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To:  
all invited bidders

**German Development Cooperation**  
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Your reference  
Our reference

05 July 2025

## Invitation to tender – RFP No. 83492687

**Project no.:** 21.2167.1-001.00  
**Project title:** Green Jobs for Social Inclusion and  
Sustainable Transformation (GESIT) Project  
**Country:** Indonesia

Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH

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Niels Annen, State Secretary

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### Service Tendered:

### Consultant for the Development of Green Soft Skills Programme

Dear Sir/Madam,

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)".

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.

To prepare project activities in the pioneer provinces, a series of focus group discussions were held between October and November 2024. During these discussions, participants expressed significant concerns about the mindset and work ethic of local workers. While technical skills for green jobs are essential, soft skills are considered even more critical. For example, green jobs often require balancing economic goals with environmental responsibility. Therefore, soft skills such as critical thinking, ethical reasoning, and integrity are crucial for making decisions that benefit both people and the planet. In response to these findings, **GESIT will develop a training programme on green soft skills and assign a consultant to design and implement the programme.**

The details of services are set forth in the attached Term of Reference.

Should you be interested in participating in this tender, please submit the proposal **at the latest by Friday, 18.07.2025 at 2 p.m. WIB.** Any proposal arriving after the deadline will not be considered.

The tender requirement :

## **1. Requirement and the Content of The Technical and Financial Proposal**

Proposal must be stamp and signed by an authorized representative of the bidding company using **the Price of Schedule Form provided as Annex 3** of this Invitation.

Proposal should be submitted in English and must be sent by email to : [ID\\_Quotation@giz.de](mailto:ID_Quotation@giz.de) **ONLY** no later the date and time indicated in section 2 above.

Bids are to be submitted using the two-files procedure.

Please submit your technical and financial proposal in two-files, technical and financial (PDF format). Price information shall not appear in any part of technical proposal.

To secure your financial proposal (pdf and excel file) please set up a password which will be used at later stage once the evaluation of the technical proposal is completed. The proposers who achieve the technical score will be requested to provide a password.

***\*Please make sure to save the password. Bidders are not allowed to change the password after the deadline of submission.***

The maximum size of each email should not exceed 10 MB in Zip file.

The subject line of the email will include the reference:

**Consultant's Name # RFP No. 83492687 Consultant for the Development of Green Soft Skills Programme.**

**Content of Technical and Financial Proposal as follow :**

**Technical Proposal** should consist of:

- Proposal with requirement details as set forth in the Term of Reference
- Update Curriculum Vitae
- **Signed Declaration of Acceptance GIZ GTC (Annex 5)**

**Financial Proposal:**

- **Financial Proposal with Price Schedule form as Annex 3**, it must be signed by consultant.
- **All prices/rates must be inclusive of income tax (Pph 21)**. Since GIZ obliged to withhold the income tax.
- Tax Registration Number (NPWP)
- Bank account information
- The currency of the financial proposal shall in IDR
- **Financial Proposal shall be protected by password**

## **2. Value Added Tax**

### **▪ Bilateral Project and ASEAN Project**

All prices/rates quoted must be exclusive of all taxes, since GIZ including its subsidiary organs, is exempted from taxes.

According to the PMK No. 215/PMK 03/2008 and KMK No. 17/KMK 010/Year 2021. The Value Added Tax shall be exempted by BADORA (**code 080**). The process of tax exemption shall take around 2 – 3 months.

*-Not applicable-*

### 3. Technical and Financial Assessment or Evaluation

We will evaluate the bids received in the light of both technical and price considerations (see the attached **Technical Evaluation Grid as Annex 2**).

The technical proposals will be evaluated based on the criteria and weighting as Annex 2.

When the technical evaluation has been completed, the financial proposal of those bidders which are eligible from the technical point of view will be opened and evaluated by the commercial officer responsible. The technical and financial proposals are weighted at a ratio of 70:30 respectively. The technical bid will be weighted with 70% and the financial proposal with 30% on the basis of the following formula: (Technical points obtained by Bidders X divided by the best number of points) x 70 % + 30 % x (Lowest price divided by the price of Bidders X).

$$\frac{\text{Technical evaluation of bid} \times 70\%}{\text{Technical evaluation of best bid}} + \frac{\text{most economical bid} \times 30\%}{\text{price of bid}}$$

An overall order of rank is thus established, with the most cost-effective bid at the top.

### 4. Validity of Proposals

Proposals should be valid for a period of not less than 100 days after proposal opening, unless otherwise specified in the Specific Terms and Conditions. Proposers are requested to indicate the validity period of their proposals.

### 5. Modification/withdrawal of the bid

Adjustment to or withdrawal of bids are to be communicated in writing by post by the deadline for submission of bids.

Subsequent adjustments or modifications to the bid, which can be submitted up to the deadline for submission of bids, shall also be subject to the requirements for sending in the bid (section 3 herein).

**"Adjustment to RFP No. 83492687 Consultant for the Development of Green Soft Skills Programme."**

## **6. GIZ General Terms and Conditions for the contract**

The General Terms and Conditions of the contract are attached as **Annex 4**. Additionally, the bidder is required to **sign the Formal Declaration Acceptance of GIZ GTC, which is provided as Annex 5**.

## **7. Contract Award / Adjudication of Proposals**

The Contract will be awarded to the bidders offering the most responsive evaluated proposal and whose services are commercially and technically acceptable (best overall value).

**If you have any further questions in this respect, please use the Q&A form (Annex 6)** and send it to [cp-indonesia@giz.de](mailto:cp-indonesia@giz.de) and cc [siti.amaliah@giz.de](mailto:siti.amaliah@giz.de) before **15.07.2025**. The queries will be answered by E-mail.

Thank you very much for your kind attention. Kindly looking forward to your participation.

Yours truly,  
**Contract and Procurement Unit**  
**GIZ Country Office Indonesia**

### **Annexes**

1. Terms of Reference
2. Technical Assessment Grid
3. Price Schedule Form
4. General Terms & Conditions
5. Declaration of Acceptance GIZ GTC
6. Bidding Q & A