

RFQ Reference: RFQ/UNDP/SPOI/158174/041/2021 - Provision of Workforce and Staffing Services for NAP SPO Secretariat	Date: 22 November 2021	
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## **SECTION 1: REQUEST FOR QUOTATION (RFQ)**

UNDP kindly requests your quotation for the provision of goods, works and/or services as detailed in Annex 1 of this RFQ.

This Request for Quotation comprises the following documents:

Section 1: This request letter

Section 2: RFQ Instructions and Data

Annex 1: Schedule of Requirements

Annex 2: Quotation Submission Form

Annex 3: Technical and Financial Offer

When preparing your quotation, please be guided by the RFQ Instructions and Data. Please note that quotations must be submitted using Annex 2: Quotation Submission Form and Annex 3 Technical and Financial Offer, by the method and by the date and time indicated in Section 2. It is your responsibility to ensure that your quotation is submitted on or before the deadline. Quotations received after the submission deadline, for whatever reason, will not be considered for evaluation.

Thank you and we look forward to receiving your quotations.

Issued by:

Signature:Name:Martin Stephanus Kurnia.Title:Head of Procurement UnitDate:22 November 2021

## SECTION 2: RFQ INSTRUCTIONS AND DATA

Introduction	Bidders shall adhere to all the requirements of this RFQ, including any amendments made in writing by UNDP. This RFQ is conducted in accordance with the <u>UNDP Programme and Operations Policies and</u> <u>Procedures (POPP) on Contracts and Procurement</u>			
	Any Bid submitted will be regarded as an offer by the Bidder and does not constitute or imply the acceptance of the Bid by UNDP. UNDP is under no obligation to award a contract to any Bidder as a result of this RFQ.			
	UNDP reserves the right to cancel the procurement process at any stage without any liability of any kind for UNDP, upon notice to the bidders or publication of cancellation notice on UNDP website.			
Deadline for	Please Refer to the Deadline on E-tendering System			
the	If any doubt exists as to the time zone in which the quotation should be submitted, refer to			
Submission	http://www.timeanddate.com/worldclock/.			
of Quotation				
	For eTendering submission - as indicated in eTendering system. Note that system time zone is in EST/EDT (New York) time zone.			
Method of	Quotations must be submitted as follows:			
Submission	⊠ E-tendering			
	Dedicated Email Address			
	Courier / Hand delivery			
	□ Other Click or tap here to enter text.			
	Bid submission address: Event ID: IDN 0000011019			
	Detailed instructions on how to submit, modify or cancel a bid in the eTendering system are provided in the eTendering system Bidder User Guide and Instructional videos available on this link:			
	https://www.undp.org/procurement/business/resources-for-bidders			
Cost of	UNDP shall not be responsible for any costs associated with a Supplier's preparation and submission of			
preparation of quotation	a quotation, regardless of the outcome or the manner of conducting the selection process.			
Supplier Code of Conduct, Fraud,	All prospective suppliers must read the United Nations Supplier Code of Conduct and acknowledge that it provides the minimum standards expected of suppliers to the UN. The Code of Conduct, which includes <b>principles on labour, human rights, environment and ethical conduct</b> may be found at: <a href="https://www.un.org/Depts/ptd/about-us/un-supplier-code-conduct">https://www.un.org/Depts/ptd/about-us/un-supplier-code-conduct</a>			
Corruption,	Moreover, UNDP strictly enforces a policy of zero tolerance on proscribed practices, including fraud, corruption, collusion, unethical or unprofessional practices, and obstruction of UNDP vendors and requires all bidders/vendors to observe the highest standard of ethics during the procurement process and contract implementation. UNDP's Anti-Fraud Policy can be found at <a href="http://www.undp.org/content/undp/en/home/operations/accountability/audit/office_of_audit_andin_vestigation.html#anti">http://www.undp.org/content/undp/en/home/operations/accountability/audit/office_of_audit_andin_vestigation.html#anti</a>			
Gifts and Hospitality	Bidders/vendors shall not offer gifts or hospitality of any kind to UNDP staff members including recreational trips to sporting or cultural events, theme parks or offers of holidays, transportation, or invitations to extravagant lunches, dinners or similar. In pursuance of this policy, UNDP: (a) Shall reject a bid if it determines that the selected bidder has engaged in any corrupt or fraudulent practices in competing for the contract in question; (b) Shall declare a vendor ineligible, either indefinitely or for a stated period, to be awarded a contract if at any time it determines that the vendor has engaged in any corrupt or fraudulent practices in competing for the radius in competing for, or in executing a UNDP contract.			
Conflict of Interest	UNDP requires every prospective Supplier to avoid and prevent conflicts of interest, by disclosing to UNDP if you, or any of your affiliates or personnel, were involved in the preparation of the requirements, design, specifications, cost estimates, and other information used in this RFQ. Bidders shall strictly avoid conflicts with other assignments or their own interests, and act without			

consideration for future work. Bidders found to have a conflict of interest shall be dis	qualified.
Bidders must disclose in their Bid their knowledge of the following: a) If the owners, p officers, directors, controlling shareholders, of the bidding entity or key personnel wh members of UNDP staff involved in the procurement functions and/or the Governme or any Implementing Partner receiving goods and/or services under this RFQ.	no are family
The eligibility of Bidders that are wholly or partly owned by the Government shall be further evaluation and review of various factors such as being registered, operated ar independent business entity, the extent of Government ownership/share, receipt of s mandate and access to information in relation to this RFQ, among others. Conditions undue advantage against other Bidders may result in the eventual rejection of the Bid	nd managed as an subsidies, that may lead to d.
General Any Purchase Order or contract that will be issued as a result of this RFQ shall be subj	ject to the
Conditions of General Conditions of Contract	
Contract Select the applicable GTC:	
□ General Terms and Conditions / Special Conditions for Contract.	
General Terms and Conditions for de minimis contracts (services only, less	<u>than \$50,000)</u>
General Terms and Conditions for Works	
Applicable Terms and Conditions and other provisions are available at UNDP/	<u>How-we-buy</u>
Special 🛛 Cancellation of PO/Contract if the delivery/completion is delayed by 14 days	
Conditions of Others [pls. specify]	
Contract	
Eligibility A vendor who will be engaged by UNDP may not be suspended, debarred, or other ineligible by any UN Organization or the World Bank Group or any other internation Vendors are therefore required to disclose to UNDP whether they are subject to	onal Organization.
temporary suspension imposed by these organizations. Failure to do so may result	•
any contract or PO subsequently issued to the vendor by UNDP.	
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It is the Bidder's responsibility to ensure that its employees, joint venture members service providers, suppliers and/or their employees meet the eligibility requirements	
UNDP.	
Bidders must have the legal capacity to enter a binding contract with UNDP and to de country, or through an authorized representative	eliver in the
<b>Currency of</b> Quotations shall be quoted in IDR for local bidders or USD for international bidders	
Quotation	
loint If the Bidder is a group of legal entities that will form or have formed a Joint Venture	
Venture, or Association for the Bid, they shall confirm in their Bid that : (i) they have designate	
<b>Consortium</b> as a lead entity, duly vested with authority to legally bind the members of the J	
orAssociation jointly and severally, which shall be evidenced by a duly notarized AgreAssociationlegal entities, and submitted with the Bid; and (ii) if they are awarded the contract, be entered into, by and between UNDP and the designated lead entity, who shall be	the contract shall
behalf of all the member entities comprising the joint venture, Consortium or Associa	-
Refer to Clauses 19 – 24 under <u>Solicitation policy</u> for details on the applicable provision	
Ventures, Consortium or Association.	
Only one Bid The Bidder (including the Lead Entity on behalf of the individual members of a	ny Joint Venture,
Consortium or Association) shall submit only one Bid, either in its own name or,	if a joint venture,
Consortium or Association, as the lead entity of such Joint Venture, Consortium or As	
Bids submitted by two (2) or more Bidders shall all be rejected if they are found t	o have any of the
following:	
a) they have at least one controlling partner, director or shareholder in common;	or b) any one of
them receive or have received any direct or indirect subsidy from the other/s; or	
b) they have the same legal representative for purposes of this RFQ; or	
	ac that nutc tham
c) they have a relationship with each other, directly or through common third partie	•
in a position to have access to information about, or influence on the Bid of, anothe	
	r Bidder regarding

	under its name as lead Bidder; or
E	
	e) some key personnel proposed to be in the team of one Bidder participates in more than one Bid
	received for this RFQ process. This condition relating to the personnel, does not apply to
	subcontractors being included in more than one Bid.
taxes () e r c u /	<ul> <li>Article II, Section 7, of the Convention on the Privileges and Immunities provides, inter alia, that the United Nations, including UNDP as a subsidiary organ of the General Assembly of the United Nations, is exempt from all direct taxes, except charges for public utility services, and is exempt from customs restrictions, duties, and charges of a similar nature in respect of articles imported or exported for its official use. All quotations shall be submitted net of any direct taxes and any other taxes and duties, unless otherwise specified below:</li> <li>All prices must:</li> <li>□ be inclusive of VAT and other applicable indirect taxes</li> </ul>
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Language of E	English except for any legal document issued by the Local Government e.g. certificates, notarial deed,
	etc.
1	ncluding documentation including catalogues, instructions and operating manuals.
Documents E	Bidders shall include the following documents in their quotation:
to be	oxtimes Annex 2: Quotation Submission Form duly completed and signed
submitted [	oxtimes Annex 3: Technical and Financial Offer duly completed and signed and in
ā	accordance with the Schedule of Requirements in Annex 1
[	🛛 Company Profile.
[	⊠Registration certificate;
ן] ו	$\boxtimes$ List and value of projects performed for the last 5 (five) years plus client's contact details who may
k	be contacted for further information on those contracts;
[	□ List and value of ongoing Projects with UNDP and other national/multi-national organization with
	contact details of clients and current completion ratio of each ongoing project;
2	☑ Statement of satisfactory Performance (Certificates) from the top 3 (three) clients in terms of
(	Contract value in similar field;
[	oxtimes Completed and signed CVs for the proposed key Personnel;
[	□ Other Click or tap here to enter text.
Quotation (	Quotations shall remain valid for 90 calendar days from the deadline for the Submission of Quotation.
validity	
period	
	No price variation due to escalation, inflation, fluctuation in exchange rates, or any other market
	factors shall be accepted at any time during the validity of the quotation after the quotation has been received.
Partial [	🛛 Not permitted
<b>•</b> •	Permitted Insert conditions for partial quotes and ensure that the requirements are properly listed
	n lots to allow partial quotes
Alternative	$\boxtimes$ Not permitted
0	□ Permitted
	f permitted, an alternative quote may be submitted only if a conforming quote to the RFQ
	requirements is submitted. Where the conditions for its acceptance are met, or justifications are
	clearly established, Click or tap here to enter text. reserves the right to award a contract based on an
ē	alternative quote. If multiple/alternative quotes are being submitted, they must be clearly marked as
	"Main Quote" and "Alternative Quote"
Payment [	$\Box$ 100% within 30 days after receipt of goods, works and/or services and submission of payment
	documentation.
[	oxtimesOther Monthly Basis upon submission of original invoice and duly signed Time Sheet
	Passing Inspection [specify method, if possible] Complete Installation
	□ Passing all Testing [specify standard, if possible]
Payment [	$\Box$ Completion of Training on Operation and Maintenance [specify no. of trainees, and location of

□ Others [pls. specify]         Contact Person for corresponden ce, and clarifications and clarifications       E-mail address: sestyo.wicaksono@undp.org; yusef.millah@undp.org; Attention: Quotations shall not be submitted to this address but to the address for quotation submission above. Otherwise, offer shall be disgualified.         Ce, ce, and clarifications       Any delay in UNDP's response shall be not used as a reason for extending the deadline for submis unless UNDP determines that such an extension is necessary and communicates a new deadline t proposers.         Clarifications       Requests for clarification from bidders will not be accepted any later than 2 (two) days before th submission deadline. Responses to request for clarification will be communicated through email a websites         Evaluation method       ⊠ The Contract or Purchase Order will be awarded to the lowest price substantially compliant off □ Other Click or tap here to enter text.         Evaluation criteria       ⊠ Full compliance with all requirements as specified in Annex 1 □ Others: submission and acceptance of contract □ Comprehensiveness of after-sales services □ Earliest Delivery /shortest lead time □ Others: submission and acceptance for all required document         Right not to accept any quotation       At the time of award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25% ) the total offer, without any change in the unit price or other terms and conditions.         Right to vary requirement at time of award       Purchase Order         Q Contract face Sheet (Goods and-or Services) (this template is also	nents				
Contact Person for corresponder       E-mail address: sestyo.wicaksono@undp.org; yusef.millah@undp.org; Attention: Quotations shall not be submitted to this address but to the address for quotation submission above. Otherwise, offer shall be disqualified.         ce, notifications and clarifications       Any delay in UNDP's response shall be not used as a reason for extending the deadline for submis unless UNDP determines that such an extension is necessary and communicates a new deadline t Proposers.         Clarifications       Requests for clarification from bidders will not be accepted any later than 2 (two) days before th submission deadline. Responses to request for clarification will be communicated through email a websites         Evaluation method       Image: The Contract or Purchase Order will be awarded to the lowest price substantially compliant off Image: Other Click or tap here to enter text.         Evaluation return       Image: Submission and acceptance of the General Conditions of Contract Image: Comprehensiveness of after-sales services Image: Submission and acceptance for all required document         UNDP is not bound to accept any quotation, nor award a contract or Purchase Order decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25%) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       Purchase Order Image: Contract for Works Image: Contract for Works					
Person for corresponden corresponden diffications       Attention: Quotations shall not be submitted to this address but to the address for quotation submission above. Otherwise, offer shall be disqualified.         Any delay in UNDP's response shall be not used as a reason for extending the deadline for submiss and clarifications       Any delay in UNDP's response shall be not used as a reason for extending the deadline for submiss unless UNDP determines that such an extension is necessary and communicates a new deadline to Proposers.         Clarifications       Requests for clarification from bidders will not be accepted any later than 2 (two) days before the submission deadline. Responses to request for clarification will be communicated through email a websites         Evaluation method       The Contract or Purchase Order will be awarded to the lowest price substantially compliant off Other Click or tap here to enter text.         Evaluation criteria       Full compliance with all requirements as specified in Annex 1         Comprehensiveness of after-sales services DEarliest Delivery /shortest lead time QOthers: submission and acceptance for all required document         NUNDP is not bound to accept any quotation, nor award a contract or Purchase Order decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25% ) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract tor be awarded       Purchase Order         Q contract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Pi etc.) Contract for Works <th colspan="5"></th>					
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method       □ Other Click or tap here to enter text.         Evaluation criteria       □ Full compliance with all requirements as specified in Annex 1         □ Comprehensiveness of after-sales services       □ Comprehensiveness of after-sales services         □ Earliest Delivery /shortest lead time       □ Others: submission and acceptance for all required document         Right not to accept any quotation       UNDP is not bound to accept any quotation, nor award a contract or Purchase Order         Right to vary requirement at time of award       At the time of award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25% ) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       □ Purchase Order         □ Contract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Pretc.,) □ Contract for Works □ Other Type/s of Contract [pls. specify]	er				
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Image: Submission and acceptance for all required document         Right not to accept any quotation, nor award a contract or Purchase Order         accept any quotation         Right to vary quotation         Right to vary requirement at time of award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25% ) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       Image: Purchase Order         Magreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Puetc.)         Image: Contract for Works       Image: Other Type/s of Contract [pls. specify]					
Image: Submission and acceptance for all required document         Right not to accept any quotation, nor award a contract or Purchase Order         accept any quotation         Right to vary quotation         Right to vary requirement at time of award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25% ) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       Image: Purchase Order         Magreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Puetc.)         Image: Contract for Works       Image: Other Type/s of Contract [pls. specify]					
Right not to accept any quotation       UNDP is not bound to accept any quotation, nor award a contract or Purchase Order quotation         Right to vary requirement at time of award       At the time of award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25% ) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       □ Purchase Order         ☑ Contract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Pu etc.)         □ Contract for Works       □ Other Type/s of Contract [pls. specify]					
accept any quotation       At the time of award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25% ) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       □ Purchase Order         ☑ Contract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Point etc.)         □ Other Type/s of Contract [pls. specify]					
quotation         Right to vary       At the time of award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25%) the total offer, without any change in the unit price or other terms and conditions.         award       Type of         Contract to       Ontract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Point etc.)         Contract for Works       Other Type/s of Contract [pls. specify]					
requirement at time of award       decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25%) the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       □ Purchase Order         ∑ Contract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Por etc.)         □ Other Type/s of Contract [pls. specify]					
at time of award       the total offer, without any change in the unit price or other terms and conditions.         Type of Contract to be awarded       □ Purchase Order         ☑ Contract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Poletc.)         □ Contract for Works       □ Other Type/s of Contract [pls. specify]					
award       Image in the other price of other terms and conditions.         Type of       Image in the other price of other terms and conditions.         Contract to       Image in the other price of other terms and conditions.         be awarded       Image in the other price of other terms and conditions.         Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Prietc.)         Image in the other type/s of Contract [pls. specify]	of				
Type of Contract to be awarded       □ Purchase Order         X       Contract Face Sheet (Goods and-or Services) (this template is also utilised for Long-Term         Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Peretc.)         □ Contract for Works         □ Other Type/s of Contract [pls. specify]					
Contract to       Contract Face Sheet (Goods and or Services) (this template is also utilised for Long-Term         Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Poretc.)         Contract for Works         Other Type/s of Contract [pls. specify]					
be awarded       Agreement) and if an LTA will be signed, specify the document that will trigger the call-off. E.g., Pietc.)            □ Contract for Works         □ Other Type/s of Contract [pls. specify]					
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□ Contract for Works □ Other Type/s of Contract [pls. specify]	),				
Other Type/s of Contract [pls. specify]					
Even este d					
Expected Early December 2021					
date for					
contract					
award.					
Publication of UNDP will publish the contract awards valued at USD 100,000 and more on the websites of the Contract	Jand				
Contract     the corporate UNDP Web site.       Award     Image: Contract of the corporate UNDP Web site.					
Policies and This RFQ is conducted in accordance with UNDP Programme and Operations Policies and Procedu	ros				
procedures	103				
UNGM Any Contract resulting from this RFQ exercise will be subject to the supplier being registered at th	e				
registration appropriate level on the United Nations Global Marketplace (UNGM) website at <u>www.ungm.org</u> .	-				
The Bidder may still submit a quotation even if not registered with the UNGM, however, if the Bid	der				
is selected for Contract award, the Bidder must register on the UNGM prior to contract signature.					

## **ANNEX 1: SCHEDULE OF REQUIREMENTS**

# TERMS OF REFERENCE (TOR)

## Provision of Workforce and Staffing Services for NAP SPO Secretariat

## I. BACKGROUND

As the world's largest producer of palm oil, Indonesia has received much attention in recent years, particularly from the global community, concerning the sustainability of palm oil production. To promote sustainable palm oil production and practices in Indonesia, the Ministry of Agriculture and the UNDP have collaborated under the Sustainable Palm Oil Initiative (SPOI), aiming at improving the capacity of oil palm smallholders and conserve natural resources. As the cardinal means of action through a multi-stakeholder dialogue approach, a National Action Plan on Sustainable Palm Oil (NAP SPO) document has been produced, consisting of five namely: (1) strengthening of data, coordination, and infrastructure; (2) increasing smallholders capacity and capability (3) environmental management and monitoring, (4) plantation governance and dispute settlement; and (5) to support the acceleration of the Indonesian Sustainable Palm Oil (ISPO) certification implementation and increase palm oil product market access.

Upon enactment of the NAP SPO through Presidential Instruction No. 6/2019, the Coordinating Ministry of Economic Affairs has taken a coordinative measure to implement the NAP SPO. In early 2020, the Coordinating Minister of Economic Affairs has signed the decree regarding the formation of the NAP SPO National Implementing Team, which consists of line ministries representatives. To support the daily work of the Implementation Team, a Secretariat has been established through Deputy Minister for Food and Agribusiness Decree in 2020, chaired by the Director of Processing and Marketing of Plantation Product (PPHP) of the Ministry of Agriculture and located at the Directorate General of Estate Crops, Ministry of Agriculture, the Coordinating Ministry of Economic Affairs, and the Ministry of Home Affairs. To ensure that the coordination of NAP SPO implementation runs well as mandated by the Presidential Instruction, dedicated professionals are required within the NAP SPO Secretariat Staff.

## II. PURPOSE

The overall purpose and objective of this RFQ are to provide competent and professional personnel, including all provisions that comply with the labour law and regulations in Indonesia, which will assist the NAP SPO Implementation Team Secretariat and UNDP in coordinating the implementation, monitoring, and reporting of the NAP SPO. The work will include maintaining communication with ministries and institutions as mandated by the Presidential Instruction and engagement to private sectors and civil society organizations (CSO).

In order to contribute to this objective, THE FIRM will provide:

a.1 (one) Program Assistant for NAP SPO Secretariat for the period of 18 (eighteen) months from December 2021 to May 2023, who will be based in Jakarta;

b.1 (one) Stakeholder Engagement for NAP SPO Secretariat, for the period of 18 (eighteen) months from December

#### 2021 to May 2023, who will be based in Jakarta;

c.1 (one) Finance and Administration for NAP SPO Secretariat, for the period of 18 (eighteen) months from December 2021 to May 2023, who will be based in Jakarta

#### III. SCOPE OF WORK

THE FIRM will help UNDP increase visibility and process efficiencies, stabilize work outcomes, and optimize business results in locating the right candidate. THE FIRM should be able to source professionals for the level specified in the ToRs for the respective personnel. The scope will start from finding talented, well-qualified people in each respective place. Additionally, the personnel will work with UNDP through THE FIRM contracts. Nevertheless, THE FIRM will put a higher priority, where appropriate, for the candidates recommended by UNDP, with clear justification from UNDP.

THE FIRM shall conduct searches for qualified candidates for positions required by UNDP, as specified in terms of reference. Searches shall include a wide range of speciality practices including, but not limited to, advanced technology, education/ not-for-profit/associations, financial services, healthcare products, healthcare provider/ managed care and professional services.

THE FIRM will outsource the personnel to UNDP on a full-time basis. There will be a separate individual contract for each personnel hired by THE FIRM for UNDP. The UNDP will pay THE FIRM for deliverables rendered and accepted by UNDP. THE FIRM should pay the personnel and comply with Government of Indonesia rules and regulations.

Actions required in the process include, but are not limited to:

**A.** Identify Qualified Candidates based on the Terms of References provided by UNDP for respective positions. THE FIRM shall use their resources to undertake an intensive search to find candidates whose qualifications match the position requirements on the Position Specification.

**B. Submit the personnel proposal.** THE FIRM will qualify candidates by resume review to obtain a thorough understanding of their accomplishments, capabilities, and potential. A comprehensive CV describing past work experiences, education, and required supporting documentation will be presented to UNDP on each candidate THE FIRM recommends.

**C. Conduct Reference Checks on Successful Candidates.** THE FIRM shall verify education, work experience, professional licenses, and certifications, and, if necessary, professional references prior to the interview process, as requested by UNDP. THE FIRM shall present a summary of findings to UNDP. For the sake of confidentiality, reference checks will only be performed on those candidates whom UNDP determines are of substantial interest.

**D. Hiring and managing the candidate and outsource as personnel to UNDP**. THE FIRM shall hire the personnel for the position and outsource them to UNDP as full-time individual personnel who will work based on the roles and responsibilities specified in their ToRs for the positions and the agreed terms of reference. THE FIRM shall assist in negotiating an offer in consultation with UNDP with the preferred candidate and should pay the personnel and comply with Government of Indonesia rules and regulations on manpower.

#### IV. QUALIFICATIONS OF THE FIRM:

THE FIRM shall have the following qualifications:

- 1. Company with valid business registration to perform the services.
- 2. A demonstrable track record in rendering satisfactory services in providing Personnel/Consultants as requested by UNDP for a minimum of three projects within the last five years.
- 3. Financially sound and stable, evidenced by accurate financial statements for the past three years of operation.

THE FIRM shall also have the following competencies

- 1. Practice and enforces the minimum, if not exceeding, provision of the Indonesia Labour Code.
- 2. Acknowledging that UNDP Indonesia reserve the right to select the personnel.

THE FIRM shall also have 1 (one) dedicated Talent Manager to:

- 1. Search for any potential workforce candidates,
- 2. Directly supervise their administrative and legal conformity before and during employment,
- 3. serve as the focal point between UNDP and THE FIRM.

Competence and skills of the Talent Manager:

- 1. Bachelor's degree in law, psychology, economy, social science, administration, or other related fields.
- 2. Minimum 7 years of combination working experience in the field of workforce, headhunting, resource mobilization, event management, admin and finance.

#### V. DURATION OF CONTRACT:

The contract period is 18 (eighteen) months, starting in December 2021 until May 2023.

#### VI. EVALUATION METHODOLOGY

Bidder proposal will be evaluated based on the pricing of the hiring of the following personnel:

Term of Reference of Program Assistant for NAP SPO SecretariatToR - Program Assistant					
The take-home pay of Program Specialist forRp. 9,700,000/monthNAP SPO SecretariatRp. 9,700,000/month					
<ol> <li>Take-home pay is to be paid on a monthly basis</li> <li>On top of the take-home pay, the person will receive benefits according to the Government of Indonesia's labour rules and regulations (i.e., BPJS Ketenagakerjaan, BPJS Kesehatan, THR,</li> </ol>					

days off, etc.)

- 3. Transportation allowance is inclusive.
- 4. The company will need to pre-finance the personnel as part of the management fee.
- 5. There will be no other allowance.
- 6. It is expected that the Program Specialist for NAP SPO Secretariat is hired as an employee by THE FIRM, as such tax implication will be final (i.e., income tax is to be at the expense of the personnel).

Term of Reference of Stakeholder Engagement Specialist for NAP SPO Secretariat	ToR - Stakeholder Engagement
The take-home pay of the Stakeholder Engagement Specialist for NAP SPO Secretariat	<mark>Rp. 9,300,000/month</mark>

- 1. Take-home pay is to be paid on a monthly basis
- 2. On top of the take-home pay, the person will receive benefits according to the Government of Indonesia's labour rules and regulations (i.e., BPJS Ketenagakerjaan, BPJS Kesehatan, THR, days off, etc.)
- 3. Transportation allowance is inclusive.
- 4. The company will need to pre-finance the personnel as part of the management fee.
- 5. There will be no other allowance.
- 6. It is expected that the Program Specialist for NAP SPO Secretariat is hired as an employee by THE FIRM, as such tax implication will be final (i.e., income tax is to be at the expense of the personnel).

Term of Reference of Finance and Administration Specialist for NAP SPO Secretariat	ToR - Finance & Admin
The take-home pay of the Finance and Administration Specialist for NAP SPO Secretariat	Rp. 8,800,000/month

- 1. Take-home pay is to be paid on a monthly basis
- 2. On top of the take-home pay, the person will receive benefits according to the Government of Indonesia's labour rules and regulations (i.e., BPJS Ketenagakerjaan, BPJS Kesehatan, THR, days off, etc.)
- 3. Transportation allowance is inclusive.
- 4. The company will need to pre-finance the personnel as part of the management fee.
- 5. There will be no other allowance.
- 6. It is expected that the Program Specialist for NAP SPO Secretariat is hired as an employee by THE FIRM, as such tax implication will be final (i.e., income tax is to be at the expense of the personnel).

## VII. PAYMENT TERMS

THE FIRM must perform pre-financing for all services outlined in the TOR. The payment terms will be paid on monthly basis upon submission of original invoice and time sheet. The request for payment from the company must be certified by the Authorized Personnel of the SPOI Project at UNDP.

## **Delivery Requirements**

Delivery Requirements					
Delivery date and time Bidder shall deliver the service by December 2021 after Contract signature.					
Delivery Terms (INCOTERMS 2020)	N/A				
Customs clearance (must be linked to INCOTERM	N/A				
Exact Address(es) of Delivery Location(s)	Ministry of Agriculture Building, Jakarta				
Distribution of shipping documents (if using freight forwarder)	N/A				
Packing Requirements	N/A				
Training on Operations and Maintenance	N/A				
Warranty Period	N/A				
After-sales service and local service support requirements	N/A				
Preferred Mode of Transport	N/A				

## **ANNEX 2: QUOTATION SUBMISSION FORM**

Bidders are requested to complete this form, including the Company Profile and Bidder's Declaration, sign it and return it as part of their quotation along with Annex 3: Technical and Financial Offer. The Bidder shall fill in this form in accordance with the instructions indicated. No alterations to its format shall be permitted and no substitutions shall be accepted.

Name of Bidder:	Click or tap here to enter text.		
RFQ reference:	Click or tap here to enter text.	Date: Click or tap to enter a date.	

## **Company Profile**

Item Description	Detail	
Legal name of bidder or Lead entity for JVs	Click or tap here to enter text.	
Legal Address, City, Country	Click or tap here to enter text.	
Website	Click or tap here to enter text.	
Year of Registration	Click or tap here to enter text.	
Legal structure	Choose an item.	
Are you a UNGM registered vendor?	□ Yes □ No If yes, insert UNGM Vendor Number	
Quality Assurance Certification (e.g. ISO 9000 or Equivalent) (If yes, provide a Copy of the valid Certificate):	□ Yes □ No	
Does your Company hold any accreditation such as ISO 14001 or ISO 14064 or equivalent related to the environment? (If yes, provide a Copy of the valid Certificate):	□ Yes □ No	
Does your Company have a written Statement of its Environmental Policy? ( <i>If yes,</i> <i>provide a Copy</i> )	□Yes □ No	
Does your organization demonstrate significant commitment to sustainability through some other means, for example internal company policy documents on women empowerment, renewable energies or membership of trade institutions promoting such issues	□ Yes □ No	

(If yes, provide a Copy)					
Is your company a member of the UN Global Compact		□ Yes □ No			
Bank Information		Bank Name: Click or tap here to enter text. Bank Address: Click or tap here to enter text. IBAN: Click or tap here to enter text. SWIFT/BIC: Click or tap here to enter text. Account Currency: Click or tap here to enter text. Bank Account Number: Click or tap here to enter text.			
			vant experience		
Name of previous contracts	Cont	& Reference act Details ding e-mail	Contract Value	Period of activity	Types of activities undertaken

#### **Bidder's Declaration**

Yes	No			
		<b>Requirements and Terms and Conditions:</b> I/We have read and fully understand the RFQ, including the RFQ Information and Data, Schedule of Requirements, the General Conditions of Contract, and any Special Conditions of Contract. I/we confirm that the Bidder agrees to be bound by them.		
		I/We confirm that the Bidder has the necessary capacity, capability, and necessary licenses to fully meet or exceed the Requirements and will be available to deliver throughout the relevant Contract period.		
		<b>Ethics</b> : In submitting this Quote I/we warrant that the bidder: has not entered into any improper, illegal, collusive or anti-competitive arrangements with any Competitor; has not directly or indirectly approached any representative of the Buyer (other than the Point of Contact) to lobby or solicit information in relation to the RFQ ;has not attempted to influence, or provide any form of personal inducement, reward or benefit to any representative of the Buyer.		
		I/We confirm to undertake not to engage in proscribed practices, , or any other unethical practice, with the UN or any other party, and to conduct business in a manner that averts any financial, operational, reputational or other undue risk to the UN and we have read the United Nations Supplier Code of Conduct : <u>https://www.un.org/Depts/ptd/about-us/un-supplier-code-conduct</u> and acknowledge that it provides the minimum standards expected of suppliers to the UN.		
		<b>Conflict of interest:</b> I/We warrant that the bidder has no actual, potential, or perceived Conflict of Interest in submitting this Quote or entering a Contract to deliver the Requirements. Where a Conflict of Interest arises during the RFQ process the bidder will report it immediately to the Procuring Organisation's Point of Contact.		
		<b>Prohibitions, Sanctions:</b> I/We hereby declare that our firm, its affiliates or subsidiaries or employees, including any JV/Consortium members or subcontractors or suppliers for any part of the contract is not under procurement prohibition by the United Nations, including but not limited to prohibitions derived from the Compendium of United Nations Security Council Sanctions Lists and have not been suspended, debarred, sanctioned or otherwise identified as ineligible by any UN Organization or the World Bank Group or any other international Organization.		

Yes	No	
		<b>Bankruptcy</b> : I/We have not declared bankruptcy, are not involved in bankruptcy or receivership proceedings, and there is no judgment or pending legal action against them that could impair their operations in the foreseeable future.
		<b>Offer Validity Period:</b> I/We confirm that this Quote, including the price, remains open for acceptance for the Offer Validity.
		I/We understand and recognize that you are not bound to accept any Quotation you receive, and we certify that the goods offered in our Quotation are new and unused.
		By signing this declaration, the signatory below represents, warrants and agrees that he/she has been authorised by the Organization/s to make this declaration on its/their behalf.

## Signature: \_\_\_\_

Name: Click or tap here to enter text.

Title: Click or tap here to enter text.

Date: Click or tap to enter a date.

#### **ANNEX 3: TECHNICAL AND FINANCIAL OFFER - SERVICES**

Bidders are requested to complete this form, sign it and return it as part of their quotation along with Annex 2 Quotation Submission Form. The Bidder shall fill in this form in accordance with the instructions indicated. No alterations to its format shall be permitted and no substitutions shall be accepted.

Name of Bidder:	Click or tap here to enter text.		
RFQ reference:	Click or tap here to enter text.	Date: Click or tap to enter a date.	

## **Technical Offer**

Provide the following:

-a brief description of your qualification, capacity and expertise that is relevant to the Terms of Reference. -a brief methodology, approach and implementation plan; -team composition and CVs of key personnel

#### **Financial Offer**

Provide a lump sum for the provision of the services stated in the Terms of Reference your technical offer. The lump sum should include all costs of preparing and delivering the Services. All daily rates shall be based on an eight-hour working day.

#### Currency of Quotation: Click or tap here to enter text.

Ref	Description of Deliverables	Price		
1.	1. Monthly Payment upon submission of original invoice and duly signed time sheet			
	Total Price			

#### **Breakdown of Fees**

Personnel / other elements	UOM	Qty	Unit Price	Total Price
Personnel				
Talent Manager	days	90 days for 18 months		
The take-home pay of Program Specialist for NAP SPO Secretariat	months	18	IDR 9,700,000	IDR 174,600,000
The take-home pay of the Stakeholder Engagement Specialist for NAP SPO Secretariat		18	IDR 9,300,000	IDR 167,400,000
The take-home pay of the Finance and Administration Specialist for NAP SPO Secretariat	months	18	IDR 8,800,000	IDR 158,400,000
Other expenses				
Other Costs: (if any, please specify)				
Total				

## **Compliance with Requirements**

	You Responses			
	Yes, we will comply	No, we cannot comply	If you cannot comply, pls. indicate counter - offer	
Delivery Lead Time			Click or tap here to enter text.	
Validity of Quotation			Click or tap here to enter text.	
Payment terms			Click or tap here to enter text.	
Other requirements [pls. specify]			Click or tap here to enter text.	

I, the undersigned, certify that I am duly authorized to sign this quotation and bind the company below in event that the quotation is accepted.				
Exact name and address of company	Authorized Signature:			
Company NameClick or tap here to enter text.	Date:Click or tap here to enter text.			
Address: Click or tap here to enter text.	Name: Click or tap here to enter text.			
Click or tap here to enter text.	Functional Title of Authorised			
Phone No.:Click or tap here to enter text.	Signatory:Click or tap here to enter text.			
Email Address:Click or tap here to enter text.	Email Address: Click or tap here to enter text.			