
CONTRACT FOR CONSULTANT'S SERVICES

Lump-Sum

me : Training need assessment and management for effective
resource utilization in Tamil Nadu Highways
Department
o. *[Loan/Credit/Grant] No.* 8499-IN
IN-TNRSP-6091-CS-QCBS

between

ling Engineer, ICERS Cell/ O/o the Director General, Highways,
GOTN

Annexure - A
Qualification and Experience requirements for Key Personnel

Position	Essential Qualifications	Minimum years of professional experience	Specific required expertise
Team Leader cum Engineering Training Expert	Masters Degree in Management or Engineering, with Doctoral Qualification with specialization in Organizational behavior, development of Human Resources potential, training and development, engineering education. Should possess a qualification of basic degree in Engineering. (Civil/Highways)	20	Sound in-depth knowledge of national / international practices in training, regulatory, enforcement, monitoring & evaluation, planning, communication and advocacy aspects. Minimum 15 years senior executive level experience in training, in facilitation of related training, capacity-building and institutional initiatives, for at-least Corporate Sectors/Educational or Research Institutes funded by Government of India/State. High-level skills in strategic and technical advising, and in coordinating complex multi-agency action in a public sector environment. High level skills in the tasks prescribed in the ToR.

<p>2. Management and Psychology Expert</p>	<p>Masters Degree in Management or Psychology or relevant field, plus other specialist high-level qualifications or demonstrable experience</p>	<p>10</p>	<p>Sound in-depth knowledge of National / International Training & Management principles. Extensive experience in Management & Behavioral Psychology in Indian context. Completion of at least five comparable assignments in India or developing countries or in MNCs. High level skills in the tasks prescribed in the ToR.</p>
<p>3. Highway Engineering and Management Expert</p>	<p>Masters Degree in Highway/Transportation Engineering, desirably qualified in Economics/ Administration/ Management or other relevant field plus other specialist senior executive institutional experience in road & Highway related projects.</p>	<p>15</p>	<p>Experienced in leading implementation of training in very large multi-agency road work Organizations. A demonstrable record of managing & implementing road projects, Management Demonstrable experience in the delivery of strategic improvement projects in highways and governance experience. Knowledge of the highway engineering in the developed countries.</p>

4. Information Technology Expert	Masters Degree in Computer Science and Technology and Doctoral Degree in the field of soft skill training	15	Experienced in leading implementation of training in large multi-agency road work Organizations. A demonstrable record of achievement in soft skill training.
5. E-learning Expert	Masters Degree in the field of the Computer Science or Applications or Library Information Science with additional qualification in training and development on e – learning system	15	Experienced in leading implementation of training in very large multi-agency road work Organizations. A demonstrable record of achievement in soft skill training and development of the soft and e-book and library system.