

Regional Consultant for Subnational Green Jobs Promotion in East Kalimantan

CONFIDENTIAL

Contents

I. General information	1
II. Tender requirements	3
1. Qualifications of proposed staff	3
1.1 Expert 1:	3
1.1.1 General qualifications	3
1.1.2 Experience in the region/knowledge of the country	3
1.1.3 Language skills:	4
2. Quantitative requirements	4
III. Requirements on the format of the tender	5

I. General information

1. Brief information on the project

The project "Green Jobs for Social Inclusion and Sustainable Transformation" (GESIT) aims to support Indonesia's transition to a green economy by expanding green employment opportunities and fostering a competitive workforce with the skills needed for green jobs. This project is part of an integrated solution to the global climate crisis, consisting of numerous Indonesian-German cooperation projects that leverage synergies in the fields of energy transition, forest conservation, circular economy, TVET, and employment promotion. It is a bilateral project between the Indonesian and German governments, specifically the German Federal Ministry of Economic Cooperation and Development (BMZ) and the Indonesian Ministry of National Development Planning (*Badan Perencanaan Pembangunan Nasional/Bappenas*) and is implemented by GIZ.

Green jobs are defined by the Green Jobs Roadmap of Bappenas as "jobs that contribute to preserving or restoring the environment and promote decent work through one or more of the following mechanisms: by having specific tasks, requiring specific skills, for application of environmentally friendly processes and/or production of environmentally friendly outputs (products/services)".

2. Context

Taking into account the pivotal importance of the green transformation of the Indonesian economy and labour market and the Government of the Republic of Indonesia's goal to become a developed country by 2045 while targeting net zero emissions by 2060 or sooner, GIZ and Bappenas have agreed to jointly implement the GESIT project which will develop the capacities of selected public and private stakeholders to inclusively promote employment in green jobs in the following areas:

circular economy (focus on plastic waste management), renewable energy and energy efficiency, and forest conservation.

This is implemented through achievement of four outputs, as follows:

- **Output 1: Policy Framework**
Instruments and recommendations for promoting employment in green jobs are available to stakeholders at national level.
- **Output 2: Upskilling and Reskilling**
Lessons learnt with inclusive approaches for reskilling and upskilling for green jobs are available to members of the National TVET Coordination Team (TKNV).
- **Output 3: Subnational Piloting**
The promotion of employment in green jobs was initiated at the subnational level in selected provinces.
- **Output 4: Coordination and Monitoring**
Selected national stakeholders have expanded their coordination and monitoring of green jobs.

3. GIZ shall hire the contractor for the anticipated contract term, from July 2025 to 28 February 2026.
4. The contractor shall provide the following service:
 - a. Support the Commission Manager and Team Leader for Subnational Green Jobs Promotion (Output 3) of GESIT project in the technical and administrative tasks relevant to the project indicators mentioned above.
 - b. Coordinate all project activities in East Kalimantan province for 2025 as the key GESIT contact person and contribute to all activities in the province, including assisting in surveys and studies, preparing required documents, coordinating and arranging meetings with stakeholders and other related parties, namely:
 1. Green Jobs Study
 2. Integration of Green Jobs Promotion in the Annual Work Plan (*Rencana Kerja Pemerintah Daerah/RKPD*) 2026 and Regional Medium-Term Development Plan (*Rencana Pembangunan Jangka Menengah Daerah/RPJMD*) 2025-2030
 3. Development of Skills Roadmap for Economic Transformation and Just Energy Transition
 4. Development of Economic Transformation Plan of East Kalimantan Province for 2025-2045
 5. Capacity Building for Green Jobs Socialisation
 6. Integration of Green Jobs data in the Regional Workforce Plan (*Rencana Tenaga Kerja Daerah*) of East Kalimantan Province
 7. Gender Equality and Social Inclusion (GESI)-related activities
 - c. Liaise with and provide technical advice to project partners in East Kalimantan province (Bappeda Provinsi/Kabupaten/Kota, Dinas, *Forum Konsultasi Daerah* (FKD), *Tim Koordinasi Daerah Vokasi* (TKDV), private sector (Kadin/APINDO and associations), TVET institutions, academia, civil society, labour union).
 - d. Act as point of contact for the day-to-day project activities in the province and participate on behalf of GESIT project in the meetings with key stakeholders in the province.

- e. Support the development of a Memorandum of Understanding/Cooperation Agreement between Bappenas, Bappeda and GIZ, and follow up with Bappeda and, if needed, with the Office of the Governor, to ensure timely finalization and to lead the preparation and implementation of a joint launching event in Samarinda.
- f. Support in event management (training, workshops and other events) according to the operational plan and the agreements with relevant Multi-Stakeholder Partnerships (MSPs) and other relevant stakeholders, including:
 - Prepare the Terms of Reference and invitation letters.
 - Suggest the venue for the events.
 - Arrange rental car and other logistics as needed.
- g. Participate in the weekly jour fixe of Output 3 team and strategic GESIT meetings as required by the Commission Manager and Team Leader for Subnational Green Jobs Promotion (Output 3) of GESIT project.
- h. Support the results-based monitoring (RBM) of GESIT project and implement knowledge management (KM) in close coordination with the GESIT RBM/KM Advisors, including contribute to the achievement of results and indicators set in the project's commission and the operational planning.

II. Tender requirements

1. Qualifications of proposed staff

The tenderer is required to propose personnel for the positions specified here and described with respect to the areas of responsibility and qualifications on the basis of relevant CVs.

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

1.1 Expert 1:

1.1.1 General qualifications

Education: Master's degree in environmental studies, sustainable development, or public policy.

Professional experience: 7 years of experience in the sectors/fields of forestry, circular economy, energy transition or green growth. Proven understanding of green jobs and green economy topics. Previous work with GIZ projects in the field of green jobs promotion.

1.1.2 Experience in the region/knowledge of the country

7 years of experience in East Kalimantan at provincial and district level. Familiarity with East Kalimantan's economic context and stakeholders. Strong stakeholder engagement skills, especially with *Forum Konsultasi Daerah* (FKD) and *Tim Koordinasi Daerah Vokasi* (FKD) in East Kalimantan.

1.1.3 Language skills:

business fluency (C2) in Bahasa Indonesia and English B2

2. Quantitative requirements

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 \(German only\)](#).

Overnight accommodation allowances are reimbursed as set out in the specification of inputs below.

Reasonable accommodation costs above the specified amounts can also be reimbursed against evidence where specifically justified.

All travel activities must be agreed in advance with the staff member responsible for the project.

Sustainability aspects for travel

GIZ is required to reduce greenhouse gas emissions (CO₂ 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 CO₂ efficiency. For short distances, travel by train (second class) or e-mobility should be the preferred option.

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

The market for carbon credits is made up of a large number of providers, each with different claims as to their climate impact. The [Development and Climate Alliance](#) has published a [list of standards](#). GIZ recommends using the standards specified there.

Fee days	Number of experts	Number of days per expert	Comments
Preparation/debriefing	1	2	
Implementation	1	90	
Travel expenses	Number of experts	Number of days/nights per experts	Comments
Per-diem allowance in country of assignment	1	8	Lump sum, based on performance
Overnight allowance for travel outside Samarinda	1	6	Against bill - up to maximum amount permissible
Travel costs (train, private vehicle)	1	2	Against bill - up to maximum amount permissible
Flights	Number of experts	Number of flights per experts	Comments

One-way domestic flights	1	4	Against bill - up to maximum amount permissible
CO ₂ compensation for air travel Guidance for GIZ service providers on avoiding, reducing and offsetting GHG emissions (giz.de)	1	4	A budget of EUR 56 is earmarked for settling carbon offsets against evidence.

Calculate your financial bid exactly in line with the quantitative requirements of the specification of inputs above. There is no contractual right to use up the full days/travel or workshops or budgets. The number of days/travel/workshops and the budgets will be contractually agreed as **maximum amounts**. The regulations on pricing are contained in the price schedule.

Since the contract to be concluded is a contract for works, you should offer your services at a fixed lump sum price, which provides **an itemised breakdown of all the relevant costs (fees, travel costs, etc.)**. **The specification of inputs should provide guidance in this respect.** The assessment of the financial bid is based on the lump sum price tendered, which must be realistic for the services to be rendered. In the contract itself, the budgets will be contractually agreed as **maximum amounts**.

III. Requirements on the format of the tender

The CV submitted for each expert can have a maximum of four pages. If 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).