

Terms of reference (ToRs) for the procurement of services above the EU threshold

CONFIDENTIAL

Project title: Promoting value chains for critical raw materials and green hydrogen and derivatives in South Africa (H2.SA II / BVC)	Processing number/cost centre: G-018088-001
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Subject of the tender procedure: ESG Helpdesk	Tender number: 10044638

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0. List of abbreviations

BMZ German Federal Ministry for Economic Cooperation and Development

CDTK Community Development Toolkit

CEFR Common European Framework of Reference for Languages

CO₂ Carbon Dioxide

ESG Environmental, Social and Governance

GH2 Green Hydrogen

GH2/PtX Green Hydrogen and Power-to-X

GIZ Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH

GTC General Terms and Conditions of Contract for supplying services and work on behalf of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

GWB German Act against Restraints of Competition (Gesetz gegen Wettbewerbsbeschränkungen)

KOMP Cost per output monitoring and forecast

LED Local Economic Development

LoI Letter of Intent

MoU Memorandum of Understanding

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NDA Non-Disclosure Agreement

PtX Power-to-X

RMO Risk Management Office

ToR Terms of Reference

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1. Context

1.1. Introduction and Background

Green hydrogen (GH2) has been identified as one of the three strategic pillars of South Africa's Just Energy Transition Partnership (JET-P), alongside electricity and new energy vehicles. As the country moves forward with its energy transition, GH2 is expected to play a central role in reducing emissions from heavy industry, while at the same time creating opportunities for economic growth, social inclusion, and environmental sustainability.

South Africa is positioning itself as a global hub for green hydrogen investment. With its renewable energy potential, existing industrial base, and export opportunities, the country is well placed to attract investors looking for reliable and sustainable GH2 production. This transition also presents a chance to design an energy future that is inclusive and fair, ensuring that local communities, women, and underrepresented groups share in the benefits while protecting natural resources and ecosystems.

The Promoting a Green Hydrogen Economy in South Africa (H2.SA) programme has already supported the South African government and its partners in establishing the foundations for a successful GH2 economy. During the 2024–2025 period, the H2.SA Programme successfully piloted the *Community Development Toolkit (CDTK)* to support private and public developers of green hydrogen (GH2) projects in South Africa. The toolkit enables project owners to proactively integrate community development considerations into their overall management systems and project planning. The piloting phase proved highly successful and valuable to stakeholders across both the public and private sectors, confirming the relevance and practicality of such support mechanisms in advancing inclusive and sustainable hydrogen development.

Building on this success, GIZ seeks to expand its support to stakeholders by establishing an *Environmental and Social Governance (ESG) Helpdesk*. This Helpdesk will serve as a knowledge-based platform offering advice, training, and tailored tools to developers, companies, institutions and organisations active in South Africa's green hydrogen sector. It will provide a practical entry point for navigating ESG requirements, ensuring that sustainability, inclusivity, and compliance are embedded across the hydrogen value chain.

The ESG Helpdesk will leverage a range of existing resources developed under H2.SA Phase I and through partner institutions, including:

- [The Community Development Toolkit \(CDTK\)](#) for project developers
- [The Environmental Impact Assessment \(EIA\) Guideline](#) (Department of Forestry, Fisheries and Environment, launched February 2025)
- [The study on Mechanisms for Community Beneficiation](#)
- [The Gender Response Guideline](#), [Human Resources Guideline for Inclusive Recruitment and Retention](#), and [Gender Sensitivity Training Manual \(Department of Energy and Electricity\)](#)
- [The Community Handbook on Green Hydrogen](#)
- [Green hydrogen atlas](#)
- Additional resources such as internship and mentorship opportunities, women's participation initiatives in green hydrogen, decision-maker trainings, and PtX trainings and short courses offered through H2.SA.

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1.2. General conditions of the tender

The ESG Helpdesk will serve as an on-demand, expert-driven support mechanism for developers, companies, and institutions active in South Africa's green hydrogen sector. The objective is to provide technical assistance, advisory services, and capacity-building support to enable stakeholders to integrate robust ESG practices within their operations and project implementation.

The subject of this tender is the provision of consultancy services to establish and operate the ESG Helpdesk under the H2.SA Programme. The services will focus primarily on the South African context, addressing the specific needs and challenges of entities engaged in green hydrogen development across the value chain.

Where thematically relevant, the consultancy may also be requested to provide additional expert support to H2.SA partner departments and related government institutions. Such support will aim to strengthen institutional capacity, facilitate policy alignment with ESG principles, and promote coherence between public and private sector initiatives.

Participating projects/ institutions

The ESG Helpdesk will offer tailored technical and advisory support to companies, institutions, and developers active in South Africa's GH2 and Power-to-X (PtX) sectors. Participation will be open to both private and public entities directly involved in project development, as well as relevant organisations that support GH2/PtX initiatives, such as industry associations, training providers, and research institutions.

Importantly, organisations that are not among the selected participants may still request assistance through the ESG Helpdesk, although their support will be provided on a case-by-case basis.

2. Tasks to be performed by the contractor

2.1 Term

The basic duration of the contract is 2 years, with the option of two successive one-year extensions, subject to an assessment of the successful performance of the mechanism during the initial 2-year contract period. The total contract duration may not exceed 4 years. The final duration and performance period shall be specified in the Special Terms and Conditions and in the award letter.

2.2 Objectives, indicators, work packages, milestones

Overall aim of the assignment

The aim of the ESG Helpdesk and the task of the contractor is to provide flexible, **on-demand, expert-driven technical assistance** to public and private stakeholders active in

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South Africa's GH2 and PtX sectors, with a focus on strengthening ESG performance across the project lifecycle.

To this end, the contractor shall assemble, coordinate, and deploy multidisciplinary expert teams in response to individual service requests submitted through the ESG Helpdesk portal. The Helpdesk will function as a structured entry point through which GH2/PtX project developers, public institutions, industry bodies, and other relevant stakeholders may directly submit requests for support. Upon receipt, the Technical Assistance (TA) team under this contract will screen and assess the request, engage with the applicant entity to clarify scope and needs where necessary, and subsequently coordinate with the contracted consultants to determine and mobilise the appropriate expertise to address the request. This may include experts listed in the contract as well as technical advisors from the programme. It should be noted that the Technical Assistance (TA) team is comprised of GIZ staff, who will be responsible for processing requests, engaging with stakeholders, and managing the Helpdesk intake process.

The contractor's role is therefore limited to providing and mobilising the required expertise in response to requests coordinated by the TA team, rather than directly processing requests or engaging with stakeholders. The mobilisation of experts and the use of person-days under this contract therefore depend on the number, scope and timing of such service requests. GIZ does not guarantee a minimum volume of assignments or person-days under this framework contract.

The contract comprises **three thematic focus areas**, each supported by a dedicated pool of experts, in addition to overall contract management and coordination. The structure is intended to help potential tenderers understand how the different thematic focus areas relate to one another and how expertise may be combined in response to service requests.

Thematic focus areas

The three thematic focus areas of the ESG Helpdesk are described below. Service requests by GIZ may span across multiple focus areas, combining topics and expertise from different pools. The estimated distribution of consulting services across the thematic focus areas is indicative and may evolve over time.

Thematic focus areas	% allocation (indicative)
a) Environmental Responsibility	25
b) Gender Equality & Inclusion	25
c) Community Development & Beneficiation	50
In total	100%

As the green hydrogen sector in South Africa is dynamic and evolving, the need for ESG-related support may expand to include additional topics within the thematic focus areas described below. GIZ therefore reserves the right to:

- supplement the services covered under this contract,
- include additional tasks within the thematic focus areas, and

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- adjust the number, composition and qualifications of experts deployed.

Any such adjustments shall be agreed between GIZ and the contractor and implemented within the framework of this contract.

a) Environmental Responsibility

The purpose of this thematic focus area is to support GH2/PtX developers, Environmental Assessment Practitioners (EAPs), decision-makers and other stakeholders in effectively applying environmental safeguards relevant to GH2/PtX projects in South Africa.

This thematic area builds on environmental resources developed under H2.SA Phase I, including the EIA Guideline and the GH2/PtX Potential Atlas. The focus is on practical application, piloting and refinement of these tools within real project contexts, as well as identifying gaps, challenges and additional capacity-building needs.

Below is an indicative list of tasks that predominantly fall within this thematic focus area:

- Provide EAPs and competent authorities with technical guidance, support and advisory during the various stages of the of the EIA process for GH2/PtX projects.
- Provide guidance on applicable environmental regulatory and other requirements relevant to GH2/PtX development projects in South Africa.
- Support the planning and execution of environmental authorisation required for GH2/PtX projects.
- Support the planning and execution of EIA processes for GH2/PtX projects, including applications, appeals and impact assessments.
- Provide guidance on the design and implementation of public participation processes related to GH2/PtX projects for EIA consultations, in coordination with community development specialists.
- Support the drafting of Terms of Reference for specialist studies, including social, heritage, ecological, hydrological and risk studies related to GH2/PtX projects
- Support relevant stakeholders in navigating and applying the South African GH2/PtX Potential Atlas tool for site identification and selection.
- Support the integration of GIS and spatial analysis outputs into EIA documentation and decision-making processes.
- Provide ad hoc environmental advisory support aligned with H2.SA Phase I resources and priorities.

b) Gender Equality and Social Inclusion

The purpose of this thematic focus area is to address the **systemic underrepresentation of women and marginalised groups** in the green hydrogen sector and to support institutions in implementing concrete, measurable actions that promote gender equality and inclusion across the GH2/PtX value chain.

This thematic area focuses on translating gender commitments into **practical institutional measures**, including inclusive human resource practices, skills development pathways, mentorship, and improved access to opportunities.

Below is an indicative list of tasks that predominantly fall within this thematic focus area:

- Support the development and implementation of gender strategies addressing barriers to participation of women and marginalised groups in the GH2/PtX sector.
- Provide advisory support on inclusive human resource policies and practices, including recruitment, retention, flexible work arrangements and equal pay.
- Support institutions in setting targets for women's participation and in monitoring and evaluating gender-related initiatives.
- Support the design and implementation of programmes targeted at women and marginalised groups, including but not limited to mentorship, internship and networking programmes.
- Support collaboration with schools, universities and TVET colleges to promote women's and girls' participation in STEM and GH2-related career paths.
- Support the design and delivery of targeted information sessions to strengthen skills pipelines for women.
- Support the design of inclusive and gender-diverse events to improve visibility of women as speakers and decision-makers.
- Support institutions in establishing or contributing to scholarships, bursaries and funding mechanisms to facilitate participation of women students, researchers and entrepreneurs in GH2 sector.
- Support institutions in evaluating HR processes that affect hiring, retention and advancement of women.

c) Community Development and Beneficiation

The purpose of this thematic focus area is to support GH2/PtX developers in systematically integrating community development and benefit-sharing considerations into project planning and management, particularly at early project stages where uncertainty and expectations need to be carefully managed.

This thematic area builds on the CDTK, and the Community Beneficiation Mechanisms Study piloted under H2.SA Phase I. The focus is on strengthening early engagement, improving benefit-sharing approaches, and ensuring that community development is treated as a strategic project component rather than a compliance exercise.

Below is an indicative list of tasks that predominantly fall within this thematic focus area:

- Support developers in conducting or updating community development gap analyses using the CDTK.
- Assist developers to develop or refine community development plans, strategies and internal processes.
- Provide advisory support on early-stage community engagement, expectation management and communication of project uncertainty.
- Support the identification and design of appropriate community benefit mechanisms, including local procurement, skills development pipelines, enterprise development and community trusts.
- Provide training, coaching and practical guidance to community-based organisations or community representatives and relevant public institutions on different benefit-sharing mechanisms such as shareholding ownership and community trusts.
- Assist in piloting benefit-sharing models tailored to project location, lifecycle and technical characteristics.

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- Support alignment of community benefit mechanisms with long-term local economic development opportunities rather than short-term job creation.
- Support co-creation approaches that enable meaningful community participation in development planning and decision-making.
- Provide training, coaching and practical guidance to developers lacking dedicated community development capacity.
- Support developers in building the internal business case for community development and allocating appropriate resources.
- Collect lessons learned and data from piloting activities to inform updates to the CDTK and related guidance materials.
- Support the development of practical case studies in collaboration with experts appointed in the broader framework contract demonstrating how community development and beneficiation mechanisms are implemented in GH2/PtX projects.

Under the Community Development thematic area, where services require direct interaction with communities, the contractor shall ensure adequate local language capacity within the expert team. This may include Afrikaans language proficiency or the provision of qualified interpretation support, as appropriate to the assignment context. Contractors who are able to provide at least one expert with relevant local language proficiency will be awarded additional points in the evaluation.

2.3 Project and knowledge management requirements

Requirements on the assignment of experts:

- The contractor shall nominate and coordinate appropriately qualified experts for the delivery of advisory services. Technical steering and oversight will be undertaken by GIZ technical advisors.

Requirements on materials and equipment and operating costs:

- The contractor makes the required materials, equipment and consumables available and covers their operating and administrative costs

Requirements on expenditure management and cost control:

- The contractor manages costs and expenditures, accounting processes and invoicing in line with GIZ requirements.

Monitoring and reporting requirements:

The contractor shall play an **active role in results-based monitoring and reporting** of the ESG Helpdesk. Given the innovative nature of this Helpdesk model, monitoring shall not only track implementation progress but also generate learning to inform adaptive management and potential scaling.

Monitoring responsibilities

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Regular monitoring activities shall, at a minimum, cover the following areas:

- Degree to which activities are implemented, including the volume, type and thematic distribution of ESG Helpdesk support provided.
- Results within the contractor's sphere of responsibility, including improvements in ESG-related practices, processes or capacities of supported stakeholders.
- Results outside the contractor's direct sphere of responsibility, where observable, such as changes influenced by external factors, regulatory developments, or parallel initiatives (to be documented qualitatively).
- Risks and assumptions, including risks related to demand for Helpdesk services, stakeholder readiness, regulatory uncertainty, and implementation capacity.
- Learning and adaptation, including identification of what works, what does not work, and recommendations to improve the ESG Helpdesk model over time.

Backstopping requirements:

The contractor ensures appropriate backstopping. The following services form part of the standard backstopping package. In accordance with GIZ's General Terms and Conditions for supplying services and work on behalf of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, these services – as well as the ancillary personnel costs – must be priced into the fee schedules of the staff listed in the tender:

- The contractor's responsibility for its own staff;
- Ensuring the flow of information between GIZ and the contractor's field staff;
- Process-oriented technical and conceptual steering of the consulting services;
- Steering adaptations to changing framework conditions;
- Performance monitoring;
- Ensuring the administrative management of the project;
- Technical support by the contractor's staff for its personnel on the ground;
- Making local use of and sharing the lessons learned by the contractor with the GIZ team.

2.4 Data protection and information security

The provisions on data protection and information security of the current version of **GIZ's General Terms and Conditions of Contract** (Section 1.10 Data protection) shall apply.

The execution of the contract is in part associated with the processing of personal data by the Contractor on behalf of GIZ. Such data processing shall be carried out **exclusively on behalf of and in accordance with the instructions of GIZ**. For this reason, GIZ and the Contractor shall conclude a **contract for commissioned data processing** in accordance with **Article 28 of the General Data Protection Regulation (GDPR)**.

The tenderer shall set out in an **annex to its bid** which **technical and organisational measures (TOMs)** it applies to ensure a high level of data protection and data security. This requirement applies irrespective of whether the *tenderer* has previously been audited by GIZ. Details of the respective TOMs can be found at the end of the AuV (see section "*Note on technical and organisational measures (TOM)*").

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The TOMs of the *tenderer*/contractor must correspond to the **state of the art**, as well as to the **nature, scope, context and purposes** of the processing of personal data and the **risks to the rights and freedoms of data subjects**. Following a positive review, the contract shall be concluded together with the AuV annex.

It shall be noted that, in particular for **events, consultations, interviews and stakeholder engagements**, the Contractor must ensure that the **explicit consent of data subjects** for the collection, storage, processing and, where applicable, publication of personal data is obtained in accordance with the GDPR.

Confidentiality and non-disclosure

In the course of implementing the ESG Helpdesk, the Contractor may receive access to confidential, commercially sensitive or proprietary information, including project data, technical documentation and strategic information provided by GH2/PtX developers, public institutions or other stakeholders.

Developers or other supported entities may require the conclusion of **Non-Disclosure Agreements (NDAs) with GIZ** as a condition for sharing such information. The Contractor shall comply with the confidentiality obligations agreed between GIZ and the respective entity.

Where required by supported entities, the Contractor shall be obliged to enter into Non-Disclosure Agreements (NDAs) or equivalent confidentiality undertakings in order to protect such information. The Contractor shall ensure that:

- Confidential information is used solely for the purpose of delivering services under this contract;
- Access to confidential information is restricted to authorised personnel on a need-to-know basis;
- Appropriate technical and organisational safeguards are applied to prevent unauthorised access, disclosure or misuse;
- Confidential information is not disclosed to third parties without prior written consent, unless legally required.

The obligation to maintain confidentiality shall survive the termination of the contract, in accordance with the applicable contractual arrangements and NDAs.

2.5 Other requirements

Safeguards and gender measures with specific reference to services:

In order to promote gender equality and avoid or mitigate possible unintended negative impacts in its area of responsibility, the contractor's staffing profile should be balanced in terms of gender and age.

3. Technical-methodological concept

In this section, the tenderer is required to reflect on the objectives and terms of reference of the tender at hand, describe the partner system and its processes in the area of

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responsibility and present the technical-methodological concept for completing the tasks listed in section 2 and achieving the set objectives. In addition, the tenderer must describe the design of the project management process.

3.1 Interpretation of objectives (section 1.1 of the assessment grid)

The contractor shall demonstrate a sound understanding of the Terms of Reference and ensure that the proposed personnel concept is appropriate for the scheduled tasks.

In particular, the contractor shall:

- present a coherent and realistic personnel concept aligned with the scope of services;
- identify potential implementation risks related to staffing, availability, or technical delivery;
- confirm the feasibility of the proposed technical approach within the framework defined by GIZ.

The contractor is not expected to redefine the technical concept but to ensure that suitably qualified experts are made available to implement the services under GIZ's technical steering.

3.2 Processes and actors in the partner system (section 1.2 of the assessment grid)

GIZ retains overall responsibility for strategic engagement within the partner system and for coordination with key stakeholders.

The tenderer shall demonstrate a sound understanding of the relevant processes and actors in the sector insofar as they are necessary for the effective delivery of the services under this contract.

Specifically, the tenderer shall:

- Briefly describe their understanding of the key processes relevant to the implementation of ESG Helpdesk services.
- Identify the main categories of actors that may be involved in or affected by the advisory services.
- Describe how the proposed experts will interact with stakeholders under GIZ's technical steering.
- Outline how coordination, communication, and information flows will be managed in alignment with GIZ guidance.

A comprehensive sector analysis or independent stakeholder mapping is not required. The focus should be on operational interaction within the framework defined by GIZ.

3.3 Strategy (section 1.3 of the assessment grid)

The strategy for delivering the services in the tender is the core element of the technical-methodological concept. It is composed of the following elements:

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- Procedure for achieving the objectives stated in section 2.2 of these ToRs
- Development of partnerships with the relevant actors
- Approaches for leverage effects and measures for scaling-up
- Consideration of environmental and social compatibility requirements (including gender equality)
- Appropriate consideration of further requirements

3.3.1 Strategic approach to achieving the objectives mentioned in the ToRs (section 1.3.1 of the assessment grid)

The tenderer is required to describe and justify the approach it plans to adopt in order to achieve the milestones, objectives and results (see section 2) for which it is responsible.

Tenderers are requested to describe their strategic and operational approach to implementing the ESG Helpdesk. The description should demonstrate a clear understanding of the framework nature of the contract and explain how the tenderer will ensure responsiveness, flexibility, quality assurance and access to qualified expertise across the thematic focus areas.

In particular, tenderers shall address the following aspects:

- Management of parallel service requests: *Describe how several individual service requests can be processed simultaneously. This should include the tenderer's internal procedures for the intake, prioritisation, preparation and processing of requests, including decision-making structures and coordination mechanisms that allow for rapid response at short notice.*
- Timely preparation of proposals: *Explain how the tenderer ensures that proposals for individual service requests can be prepared within a short timeframe (up to ten working days), including the identification and mobilisation of suitably qualified experts and the internal review and approval processes applied.*
- Quality assurance of work products: *Describe the tenderer's approach to ensuring high-quality final outputs. This should cover internal quality control procedures, peer review processes, editorial and proof-reading arrangements, and coordination with graphic design or other specialised services where required.*
- Access to qualified expertise: *Explain how the tenderer ensures access to experts covering a wide range of knowledge and experience relevant to the ESG Helpdesk thematic focus areas, including:*
 - The extent to which internal experts will be deployed across the thematic focus areas;
 - The tenderer's strategy and proven ability to identify, recruit and contract suitably qualified external experts for thematic areas not covered by internal capacity;
 - The procedures for screening, recruiting and integrating external experts proposed or recommended by GIZ.

The strategic and operational approach should clearly demonstrate the tenderer's ability to manage a demand-driven, multi-thematic helpdesk, while maintaining high quality standards and effective collaboration with GIZ.

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3.3.2 Building partnerships with the relevant actors

(section 1.3.2 of the assessment grid)

- Not applicable -

3.3.3 Approaches for leverage effects and measures for scaling-up

(section 1.3.3 of the assessment grid)

- Not applicable -

3.3.4 Consideration of environmental and social compatibility requirements

(section 1.3.4 of the assessment grid)

- Not applicable -

3.4 Project management

(section 1.4 of the assessment grid)

In this section, the tenderer presents the operational plan for implementing the services in the tender, describes the procedure for coordination with GIZ or the project and the project partners, and explains its monitoring procedure.

3.4.1 Operational plan

(section 1.4.1 of the assessment grid)

- Not applicable -

3.4.2 Coordination with GIZ or the commissioning project

(section 1.4.2 of the assessment grid)

In the tender, the tenderer is required to describe the procedure for coordinating with GIZ or with the commissioning project. The description should demonstrate how effective communication, joint planning and continuous alignment will be ensured throughout the implementation of the ESG Helpdesk.

The coordination approach shall cover both:

- **Overall coordination** with the GIZ coordination team responsible for the ESG Helpdesk, including regular exchange on strategic priorities, planning, progress and emerging risks; and
- **Operational coordination** in the implementation of individual service requests, including clarification of scope, timelines, expert deployment and reporting for each request.

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3.4.3 Steering or coordination of measures with the relevant implementing partner
(section 1.4.3 of the assessment grid)

– Not applicable –.

3.4.4 Monitoring
(section 1.4.4 of the assessment grid)

In the tender, the tenderer is required to describe how it will regularly capture and document the status of completion of the tasks, the achievement of objectives, the results achieved and the risks in the area for which it is responsible in accordance with the specifications set out in section 2.

3.5 Further requirements
(section 1.5 of the assessment grid)

- Not applicable -

4. Personnel

The tenderer is required to provide ‘experts’ for the positions referred to and described (scope of tasks and qualifications) in this section on the basis of corresponding CVs. **The requirements on the format and content of the CVs are described in section 6.**

The qualifications mentioned below correspond to the requirements for achieving the highest number of points in the technical assessment.

The Contractor shall ensure the availability of appropriately qualified and experienced personnel to implement the ESG Helpdesk in line with the requirements of this contract. Given the demand-driven and multi-thematic nature of the Helpdesk, the Contractor shall deploy a flexible staffing model that allows for the rapid mobilisation of experts with relevant expertise across the thematic focus areas.

The staffing concept shall combine:

- Core personnel responsible for contract management, coordination and quality assurance; and
- Thematic expert pools that can be mobilised on an as-needed basis in response to individual service requests.

All personnel deployed under this contract shall meet the qualification and experience requirements specified in the respective thematic focus areas.

‘One year of professional experience’ is therefore defined as a cumulative 12 expert months with at least 18 expert days per month, provided no diverging definition is specified for individual qualifications.

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Team Lead: Contract Manager (section 2.1 of the assessment grid)

This position is a key expert. A statement of availability for this expert must be attached to the tender as an annex.

Tasks of Team lead:

- GIZ contact for all administrative questions relating to the contract and the offers for the implementation of services;
- Overall responsibility for contractual compliance, performance and quality assurance;
- Coordination with GIZ and the commissioning programme;
- Oversight of intake, prioritisation and implementation of individual service requests
- Coordination of expert deployment across thematic focus areas;
- Ensuring timely delivery of high-quality outputs;
- Ensuring compliance with data protection, confidentiality and non-disclosure requirements.

Qualifications of Team Lead:

Education/training (section 2.1.1 of the assessment grid):	University degree (e.g. 'master's or German Diplom') in Project management, Business Administration or equivalent
Language (section 2.1.2 of the assessment grid):	Knowledge of English, C1 level in the Common European Framework of Reference for Languages
General professional experience (section 2.1.3 of the assessment grid):	8 years of experience in administrative management of projects including planning, coordination, budgeting, and reporting.
Specific professional experience (section 2.1.4 of the assessment grid):	5 years' experience in coordinating projects with an average value of R5 000 000 (ZAR Five million), inclusive of multidisciplinary teams.
Leadership/management experience (section 2.1.5 of the assessment grid):	5 years' experience in providing strategic oversight, leading multidisciplinary teams of 5 or more experts, and coordinating technical specialists in the delivery of complex infrastructure, energy, mining, or industrial projects.
International professional experience outside the country/region of assignment (section 2.1.6 of the assessment grid):	<i>-Not applicable -</i>
Professional experience in the country/ region of assignment (2.1.7 of the assessment grid):	5 years' professional experience in South Africa and/or the SADC region.
Experience in the field of development cooperation (section 2.1.8 of the assessment grid):	3 years of experience in development cooperation projects.

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Other (section 2.1.9 of the assessment grid):	-Not applicable -
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Expert 1: Environmental Specialist (section 2.2 of the assessment grid) This position is a key expert. A statement of availability for this expert must be attached to the tender as an annex.

Tasks of expert 1

- Provide technical leadership and oversight of the environmental responsibility thematic area of the ESG Helpdesk.
- Coordinate and manage the pool of environmental specialists, including task allocation and progress monitoring.
- Ensure quality assurance of all technical outputs and advisory inputs provided by the pool of experts under the environmental responsibility thematic area.
- Oversee the development of guidance materials and training inputs related to GH2/PtX environmental processes and ensure successful implementation of relevant activities throughout the project.

Qualifications of expert 1.

Education/training (section 2.2.1 of the assessment grid):	University degree (e.g. 'master's or German Diplom') in Environmental Management/ Environmental Sciences or related fields along with professional registration with EAPSA and/or SACNASP.
Language (section 2.2.2 of the assessment grid):	Knowledge of English at C1 level in the Common European Framework of Reference for Languages.
General professional experience (section 2.2.3 of the assessment grid):	8 years of experience in Environmental Management, Environmental Impact Assessment (EIA) for large infrastructure, energy, mining or industrial projects.
Specific professional experience (section 2.2.4 of the assessment grid):	5 years' experience with primary responsibility for the management and successful delivery of EIAs in infrastructure, energy, mining, or industrial sectors.
Leadership/management experience (section 2.2.5 of the assessment grid):	Experience in coordinating environmental specialists and multidisciplinary teams during the EIA process across 5 projects in infrastructure, energy, mining, or industrial sectors.
International professional experience outside the country/region of assignment (section 2.2.6 of the assessment grid):	-Not applicable-

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Professional experience in the country/ region of assignment (2.2.7 of the assessment grid):	-Not applicable-
Experience in the field of development cooperation (section 2.2.8 of the assessment grid):	-Not applicable-
Other (section 2.2.9 of the assessment grid):	-Not applicable-

Expert 2: Gender Specialist (section 2.3 of the assessment grid) This position is a key expert. A statement of availability for this expert must be attached to the tender as an annex.

Tasks of expert 2

- Provide strategic oversight for the gender and inclusion thematic area of the ESG Helpdesk.
- Coordinate and manage the pool of gender specialists, including task allocation and progress monitoring.
- Ensure quality assurance of gender advisory outputs, strategies, and programme designs.
- Oversee the development of gender guidance materials and capacity-building initiatives.

Qualifications of expert 2.

Education/training (section 2.2.1 of the assessment grid):	University degree (e.g. 'master's or German Diplom') in Gender studies, Sociology, Psychology, Economics or related fields
Language (section 2.2.2 of the assessment grid):	Knowledge of English at C1 level in the Common European Framework of Reference for Languages.
General professional experience (section 2.2.3 of the assessment grid):	8 years of experience in gender equality, social inclusion, or gender mainstreaming in infrastructure, energy, renewable energy, mining or industrial sectors.
Specific professional experience (section 2.2.4 of the assessment grid):	Experience in integrating gender considerations into project design, implementation, and monitoring frameworks, ensuring alignment with international best practices and donor requirements across 5 projects with demonstrated application of gender mainstreaming tools (e.g. gender action plans, gender-sensitive indicators, or inclusion strategies).
Leadership/management experience (section 2.2.5 of the assessment grid):	-Not applicable-

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International professional experience outside the country/region of assignment (section 2.2.6 of the assessment grid):	-Not applicable-
Professional experience in the country/ region of assignment (2.2.7 of the assessment grid):	-Not applicable-
Experience in the field of development cooperation (section 2.2.8 of the assessment grid):	-Not applicable-
Other (section 2.2.9 of the assessment grid):	-Not applicable-

Expert 3: Community Development Specialist (section 2.4 of the assessment grid) This position is a key expert. A statement of availability for this expert must be attached to the tender as an annex.

Tasks of expert 3

The Team Lead shall serve as the technical lead within the Community Development thematic focus area under the ESG Helpdesk framework providing high-level expertise in response to complex or strategically significant service requests.

The Key Expert shall:

- Provide senior-level technical advisory services in the field of community and socio-economic development, stakeholder engagement, and participatory development processes, requiring substantial expertise, judgement, and experience.
- Demonstrate professional experience in relevant fields, including advisory work in technically complex sectors such as energy, infrastructure, industrial development, or other STEM-related sectors.
- Advise on community development strategies and benefit-sharing mechanisms, including the design or implementation of local procurement frameworks, skills

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development programmes, enterprise development initiatives, community trusts, or equity participation models.

- Support project developers, public institutions, and private sector actors in integrating community development considerations into project planning and implementation.
- Ensure methodological soundness and quality assurance of outputs, including providing high-level advisory support, guidance, and supervision of technical experts.
- Support the structuring and scoping of service requests in alignment with GIZ technical guidance.
- Contribute to the development and application of relevant tools and approaches, including the Community Development Toolkit (CDTK).
- Operate effectively in multi-stakeholder environments involving communities, government, and private sector actors, including within donor-funded or international development cooperation contexts.
- Oversee the composition and quality of the Community Development expert pool and propose suitably qualified experts for individual service requests.

Qualifications of expert 3.

Education/training (section 2.2.1 of the assessment grid):	University degree (e.g. 'master's or German Diplom') in Development Studies, Sociology, Social Development, Economics, or related fields
Language (section 2.2.2 of the assessment grid):	Knowledge of English at C1 level in the Common European Framework of Reference for Languages.
General professional experience (section 2.2.3 of the assessment grid):	8 years of experience in community development, socio-economic development, community engagement, or social performance in the energy, mining, infrastructure, renewable energy, or environmental sectors.
Specific professional experience (section 2.2.4 of the assessment grid):	Experience in integrating community development considerations into the early stages of project development (including conceptualisation, feasibility, and design phases), across 5 projects in energy, green hydrogen, infrastructure, or large-scale industrial sectors.
Leadership/management experience (section 2.2.5 of the assessment grid):	-Not applicable-
International professional experience outside the country/region of assignment (section 2.2.6 of the assessment grid):	-Not applicable-

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Professional experience in the country/ region of assignment (2.2.7 of the assessment grid):	-Not applicable-
Experience in the field of development cooperation (section 2.2.8 of the assessment grid):	-Not applicable-
Other (section 2.2.9 of the assessment grid):	-Not applicable-

Expert Pool 1: Environmental Responsibility with at least 4 experts (section 2.5 of the assessment grid)

For each thematic focus area, the bidder shall submit curricula vitae (CVs) of four (4) experts. The bidder's ability to provide the respective expert pool shall be evaluated solely on the basis of these five exemplary CVs per thematic focus area.

The bidder shall clearly indicate for each expert which of the required qualifications and types of professional experience defined for the respective thematic focus area are covered. Where relevant, experts may cover more than one type of experience, provided that all requirements are collectively fulfilled within the expert pool.

The expert pools may be expanded over time on a needs basis. Any additional experts proposed must have qualifications and professional experience comparable to those defined for the respective thematic focus area.

Where specific service requests require alternative or additional types of professional experience that are not explicitly listed in the Terms of Reference, GIZ may define new specific professional experience requirements that correspond broadly to the seniority level of the existing expert pool but are better suited to the planned tasks.

This provision is intended to ensure that the qualification requirements do not constrain the flexibility of the contract as new thematic needs emerge.

In all cases, the inclusion of additional experts in any expert pool shall be subject to prior written approval by GIZ.

Qualifications of the expert pool

Education/training (section 2.3.1 of the assessment grid):	All experts with a university degree (e.g. Master's or German Diplom) in Environmental Management, Environmental Sciences, Geographic Information Systems (GIS), Remote Sensing, Hydrology, Ecology, Biodiversity, or related fields, as well as professional registration with EAPSA and/or SACNASP.
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Language (section 2.3.2 of the assessment grid):	All of experts with knowledge of English, C -level in the Common European Framework of Reference for Languages
General professional experience (section 2.3.3 of the assessment grid):	All experts with 7 years of professional experience in environmental management.
Specific professional experience (section 2.3.4 of the assessment grid):	A different expert must be offered for each of the following qualifications: 1 expert with a total of 5 years of professional experience in the area of environmental impact assessments; 1 expert with 5 years of professional experience in the area of geographical information systems 1 expert with a total of 5 years of professional experience as a specialist in environmental legislation and compliance 1 expert with 5 years of professional experience in conducting environmental risk assessments and developing environmental management plans <i>*this list can be expanded during the course of implementation</i>
Leadership/management experience (section 2.3.5 of the assessment grid):	-Not applicable-
International professional experience outside the country/region of assignment (section 2.3.6 of the assessment grid):	-Not applicable-
Professional experience in the country/ region of assignment (2.3.7 of the assessment grid):	-Not applicable-

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Experience in the field of development cooperation (section 2.3.8 of the assessment grid):	-Not applicable-
Other (section 2.3.9 of the assessment grid):	-Not applicable-

Expert Pool 2 Gender Equality and Inclusion with at least 4 experts (section 2.5 of the assessment grid)

The bidder shall submit curricula vitae (CVs) of four (4) experts. The bidder's ability to provide the respective expert pool shall be evaluated solely on the basis of these five exemplary CVs per thematic focus area.

The bidder shall clearly indicate for each expert which of the required qualifications and types of professional experience defined for the respective thematic focus area are covered. Where relevant, experts may cover more than one type of experience, provided that all requirements are collectively fulfilled within the expert pool.

The expert pools may be expanded over time on a needs basis. Any additional experts proposed must have qualifications and professional experience comparable to those defined for the respective thematic focus area.

Where specific service requests require alternative or additional types of professional experience that are not explicitly listed in the Terms of Reference, GIZ may define new specific professional experience requirements that correspond broadly to the seniority level of the existing expert pool but are better suited to the planned tasks. This provision is intended to ensure that the qualification requirements do not constrain the flexibility of the contract as new thematic needs emerge.

In all cases, the inclusion of additional experts in any expert pool shall be subject to prior written approval by GIZ.

Qualifications of the expert pool

Education/training (section 2.3.1 of the assessment grid):	All experts with a university degree (Honours, Master's or German Diploma) Gender studies, Sociology, Psychology, Economics, Human Resource management, Political Science or related fields
Language (section 2.3.2 of the assessment grid):	All experts with language skills in English, C1 of the Common European Framework of Reference for Languages

Subject of the tender procedure:

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General professional experience (section 2.3.3 of the assessment grid):	All experts with 7 years of experience in gender equality, social inclusion, or gender mainstreaming in infrastructure, energy, renewable energy, mining or industrial sectors.
Specific professional experience (section 2.3.4 of the assessment grid):	A different specialist must be offered for each of the following qualifications: 1 expert with a total of 5 years of professional experience in Gender, Diversity, and Inclusion; 1 expert with a total of 5 years of professional experience in Human Resource Management; 1 expert with a total of 5 years of professional experience in training, networking, mentoring, coaching, inclusive capacity development, and event management; 1 expert with a total of 5 years of professional experience in strategic funding, including identifying and securing funding from international donors, private sector partners, and government agencies, as well as financial oversight and compliance with donor requirements. <i>*this list can be expanded during the course of implementation</i>
Leadership/management experience (section 2.3.5 of the assessment grid):	-Not applicable-
International professional experience outside the country/region of assignment (section 2.3.6 of the assessment grid):	-Not applicable-
Professional experience in the country/ region of assignment (2.3.7 of the assessment grid):	-Not applicable-

Subject of the tender procedure:

Transaction number:

Experience in the field of development cooperation (section 2.3.8 of the assessment grid):	-Not applicable-
Other (section 2.3.9 of the assessment grid):	-Not applicable-

Expert Pool 3 Community Development and Beneficiation with at least 4 experts
(section 2.5 of the assessment grid)

The bidder shall submit curricula vitae (CVs) of four (4) experts. The bidder's ability to provide the respective expert pool shall be evaluated solely on the basis of these five exemplary CVs per thematic focus area.

The bidder shall clearly indicate for each expert which of the required qualifications and types of professional experience defined for the respective thematic focus area are covered. Where relevant, experts may cover more than one type of experience, provided that all requirements are collectively fulfilled within the expert pool.

The expert pools may be expanded over time on a needs basis. Any additional experts proposed must have qualifications and professional experience comparable to those defined for the respective thematic focus area.

Where specific service requests require alternative or additional types of professional experience that are not explicitly listed in the Terms of Reference, GIZ may define new specific professional experience requirements that correspond broadly to the seniority level of the existing expert pool but are better suited to the planned tasks. This provision is intended to ensure that the qualification requirements do not constrain the flexibility of the framework contract as new thematic needs emerge.

In all cases, the inclusion of additional experts in any expert pool shall be subject to prior written approval by GIZ.

Qualifications of the expert pool

Education/training (section 2.3.1 of the assessment grid):	All experts with a university degree (e.g. 'master's or German Diplom') in Development Studies, Sociology, Social Development, Economics, Public Policy, Communication, Law, or related fields.
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Subject of the tender procedure:**Transaction number:**

Language (section 2.3.2 of the assessment grid):	All experts must have knowledge of English at C1 level in the Common European Framework of Reference for Languages.
General professional experience (section 2.3.3 of the assessment grid):	All experts must have 7 years of experience in community development, socio-economic development, community engagement, or social performance in the energy, mining, infrastructure, renewable energy, or environmental sectors.
Specific professional experience (section 2.3.4 of the assessment grid):	A different expert must be offered for each qualification: 1 expert with a total of 5 years of professional experience in Communication for Development (C4D), including inclusive communication strategies, community information tools, and participatory communication methods. 1 expert with a total of 5 years of professional experience in social performance, including ESIA-linked processes, grievance mechanisms, and compliance with IFC Performance Standards and/or Equator Principles. 1 expert with a total of 5 years of professional experience in community engagement and facilitation, including community consultations, facilitation, early-stage engagement in sensitive contexts, and stakeholder dialogue. 1 expert with a total of 5 years of professional experience in local economic development and beneficiation, including benefit-sharing mechanism design, local procurement, enterprise development, or skills ecosystem planning. <i>This list can be expanded during the course of implementation*.</i>
Leadership/management experience (section 2.3.5 of the assessment grid):	-Not applicable-
International professional experience outside the country/region of assignment	-Not applicable-

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(section 2.3.6 of the assessment grid):	
Professional experience in the country/ region of assignment (2.3.7 of the assessment grid):	-Not applicable-
Experience in the field of development cooperation (section 2.3.8 of the assessment grid):	-Not applicable-
Other (section 2.3.9 of the assessment grid):	-Not applicable-

The tenderer must assign all the proposed experts to the required qualifications and clearly present them in a separate table preceding the CVs. The summary presentation must mention only qualifications that are actually indicated in the CVs. Professional experience must be evidenced by meaningful references in the CVs. It is advisable to make explicit reference to each example of professional experience.

For the three expert pools defined under this tender, the tenderer shall clearly indicate which experts are proposed for each thematic focus area. **The evaluation and scoring of the expert pools will depend on the extent to which the tenderer provides suitably qualified experts that meet the specified requirements for each thematic area.** Only experts that are clearly assigned and evidenced in the CVs will be considered for evaluation.

Soft skills of team members

In addition to their specialist qualifications, all team members are also expected to have the following qualifications:

- Team skills
- Initiative
- Communication skills
- Sociocultural and intercultural skills
- Efficient partner- and client-oriented working methods
- Interdisciplinary thinking

Soft skills are not evaluated.

Staff presentation

(section 2.11 of the assessment grid)

-Not Applicable-

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5. Costing requirements

It is expressly pointed out that neither party to the contract shall be entitled to a specific number, timing or scope of individual service requests, nor to the full utilisation of the expert days or budget estimates specified in these Terms of Reference. Likewise, no entitlement arises to the allocation of specific assignments at predefined points in time.

The quantities and budget estimates set out in Sections 5.1 to 5.9 are indicative estimates only and serve solely as a basis for tendering. Actual service requests, expert deployments and expenditures will depend on demand and instructions issued by GIZ during the contract period.

5.1 Assignment of experts

The number of expert days corresponds to full working days.

Expert	Expert days in the country of residence /remote	Availability of expert in the country of assignment* in expert days	Expert days in total	Consecutive stay > 3 months (see General Terms and Conditions, section 3.6.2)
Team Leader: Contract Manager	48	0	48	No
Expert 1: Environmental Specialist	25	0	25	No
Expert 2: Gender Specialist	25	0	25	No
Expert 3: Community Development Specialist	45	0	45	No
Expert Pool 1: Environment	80	0	80	No
Expert Pool 2: Gender	60	0	60	No

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Expert Pool 3: Community Development	167	0	167	No
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5.2 National administrative staff

– Not applicable –

5.3 Travel expenses

5.3.1 Travel – sustainability considerations

GIZ would like to reduce greenhouse gas emissions (CO₂ emissions) caused by travel. When preparing your tender, please incorporate options for reducing emissions, for example by selecting the lowest-emission booking class (economy) or using means of transport, airlines and flight routes that are more CO₂-efficient. For short distances, travel by train (second class) or e-mobility are the preferred options.

CO₂ 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](#) has published a [list of standards](#) (only in German available). GIZ recommends using the standards specified there.

5.3.2 Travel expense requirements

Travel expense budget: ZAR 1 500 000

As the number and duration of the business trips is not yet clear, the above-mentioned unalterable travel expense budget for all trips in South Africa for all experts is specified in the price schedule. The budget contains the following travel expenses:

- Per-diem allowances and accommodation allowances
- Flights and other transport costs
- Ancillary travel expenses
- CO₂ offsets for flights

The costs are reimbursed as a lump sum (per-diem allowances 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 the reimbursement of travel expenses (see <https://www.bundesfinanzministerium.de>), or on presentation of evidence (airfares and other main transport costs).

All travel activities must be agreed in advance with the project manager. Travel expenses must be kept as low as possible.

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Please note: These travel expense items do not cover costs related to the contract in the country of assignment (see section 3.6.2 of the General Terms and Conditions). Please cost these items if applicable in the price schedule under '2.2 Costs related to the contract in the country of assignment'.

For the country South Africa tenderers may offer accommodation allowances up to RAND 1800. This is the maximum amount permissible under tax law as per the BMF circular on travel expense reimbursement.

5.4 Materials and equipment

– Not applicable –

5.5 Operating costs in the country of assignment

– Not applicable –.

5.6 Workshops, education and training

Workshop budget: ZAR 300 000

The fixed, unalterable budget above is earmarked for 12 half-day workshops and entered in the price schedule. The budget includes the following costs relating to the planning and running of workshops:

- Room hire
- Technical systems
- Catering
- Workshop materials
- Other costs relating to the workshops

The budget does not include the fees and travel expenses for the contractor's experts incurred in connection with the planning and running of the workshops. These are covered by the corresponding number of expert days and travel expenses (see sections 5.1 and 5.3 above).

5.7 Local contributions

– Not applicable –

5.8 Other costs

– Not applicable –

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5.9 Flexible remuneration item

Budget for flexible remuneration: ZAR 756 000

The fixed, unalterable budget above is earmarked in the price schedule for flexible remuneration. Flexible remuneration is intended to facilitate the flexible management of the contract by the commission manager at GIZ. The contractor can make use of the funds in accordance with section 3.6.5.7 of the General Terms and Conditions.

6. Requirements on the format of the tender

The structure of the tender must correspond with the structure of the ToRs. It must be legible (for example Arial, font size 11 or larger) and clearly formulated. The technical tender must be written in English.

The technical-methodological concept of the tender (section 3 of the ToRs) must not exceed 20 pages (not including the cover page, list of abbreviations, table of contents, brief introduction and CV for the backstopper). Additional annexes not requested will not be assessed. External content (e.g. links to websites) will also be disregarded.

The CVs of the staff proposed in accordance with section of the ToRs must be in the [EU format](#) and not more than four pages in length.

The CVs must clearly and unequivocally show what position the proposed person held, which tasks they performed and how long they worked during which period in the specified references. **The references contained in the CVs must therefore include the following information:**

- Name of the company/organisation/reference project in which the expert worked
- Position held and task(s) performed by the expert in the company/organisation/reference project
- Work outcomes or products produced by the expert, or expert's contribution to the completion of these outcomes and projects (if relevant)
- Duration of the expert's assignment in the company/organisation/reference project per calendar year in full-time expert days, weeks or months (for example: 2019: 2 months, 2020: 10 months, 2021: 1 month)
- Specific Professional Experience: the expert shall identify the engagement (project name, company/organisation, client, sector, and geographic location); briefly describe the project (relevance, scale, and complexity); and state the role and tasks (position held and the expert's specific tasks).
- Leadership experience/management: clear information on the reference projects or fixed positions within the company/organisation in which the requirements specified in section 4 were fulfilled (for example, period, number of persons for whom the expert had disciplinary responsibility, project budget) (if relevant)
- International professional experience/professional experience in the country of assignment: clear information on the reference projects or fixed positions in the company/organisation in which the requirements specified in section 4 were fulfilled (for example, actual duration of assignment on the ground in full-time expert days, weeks or months) (if relevant)

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In order to facilitate the assessment, we request that you number the references sequentially and provide only references that are clearly related to the object of this tender.

7. Options or follow-on contract

7.1 Option to expand the service content/extend the contract term pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)

The basic contract period shall be two (2) years. After the first year of implementation, GIZ shall conduct a formal review and learning meeting with the Contractor to assess performance, implementation progress and lessons learned, including the effectiveness of the ESG Helpdesk model.

If GIZ is not satisfied with the Contractor's performance, GIZ reserves the right to unilaterally terminate the contract at this stage. Any individual service requests already commissioned at the time of termination shall be completed in accordance with the agreed terms and procedures. Following written notification by GIZ that it is exercising its right to end the contract early, GIZ shall no longer be obliged to use this contract for services that would otherwise fall within its scope.

If GIZ is satisfied with the Contractor's performance, GIZ shall have the option to extend the contract up to two (2) times, each extension for an additional period of twelve (12) months, under the same contractual conditions.

The exercise of any extension option shall be at the sole discretion of GIZ and subject to performance, continued need for services and availability of funds.

7.2 Option to procure materials and equipment pursuant to section 132 (2) no. 1 German Act against Restraints of Competition (GWB)

– Not applicable –

Nature and scope:

7.3 Follow-on contract pursuant to Section 14 (4) no. 9 German Ordinance on the Award of Public Contracts (VgV)

Pursuant to Section 14 (4) no. 9 VgV, GIZ reserves the right to award a follow-on contract to the contractor in order to procure similar services.

Scope of possible services:

The term of the follow-on contract must not exceed twice that of the original contract, and the value of the follow-on contract must not exceed twice that of the original contract.

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Condition: The above option is subject to GIZ receiving a commission from the commissioning party or the conclusion of an agreement for cofinancing of the measure. Any follow-on contract must be awarded within three years of the award date of the original contract.

A follow-on contract under 7.3 can be considered only as an alternative to the option in 7.1.

8. Annexes

- [The Community Development Toolkit \(CDTK\)](#) for project developers
- [The Environmental Impact Assessment \(EIA\) Guideline](#) (Department of Forestry, Fisheries and Environment, launched February 2025)
- [The study on Mechanisms for Community Beneficiation](#)
- [The Gender Response Guideline](#), *Human Resources Guideline for Inclusive Recruitment and Retention*, and [Gender Sensitivity Training Manual \(Department of Energy and Electricity\)](#)
- [The Community Handbook on Green Hydrogen](#)
- NDA template
- [Green hydrogen atlas](#)