Tender No. 4/2026

Terms of Reference (TOR)
"Consultancy Services for Strategic Development of The German Energy Academy in Jordan (GEA)"

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Background

The Government of the Hashemite Kingdom of Jordan and the Government of the Federal Republic of Germany signed a **Joint Declaration of Intent (Jodie)** in April 2019 to establish a bilateral energy partnership. The main objective of the energy partnership is to promote the exchange of experience to improve and develop sustainable energy infrastructure, in particular through the increased use of renewable energy and energy efficiency. The German-Jordanian Energy Partnership is coordinated by the German International Cooperation **(GIZ)** GmbH on behalf of the Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety (BMUKN) in Germany.

This cooperation is further supported under the German Climate and Energy Initiatives (**IKI**) that promote knowledge exchange, capacity development and the implementation of innovative solutions for the energy transition. Within this context, the German Energy Academy in Jordan (GEA) project was launched in year 2022 to support the modernization of the Jordanian energy system by mainly providing modern technical and in-service training through providing qualified certified specialists for the Jordanian, Regional and German labor markets.

GEA is implemented in cooperation with Jordanian Partners/ Princess Hussein Technical University (HTU), German Jordan University (GJU) and Amman Chamber of Industry (ACI), in addition to German Partners/ German Solar Association (BSW) and Ideas into Energy (IIE) . For its contribution, the Amman Chamber of Industry (ACI) received a grant from GIZ to support GEA's activities and development through contracting a qualified consultant or consortium of consultants to conduct consultancy services for strategic development of GEA.

Purpose

This Tender's Terms of Reference (TOR) briefly outlines the main required tasks of the consultancy services assignment in order to develop frameworks and systems that strengthen GEA performance, collaboration and partnership with the Jordanian industrial sector as well as other Jordanian economic sectors benefiting from the German expertise, adapting to the local situation in Jordan and covering the following main areas:

- Dual Training.
- Internship.
- Qualifying and Employment of GEA Graduates in the Jordanian labor market and the German labor market.
- Fundraising.

Main Required Tasks & Deliverables:

The following tasks and deliverables are required:

1. **Deliverable 1: Desk Research and Introductory Phase:**

   - Submit an inception report:
   - Desk research covering related resources to both Germany and Jordan.
   - Meetings with Amman Chamber of Industry (ACI),
   - Meetings with GEA's Jordanian Partners/ Princess Hussein Technical University (HTU), German Jordan University (GJU).
   - Meetings with GEA's German Partners / German Solar Association (BSW), Ideas into Energy (IIE).
   - Meetings with (**5**) Jordanian manufacturing companies, from different subsectors to be specified by ACI.
   - Meeting with **(5)** Jordanian stakeholders to be specified by ACI.
   - Analysis of findings.
   - Submit a report covering all the above mentioned required tasks.

   Note: All the above mentioned required meetings can be virtual .

2. **Deliverable 2: Dual Training Framework:**

   Design a comprehensive dual training framework aligned with GEA's objectives based on the German expertise, best practices and adapted to the Jordanian situation, covering the following elements but not limited to:

   - Selection criteria of trainees.
   - Selection criteria of manufacturing companies and private companies.
   - Design methodology of the main structure and curriculum of the dual training program
   - Design methodology of the on job training plan, practical vocational competencies and skills.
   - Qualifications levels.
   - Time frame.
   - Quality Control.

- Examination and certification.
- Monitoring, evaluation and reporting.
- Tasks, responsibilities and rights of all parties (trainees, companies, GEA).
- Relevant laws and regulations.
- Contractual issues/ Contracts between all parties (trainees, companies, GEA) to organize the partnership.

Note:

It is requested that this tasks should be delivered through written report developed for the assignment and covering all what is needed regarding the above mentioned elements such as: guidelines, criteria, conditions, methodology, standard operation procedures, tools, templates, …etc.

3. **Deliverable 3: Internship Framework**

Design a comprehensive internship framework aligned with GEA's objectives, based on German expertise, best practices and adapted to the Jordanian situation, covering the following elements but not limited to:

- Selection criteria of interns.
- Selection criteria of hosting companies.
- Design methodology of the main structure of the internship program, practical vocational competencies and skills.
- Internship duration and timeframe.
- Quality control.
- Monitoring, evaluation, and reporting
- Tasks, responsibilities and rights of all parties (interns, companies, GEA)
- Review of applicable laws and regulations.
- Contractual frameworks and templates governing internship program.

Note:

It is requested that this tasks should be delivered through written report developed for the assignment and covering all what is needed regarding the above mentioned elements such as: guidelines, criteria, conditions, methodology, standard operation procedures, tools, templates, …etc.

4. **Deliverable 4: Framework of Qualifying and Employment of GEA Graduates in the Jordanian labor market as well as in the German labor market:**

4.1 Analyze national qualification frameworks, vocational education systems and recognition mechanisms and requirements of vocational qualifications in Jordan.

4.2 Analyze national qualification frameworks, vocational education systems, and recognition mechanisms and requirements of vocational qualifications in Germany, also analyze requirements of legal frameworks related to labor migration and work permits.

4.3 Based on the analysis, develop policy recommendations and institutional arrangements for GEA to enhance recognition and labor market relevance of its training programs and employability of graduates.

4.4 Assess and propose methodologies to strengthen the practical training components of GEA programs in order to enhance graduate competencies and employability.

4.5 Develop methodologies to align dual training, internship and employment of GEA trainees.

4.6 Develop tools and methodologies to promote employment of GEA graduates within the Jordanian industrial sector.

4.7 Submit recommendations about GEA training programs taking into consideration the German labor market needs and trends in the area of energy.

4.8 Develop networking mechanisms and partnership tools to facilitate the placement and integration of GEA graduates into the German labor market.

Note:

It is requested that this tasks should be delivered through written report developed for the assignment and covering all what is needed regarding the above mentioned elements such as: guidelines, criteria, conditions, methodology, standard operation procedures, tools, templates, …etc.

5. Deliverable 5: Fundraising

Develop a detailed fundraising project proposal for the benefit of the Amman Chamber of Industry and the German Energy Academy in Jordan (GEA)

The project proposal should be designed taking into consideration the following main criteria:

5.1 Use of the Project Document:

It will be used and adapted in order to be submitted for calls of proposals that will be announced by either international donors or European donors in the areas related to energy capacity building.

5.2 Main Purpose:

Providing financial support and grants for ACI and GEA towards building strategic partnership with international Donors, European donors and Development Agencies as well as recognition of ACI and GEA as trusted professional partners for energy capacity building programs.

5.3 Project Main Activities:

Organizing capacity building programs covering areas related to energy efficiency, renewable energy and other energy related topics through designing and organizing training courses of different categories and time frame. The project main activities should be designed taking into consideration GEA's business plan.

5.4 Target Beneficiaries of Project Activities:

- Engineers and technicians working for either industrial sector, energy sector or other services sector towards enhancing their performance, productivity and specialized skills.
- Fresh graduate engineers and technicians towards enhancing their employability in the energy jobs.
- Job seekers towards building a career path in the energy jobs.

5.5 Contents of the Project Proposal:

The contents of the project proposal should be detailed, professional and covers all concepts, methodologies, topics, plans, budget, …etc. that need to be covered when submitting comprehensive and professional proposals against calls issued by International Donors and European Donors.

5.6 Project Budget Level:

US$ 300 Thousand – US$ 500 Thousand.

6. Deliverable 6: Final Report

Submit a final report that consolidates reports of all Deliverables (1- 5).

Note:

Submitted reports of all deliverables are subject to amendments by the consultant based on the request of ACI, and until the final approval of ACI.

Time Frame of Deliverables:

The consultancy assignment needs to be implemented and completed during a period maximum of six months from signing the contract based on the following time frame of each deliverable:

Time Frame	Main Deliverable	Estimated Number of Man-days
Month 1 - Month 2	**Deliverable 1** - Desk Research and Introductory Phase Reports **Note:** The inception report should be submitted within (2) weeks maximum from signing the contract	**15**
Month 1- Month 2	**Deliverable 2** - Dual Training Framework	**15**
Month 2 - Month 3	**Deliverable 3** - Internship Framework	**12**
Month 3 - Month 4	**Deliverable 4** - Framework of Qualifying and Employment of GEA Graduates in the Jordanian labor market as well as in the German labor market:	**15**
Month 4 - Month 5	**Deliverable 5** - Fundraising	**20**
Month 6	**Deliverable 6**- Final Report	**3**
Total		**80**

Payment Schedule

Timeline	% of Contract Value
Upon signing the contract	15%
Submission of Deliverable (1) and Deliverable (2) and approval by ACI	20%
Submission of Deliverable (3) & Deliverable (4), Deliverable (5) and approval by ACI	45%
Submission of Deliverable (6) and approval by ACI	20%

Required Qualifications and Criteria of the Applicant Consultant or Consortium of Consultants:

- Minimum of 10 years of experience in related fields.
- Proven hands-on experience in Germany, including German institutions and consultations related to implementation and development of dual vocational training and internship systems, as well as designing related frameworks, methodologies and criteria, labor migration to Germany, linkage and partnership with the private sector in addition to fundraising and donor-funded program development.
- Proven records of similar projects assignments.
- Experience in the energy sector is considered an advantage.

Consultancy Assignment Budget:
The budget ceiling of this consultancy assignment is: **EUR 40,000**

Content of the Offer:
The offer should be in **English** and divided into **(2) main separated (PDF FILES)** documents as follows:

Technical Offer:
- Profile of the applicant.
- Implementation methodology.
- Implementation plan and milestones.
- Breakdown of the number of man-days of each main deliverable.
- Detailed CVs of the project team.
- List of relevant assignments and references with client names, scope, and duration.

Financial Offer:
The financial offer should clarify the following:

- Best competitive total fixed price in (in **EURO**)

Note:
The Jordanian Income Tax law will be applied on the contract, where 10% of the contract value will be deducted for non-resident consultant in Jordan, 5% of contract value will be deducted for resident consultant in Jordan

Evaluation Criteria:

Evaluation Criteria	Maximum Rating (%)
Implementation Methodology	15
Implementation Plan & Milestones	10
Relevant Experience with German Institutions	20
Expertise in Labor Migration to Germany	10
Experience in Fundraising and Donor-Funded Program Development	10
Quality of the Submitted Offer	5
Total Fixed Price	30
Maximum Score	**100**

Submission of Offers:

All offers must be submitted by email no later than **Tuesday December 1,2026** to the following address:

Amman Chamber of Industry (ACI)
Industrial Development Department
Eng. Bashar Qteashat
E-mail: Bashar.Qteashat@aci.org.jo
Also, copy of the offer's e-mail should be sent to the following e-mail addresses of ACI staff:
Zaid.Alwan@aci.org.jo
Ahmad.Rawabdeh@aci.org.jo

For any question, please call the following address:

Amman Chamber of Industry (ACI)
Industrial Development Department
Eng. Bashar Qteashat
Email: Bashar.Qteashat@aci.org.jo
Phone: +962-6- 4643001 – Ext. 178, 205, 173 or 174

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