the Consultant’s methodology should emphasize a learning-by-doing approach;
- Assist to identify relevant refresher training courses for PCT and PITs’ staff on World Bank procurement procedures and guidelines;
- Provide as-needed support to PCT and DLAs through setup and building capacity of new institutional structures that may evolve for metropolitan governance and/or coordination.

D. ASSIGNMENT DURATION AND REPORTING

22. It is expected that the duration of the service will be accomplished in 48 months, effective from commencement that includes mobilization.
23. The Implementation Support Consultant should present concise, factual Quarterly Progress Reports covering all expert inputs during the quarter; Comprehensive Annual Reports and a Final Report will be prepared on completion of the contract. Timing of other on-demand deliverables will be agreed with the Client.

Table 2: Consultant Outputs

Report	Timeline	Description
Inception Report	1 month from mobilization	<ul style="list-style-type: none"> • Detailed work plan (including staff mobilization) and schedule. • Preliminary assessment of the outputs required and action plan, including now of existing situation and information. • Proposed system for quality assurance reviews of consultant deliverables
Capacity needs assessment and training plan	2.5 months from mobilization	<ul style="list-style-type: none"> • Assessment of training and capacity needs based on topics in Task 4 • Training plan, including planned modules, objectives of each module, audience/participants, training methodologies for each topic (classroom, workshop, on-the-job), frequency and schedule, facilitators, and materials • Schedule for preparing and delivering each training
Document and data library	2.5 months from mobilization	<ul style="list-style-type: none"> • Document and data library set up and standard operating procedures/management plan submitted
Quarterly Progress Report	Within 3 weeks of the end of each quarter	<ul style="list-style-type: none"> • Progress on delivery of each task • Key issues and constraints • Updated project schedule • Any changes in project design and details

Report	Timeline	Description
Annual progress report	Within 6 weeks of end of year	<ul style="list-style-type: none"> Summary of reporting requirements outlined above for all aspects of works, technical assistance, and activities under the assignment
Final Report and handover of final document and data library	<p>Draft Final Report should be submitted 8 weeks prior to the end of contract.</p> <p>Final Report within 4 weeks of receiving comments.</p>	<ul style="list-style-type: none"> Project completion report, and summary of all other reports, progress and issues under the Project, summary of annual progress reports. Handover of final package of assignment documents and data
On demand inputs required by GoT, PCT, PITs	To be agreed with Client	Reports will be delivered as required and at closing of each input.

E. STAFFING AND QUALIFICATIONS

Key Experts

24. CV's of Key Experts will need to consider the following roles and will be evaluated based on the minimum specified qualifications in Table 3. Estimated total time input of key experts is 288 person-months. However, this total time input is only indicative; Consultants must make their own judgment on the level of time input necessary to meet these TOR.

Table 3: Key Experts

Expert	Inputs (months)	Role	Minimum Qualifications
KE1 Team Leader / Senior Engineer	48	The internationally experienced team leader will assist and advise the PCT and PITs on the overall organization and establishment of the project coordination and implementation; guide, supervise, and coordinate the work of all team members; take overall responsibility for preparing reports and consolidating reports prepared by all team members, and provide specific technical inputs as may be required to assist successful implementation of the two projects. The Team Leader will be responsible for ensuring other key experts are delivering as focal points in their respective disciplines, and proactively and promptly mobilizing non-key experts as required.	<ol style="list-style-type: none"> A registered professional Civil Engineer with a master's degree in civil engineering or an equivalent qualification At least 15 years of professional experience, with at least 5 years in a Team Leader role Must have a working experience in similar capacity on at least three (3) projects of similar magnitude and complexity in the past 15 years, including multi-sector urban projects. Working experience in Sub-Sahara Africa is an added advantage. Fluency in written and spoken English is mandatory.
KE2 Senior Civil Engineer – Deputy Team Leader-1, DMDP-2	42	The DTL-1 (DMDP-2) will be responsible for day-to-day coordination and quality assurance of all tasks related to DMDP-2, with a primary role for delivering activities under Tasks 3 and	<ol style="list-style-type: none"> Registered professional engineer with a university degree in Civil Engineering, or equivalent A minimum of 10 years working experience on infrastructure projects

Expert		Inputs (months)	Role	Minimum Qualifications
			6, in addition to contributing to related capacity building under Task 10.	<ul style="list-style-type: none"> c. Previous experience in at least 1 project as project manager or Deputy Team Leader-level d. Working experience in Sub-Sahara Africa is an added advantage. e. Fluency in written and spoken English is mandatory.
KE3	Senior Civil Engineer – Deputy Team Leader-2, MBDP	42	The DTL-2 (MBDP) will be responsible for day-to-day coordination and quality assurance of all tasks related to MBDP, with a primary role for delivering activities under Tasks 3 and 6, in addition to contributing to related capacity building under Task 10.	<ul style="list-style-type: none"> a. Registered professional engineer with a university degree in River and Coastal Engineering, Hydrology, Civil Engineering, or equivalent b. Post-graduate qualifications in hydrology, coastal and river engineering will be an added advantage c. A minimum of 10 years working experience in infrastructure projects with at least 5 years dealing with urban development projects related to flood mitigation infrastructure. d. Previous experience in at least 1 project as project manager or Deputy Team Leader-level e. Working experience in Sub-Sahara Africa is an added advantage. f. Fluency in written and spoken English is mandatory.
KE4	Senior Urban Planner	36	The Senior Urban Planner will be the focal point for technical advice, quality assurance, and contract management support (Task 4 and 5) on all activities related to urban planning, especially on the park and redevelopment area under Component 1 and technical assistance related to planning, design, and development controls under Component 3. The expert will also provide training and capacity building support in these areas.	<ul style="list-style-type: none"> a. A registered professional Planner with a Master’s degree in Urban Planning, Urban Design, Architecture or closely related field b. At least 12 years of relevant international and professional work experience in related fields of urban planning, design, city master-planning, or related professional discipline. c. Working experience in similar capacity on at least three (3) projects of similar magnitude and complexity in the past 12 years d. Working experience in Sub-Sahara Africa is an added advantage. e. Fluency in written and spoken English is mandatory.
KE5	Senior Solid Waste Management Expert	36	Serve as a technical focal point for DMDP2 Component 2 and solid waste activities under MBDP. This will include scoping, quality assurance, technical advice, and contract management support for design consultants and works contracts.	<ul style="list-style-type: none"> a. Registered professional engineer with degree in civil engineering, environmental engineering, or related discipline. b. A minimum of 10 years working experience in design and implementation of solid waste management infrastructure projects including integrated municipal solid

Expert		Inputs (months)	Role	Minimum Qualifications
				<p>waste management systems, detailed design of landfills, recycling systems, and equipment acquisition.</p> <p>c. Working experience in Sub-Sahara Africa is an added advantage.</p> <p>d. Fluency in written and spoken English is mandatory.</p>
KE5	Senior Architect	12	Serve as a technical focal point for DMDP2 subcomponent 1.4 and urban redevelopment under MBDP. This will include scoping, quality assurance, technical advice, and contract management support for design consultants and works contracts.	<p>e. Registered professional architect with degree in architecture, or related discipline.</p> <p>f. A minimum of 10 years working experience in Architectural Studies & Designs, Building Construction, Landscape Architecture and Sustainable Urban Development</p> <p>a. Working experience in Sub-Sahara Africa is an added advantage.</p> <p>b. Fluency in written and spoken English is mandatory.</p> <p>g.</p>
KE6	Senior Drainage Expert/ Hydrologist	12	Serve as technical focal point for DMDP and Msimbazi drainage investments, road related water management and drainage and drainage investments as part of other works. This will include scoping, quality assurance, technical advice, and contract management support for design consultants and works contracts. The consultant will also oversee Drainage Plan development.	<p>h. Registered professional engineer with degree in civil engineering, hydrology, engineering, or related discipline.</p> <p>i. A minimum of 10 years working experience in drainage projects including roads drainage.</p> <p>c. Working understanding of water management issues related to road construction.</p> <p>d. Working experience in Sub-Sahara Africa is an added advantage.</p> <p>e. Fluency in written and spoken English is mandatory.</p>
KE5	Senior Sustainable Urban Drainage Expert	12	Serve as the technical focal point of sustainable urban drainage investments under DMDP and Msimbazi. This will include scoping, quality assurance, technical advice, and contract management support for design consultants and works contracts. The expert will need to provide proactive support to advise and evaluate the interventions and measure their impact on flood attenuation and erosion. The consultant will provide input to the Drainage Plan development.	<p>a. Registered professional engineer with degree in civil engineering, hydrology, engineering, or related discipline.</p> <p>b. A minimum of 10 years working experience in drainage projects including 5 years with sustainable urban drainage investments.</p> <p>f. Working understanding of water management issues related to road construction.</p> <p>g. Working experience in Sub-Sahara Africa is an added advantage.</p> <p>h. Fluency in written and spoken English is mandatory.</p>
KE5	Environmental and Social Management Expert - Compliance	36	Serve as the focal point for environmental and social compliance with GoT and World Bank ESF requirements under Task 7. Provide oversight of all ESMPs and contract	<p>a. Registered environmental expert with university degree in Environmental Management, Engineering or related field and with sound knowledge of Social Sciences.</p>

Expert		Inputs (months)	Role	Minimum Qualifications
			management of RAP implementation consultant (MBDP) and implement capacity building with PCT and PITs. The expert will update and improve environmental and social management systems, ensure timely and quality reporting, and ensure adequate supervision of civil works.	<p>b. At least 10 years of experience in conducting similar assignments, including project management experience of ESIA's and EMSPs</p> <p>c. Proven previous working experience, knowledge and ability in preparing and implementing ESMPs.</p>
KE6	Watershed Management Expert	12	Serve as the focal point for scoping, quality assurance, technical advice, and contract management support for consultant contracts for watershed management activities under MBDP Components 1 and 3. The expert will also provide inputs for the DMDP2 flood modelling work and drainage plans.	<p>a. Master's degree in Ecology, Engineering, Water Resources Management, Hydrology or related field</p> <p>b. At least 10 years of experience in watershed management including urban catchments;</p> <p>c. Experience as team member on at least 3 similar projects involving multi-sector solutions to urban flooding</p>

Non-Key Experts

28. The pool of Non-Key Experts will be a critical component of the Consultant's staffing and organization strategy. The technical proposal should include at a minimum the expertise sufficient to meet the requirements of project management tasks, contract management of works and consultancies, quality assurance, monitoring and evaluation, on-demand technical advisory disciplines, and capacity building.

Total estimated time inputs of the non-key/short-term experts is 52 staff-months.

29. The Client expects the Consultants to mobilize Non-Key Experts promptly as needs arise, to fill gaps where expertise is needed on technical and capacity building matters.

30. Table 4 includes a list of Non-Key Experts that may be required as part of the scope of work:

- **Positions under Heading A** includes part-time experts that will be required. Full CV's are not required for the Technical Proposal but bidders should provide names and brief biographies for staff in these positions.
- **Positions under Heading B** are indicative based on the subprojects and activities under DMDP-2 and MBDP. Bidders should describe in the Technical Proposal their access to top professionals in the general areas of expertise (i.e. engineering, urban planning and design, environment and social, other).

31. Consultants must make their own judgment on the composition of the pool of experts and level of time input necessary of individuals to meet these TOR, given some experts may have expertise in multiple areas, and/or Key Staff members may have suitable experience.

Table 4: Pool of Non-Key/Short-Term Experts

A. Required Non-Key Experts
Drainage Engineer
Urban Designer / Landscape Architect
Architect
Public Space and Urban Parks Expert

Municipal Market Design Expert
Resettlement Expert
Municipal Finance Expert
B. Indicative Expertise
Engineering
Geotechnical Engineer
River Morphologist
Hydraulic Modeler
Quantity Surveyor/Cost Estimator
Land Surveyor
Occupational Health and Safety Engineering
Structural Engineering
Electromechanical Engineering
Road and Highway Engineer
Urban Planning and Design
Lawyer (Urban and Land)
Valuer
Transport Planner
Land expert
Real Estate Development Expert
Housing Expert
Environment and Social
Water Quality Expert
Forester
Gender Expert
Mangrove Expert
Biologist/Ecologist
Botanist
Disaster Risk Management Specialist
Others
Geographic Information Systems Specialist
Freight Logistics Expert
PPP Expert
AutoCAD Technician
Training and Curriculum Development Specialist

F. FINANCIAL PROPOSALS

32. The financial proposal of the Consultant Team shall include and specify all cost items. Any cost item not specified in the Consultant's offer shall be deemed to be included in other cost items for which a price has been quoted. The Consultants should consider the following in their financial proposals:
- The Consultant's team members shall be responsible for their own transport to and within Dar es Salaam;
 - The costs of necessary working equipment/tools and transport should be included in the consultant's financial proposal;
 - PO-RALG will provide adequate furnished office space for the consultant's team in order that they are able to work closely with staff of the PCT and PITs.

G. PAYMENTS

33. The payment under the time-based consultancy services contract shall be made monthly based on actual inputs for undertaking the assignments described in these Terms of Reference to cover fees for approved personnel and reimbursable expenses.

H. CLIENT INPUTS

34. The Implementation Support Consultant shall report to PO-RALG PCT Coordinator, who will provide electronic copies of relevant reports, designs, drawings, maps, shapefiles, and contract documents.
35. PO-RALG will assist as needed to secure necessary working and residence permits for international experts and their families.
36. PO-RALG PCT and PITs will have designated focal points for interfacing with the Consultant's team on a day-to-day basis.