

Questions from tenderers and corresponding answers

N.B.: The questions and answers will form an integral part of the tender documents.

Transaction number: 10031657
Project processing number: G-011545-005
Brief project title: Career Path Development for Employment (CPD4E)
Country: South Africa, Lesotho, and Eswatini

Version 1 from 15.10.2026

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No.	Contract / Order No.	Questions/Queries	Answers
	10031657	- Sharing a key expert position: Section 5 of the ToR asks bidders not to deviate from the specified number of experts and expert days. Within the fixed expert days of a position, may one key expert position be filled by two people who together meet the qualifications? For example, could the Expert 2 position (TVET and E-mobility, 165 days) be shared between a TVET specialist and an e-mobility specialist? - If so, will the qualifications in section 2.2 of the assessment grid be assessed on the two experts combined, or on each individually? - Should each person submit a separate CV and statement of availability? - Experts across lots: May the same person be proposed for a position in Lot 1 and a position in Lot 2, for example Expert 3 and Expert 4 (Communication and M&E)? - The invitation provides separate assessment grids and price schedules for each lot. If a bidder bids for both lots, should it submit a separate technical proposal for each lot? Does the 20-page limit for the technical-methodological concept (ToR section 6) apply per lot?	- No sharing of positions, please stick to provided personal concept. - Yes, that is possible if 1 company can offer all services for both distinct sectors. - For companies that offer for both lots, 1 proposal is enough, the 20 page limit remains.

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	10031657	4. The invitation lists Annexes 3 to 14, including the General Terms and Conditions (Annex 3), the Application Document (Bidding Conditions) (Annex 4), the Eligibility and Technical Assessment Grids (Annexes 7–10) and the Price Schedule Templates (Annexes 11–12). These were not included in the documents we received. Could they please be shared? The annex list also starts at Annex 2. Please confirm whether there is an Annex 1. 5. Work packages: The tasks of Expert 1 refer to "work package 2" and those of Expert 2 to "work package 3", while Experts 3 and 4 are responsible for communication across "all 3 work packages". Please clarify what work package 1 refers to, and whether each Communication and M&E expert covers only the work package of their own lot. 6. PR products: The milestones for each lot list 8 PR products (1 webinar, 1 article/publication, 1 podcast and 5 DIY videos/posts). The tasks of Experts 3 and 4 refer to 8 PR products with a "total of 3 webinars, 3 articles/publications, 3 podcasts and 15 DIY videos/posts". Which quantities apply to each lot? 7. Inception report: Section 2.3 requires an inception narrative report one month after the start of the contract, while the reporting list in the same section requires an inception report 3 months after project start. Are these two separate reports? If not, which deadline applies?	4. Yes, they should. 5. This is a mistake in the ToR due untracked changes in the outlined details. Apologies. Correct is, as it is already indicated in the expert headlines, the tasks of Expert 1 (Biogas) refer to Lot 1 (Biogas) and Expert 2 (e-mobility) to Lot 2 (e-mobility), while Expert 3 (Biogas) is responsible for Lot 1 (biogas) and Expert 4 is responsible for Lot 2 (e-mobility). Each Communication and M&E expert covers only the work package of their own lot. 6. This is a mistake in the ToR. Apologies. Correct is what is mentioned in each lot - 8 PR products (1 webinar, 1 article/publication, 1 podcast and 5 DIY videos/posts). 7. One report - 3 months after project start.
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	8. Final report: Section 2.3 requires a close-out report of 60–80 pages by the end of the contract, and a final report 6–8 weeks after implementation completes. Are these the same report? If the final report is due after implementation ends, will the contract term cover that period? 9. Course delivery costs: Materials and equipment (section 5.4) and operating costs (section 5.5) are marked not applicable. Please confirm that the costs of delivering the Train-the-Trainer courses, pilot courses and soft-skills training (venues, catering, training materials) are to be covered from the workshops, education and training budget (section 5.6). Please also confirm that the contractor is not expected to pay learner stipends or transport costs. 10. Follow-on contract: Section 7.2 sets out a possible follow-on contract under Section 14 (4) no. 9 VgV, while a later section 7.3 with the same title is marked "not applicable". Please clarify which applies. 11. Start date: The first milestones (selection of the competence centres at month 1 and the regional workshop at month 2) fall over the December–January TVET college holiday period, given the planned start date of 15 December 2026. May bidders propose adjusted timing for these milestones in the operational plan?	8. Final report within contract: Section 2.3 requires a close-out report of 60–80 pages by the end of the contract 9. Costs of delivering the Train-the-Trainer courses, pilot courses and soft-skills training (venues, catering, training materials) are to be covered from the workshop budget. The contractor is not expected to pay learner stipends or transport costs. 10. Section 7.2 allows GIZ to award the existing contractor a new contract for similar services without a new competitive tender, provided the legal conditions are met. 11. Milestones are flexible reflecting the common December–January TVET college holiday period, and could be adjusted in the operational plan.
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