

REPUBLIC OF RWANDA



Kigali,18/3/2025
Ref N°: 792./SPIU/025

RWANDA TRANSPORT DEVELOPMENT AGENCY

KG 563 St., Queen's Land House

P.O Box 6674

Email: info@rtda.gov.rw

KIGALI

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES)**

Rwanda Infrastructure Flagship Report 2024 Study

Transport Sector

Financing Agreement reference:2000130012880

Project ID No.:P-RW-DBO-014

The Government of Rwanda has received financing from "the African Development Bank" towards the cost of upgrading the road of Base-Rukomo-Nyagatare, Lot 1:Base-Rukomo, and intends to apply part of the funds to payments under the contract for the Rwanda Infrastructure Flagship Report 2024 Study.

The services included under this project are to assess/evaluate the state, adequacy, and gaps of the infrastructure sectors in the country, including transport, energy, water and sanitation, and ICT, as well as identify the required actions and interventions to meet the infrastructure gap in the short and medium term. The services are required by the Government of Rwanda through the Rwanda Transport Development Agency (RTDA), and the timeframe for the delivery of the assignment is 6 Months.

The Rwanda Transport Development Agency now invites eligible consultants to indicate their interest in providing these services. Interested consultants must provide information indicating that they are qualified to perform the services (brochures, description of similar assignments, experience in similar conditions, availability of appropriate skills among staff, etc.). Consultants may constitute joint-ventures to enhance their chances of qualification. The Terms of reference are available on RTDA website(<https://www.rtda.gov.rw>).

The detailed Terms of References can be found on the following website www.rtda.gov.rw

Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the African Development Bank's "**Procurement Policy for Bank Group Funded Operations**" dated October 2015, which is available on the Bank's website at <http://www.afdb.org>.

Interested consultants may obtain further information at the address below during office hours from 9:00 AM to 5:00 PM local time on Monday to Friday.

Expressions of interest must be delivered to the below email by 02 April 2025 at 5:00pm Kigali Time and mention "Rwanda Infrastructure Flagship Report 2024 Study".

Attn: Director General

Rwanda Transport Development Agency/Procurement Unit

KG 563St, Queen's Land House,1st Floor

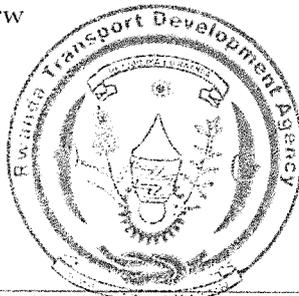
P.O Box:6674, Kigali-Rwanda

E-mail: procurement@rtda.gov.rw/info@rtda.gov.rw

Sincerely,

A handwritten signature in black ink, appearing to read 'Imena'.

Imena MUNYAMPENDA
Director General



Rwanda Infrastructure Flagship Report 2024 Study

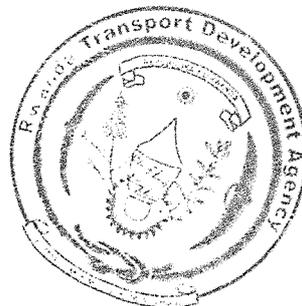
Terms of Reference for the Recruitment of a Consultancy Firm

STUDY INFORMATION SHEET

DATE: 18 March 2025

The information given hereunder is intended to provide some guidance to prospective suppliers, contractors, consultants, and all persons interested in the procurement of goods, works and services for project.

1.	COUNTRY	:	Rwanda
2.	PROJECT TITLE	:	Rwanda Infrastructure Flagship Report 2024
3.	LOCATION	:	Kigali, Rwanda
4.	EXECUTING AGENCY	:	RTDA
5.	ESTIMATED STARTING DATE AND DURATION	:	April 2025, six (6) months
6.	CONSULTANCY SERVICES REQUIRED AND DESCRIPTION OF SELECTION PROCESS	:	The Procurement of Consulting Services will be carried out in accordance with ADB rules of procedures. The selection procedure to determine the short-listed firms for implementing the study shall be based on technical quality with price consideration.



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A. INTRODUCTION:

Rwanda seeks to attract domestic private sector and foreign direct investments (FDI), to invest in infrastructure, and reach an upper middle-income status by 2035. This draws from the commitments made in the Vision 2050 as well as the first strategy to implement the Vision, the National Strategy for Transformation 2017 - 2024 (NST1).

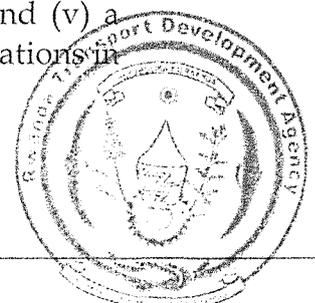
In the context of and as contribution to this drive by the country, the Government seeks to prepare an infrastructure sector *report on the state of infrastructure in Rwanda*. This is also viewed in the context of recognition by the Government, that poor infrastructure is a critical barrier to accelerating growth and poverty reduction in Africa. It is also recognised that policy actions and investment in infrastructure have important roles to play in the development of national, regional, and continental trade (e.g., through African Continental Free Trade Area - AcFTA framework) and in promoting economic linkages within Africa. In this study, infrastructure will be defined to include sub-sectors of transport (roads, railways, inland waterways, and aviation); energy; ICT (access, connectivity, networks); and water and sanitation.

The Government of Rwanda through the Rwanda Transport Development Agency (RTDA) therefore intends to engage a consultancy firm to assist the Government of Rwanda to assess the planning, financing (and source of financing), policy, regulatory and institutional reforms undertaken, and development of infrastructure over the NST1 period, how development partners have enhanced that effort. The study will then propose reforms and investments needed to achieve medium term goals over the period 2025 - 2035 including costed annual estimates with attendant contributions from the public sector (national and local), private sector and development partners. The assessment will also pay attention to national and regional investments in infrastructure.

B. OBJECTIVES

The objective of the study is to assess/evaluate the state, adequacy and gaps of the infrastructure sectors in the country, including, transport; energy, water and sanitation, ICT, and identification of the required actions and interventions to meet the infrastructure gap in the short and medium term. The report will provide: (i) the Government with a master plan for rehabilitation of infrastructure assets and recovery of infrastructure services in Rwanda over the period 2025 - 2035; (ii) the underlying framework for preparation of the next national development framework, successor to NST1; (iii) priorities to guide dialogue between the government, private sector and development partners on infrastructure development in the country; (iv) a labour market assessment as well as a skills gap analysis of the infrastructure sectors in the country, including, transport; energy; water and sanitation; ICT and proposed interventions for skills development in the aforementioned sectors and (v) a platform from which a strategy for possible AfDB and other donor operations in Rwanda can be drawn up.

The report is important for the following reasons:



- It will highlight main challenges, constraints, threats, strengths, and opportunities in each Infrastructure sub sector in Rwanda
- It will provide the government, the development partners, and the private sector with a detailed assessment of infrastructure investment opportunities in Rwanda.
- It will propose an action plan to develop these opportunities over the 2025 - 2035 period, i.e. the period of the next strategy, succeeding NST1.
- It will quantify the financial requirements for addressing the infrastructure bottlenecks and advise on the options for mobilizing these resources including direct private sector investment and Public-Private Partnerships, among others.
- It will be used to inform and support the government's dialogue with development partners and the business community about further development of these sectors. Increased coordination within this partnership can improve the alignment of infrastructure investments with the national objectives, as will be set out in the next medium term plan period and regional priorities for infrastructure development within the East Africa Community (EAC). In this way, the report will contribute to the overall efficiency of the development process in Rwanda over the 2024 - 2031 period.
- For each of the sub-sectors, a labour market assessment as well as a skills gap analysis will be conducted and proposed interventions for strategic skills development in the sub-sectors shall be proposed.
- For each of the sub sectors, an assessment of a gender-based skills gap will be undertaken, which could inform future skills development and employment opportunities.

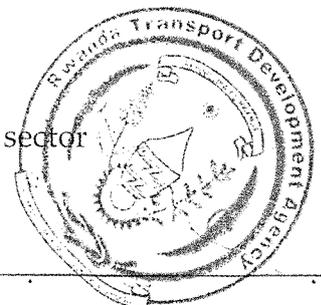
C. SCOPE OF ASSIGNMENT

3.1 General

The consultancy firm shall gather data and analyse the performance of each infrastructure sector player with emphasis on challenges, solutions, and priority interventions as well as recent interventions. There will be a review of reforms and existing legal frameworks, institutional and managerial arrangements, (sub-) sector policies, financing and cost recovery, regulatory framework, governance models for delivering infrastructure and organisation of co-ordination and monitoring and identify weaknesses if any and make proposals for remedying the identified weaknesses. The consultant shall outline legal requirements, actions and required support to effect essential further reforms including the enhancement of private sector participation.

Focus areas of the analysis will include:

- Major investments and reforms undertaken within the infrastructure sector over the NST1 period.



- Impact of the reforms and the investments on growth and development in general.
- Current financing models.
- A review of regional agenda for infrastructure especially with respect to The African Continental Free Trade Area (AfCFTA).
- Review of delivery structure including capacity of local contractors.
- Government plans for the infrastructure sector over the 2025 – 2035 period.
- Support being provided by other development partners and plans for the medium term.
- Total investment and reforms needed over the 2025 – 2035 period with attendant costs and responsible agencies and institutions.
- Current monitoring and evaluation framework and proposed improvement to innovate and attract additional financing.
- Review of labour market assessment and skills audit data and reports
- Recommendations for the Bank and other partner's possible future engagement in the sector.

Sections 3.2 to 3.5 below highlight some sector specific tasks to be undertaken.

3.2. Transport Sector

3.2.1. Provide a detailed review of the current set up of the sector, including authorities and entities, their responsibilities, duties, and sources of funding. This is to cover all transport sub-sectors, i.e., water, road, railways and air transport.

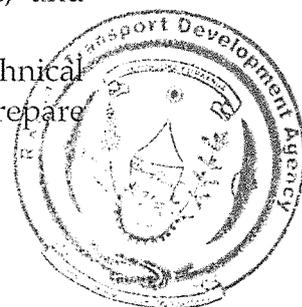
3.2.2. Assess the capabilities of the respective entities in charge of planning, delivering, operating, and maintaining transport infrastructure projects in all sub-sectors. This assessment is to cover technical and physical resources, human resources, equipment, and assets, etc.

3.2.3. While undertaking the above two activities, the consultant is to maintain, throughout, a comparison between the current status and any anticipated institutional changes and corresponding impact on capabilities/ capacities, as Rwanda is anticipated to be undertaking various institutional changes in the period to come.

3.2.4. Undertake a comprehensive review and provide detailed data on the current transport infrastructure in place, providing all required quantification, e.g., length of roads/ rail, type of roads, ports' capacities, etc. Also provide detailed description of the state and condition of these infrastructures.

3.2.5. It is anticipated that different proposals may exist as to the approach the Government should follow in developing its spatial use policies and accordingly its infrastructure strategies. The consultant should refer, wherever possible, to the most important studies conducted in recent history on the topic, and challenge/ support as necessary, in consultation with authorities.

3.2.6. Based on the above and in direct consultation with the various technical authorities, the consultant is to identify information gaps to be filled and prepare a list of transport infrastructure in the short, medium, and long term.



3.2.7. In identifying the above list, the consultant has to take into consideration two important factors, the (i) available implementation capacity and (ii) the implementation duration of the proposed projects.

3.2.8. Similarly, the consultant is to review the sector wide systems and procedures and identify areas in need of attention.

3.2.9. The consultant would identify information gaps to be filled and define a short-term action plan that will enable quick wins and medium- and long-term strategies which is expected to be undertaken as a mix of sector-wide technical assistances, projects and/or studies (Master Plans). In these exercises, the consultant shall identify critical transport infrastructure requirements (e.g. regional corridors, new airports, etc.) in the short and medium term.

3.2.10. Analyze and propose improvements to intermodal connectivity between different transport sub-sectors (e.g., road-rail, port-rail, road-air). This includes physical infrastructure, logistical procedures, and institutional coordination.

3.2.11. Assess the alignment of Rwanda's transport infrastructure with regional transport plans and corridors. Identify opportunities and challenges related to cross-border transport and trade facilitation.

3.2.12. Evaluate the vulnerability of existing and planned transport infrastructure to climate change impacts (e.g., flooding, landslides, extreme weather events). Propose measures to enhance climate resilience in design, construction, and maintenance.

3.2.13. **Sustainability of Road Transport Infrastructure:** This will cover but not limited to the following:

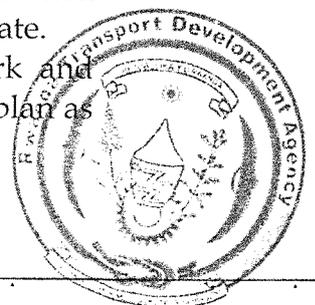
- i. **Technical:** Assess the adequacy of the institutional framework for the road transport sector and advise/recommend on costed investments for improvements in the short (1-3 years), medium 4-7 years and long term (8-15 years).
- ii. **Financial:** Assess the adequacy of the road maintenance funding and advise on costed investments for improvements in the short (1-3 years), medium 4-7 years and long term (8-15 years).
- iii. **Axle-Load Management:** Assess the adequacy of the road maintenance funding and advise on costed investments for improvements in the short (1-3 years), medium 4-7 years and long term (8-15 years).
- iv. **Road Safety:** Assess the adequacy of the road safety measures (Policy, Regulatory/Legal, Strategy, Institutional, National Coordination, Financial etc) and advise on costed investments for improvements in the short (1-3 years), medium 4-7 years and long term (8-15 years).

3.2.14. Labour market assessment as well as a skills gap analysis of the Transport Sector and proposed interventions for strategic skills development

3.3. Energy Sector: Review the Energy Sector Strategic Plan (ESSP 2024-2028) with the view to:

3.3.1. Assess the status and performance of the existing electricity generation capacity and propose a rehabilitation and/or expansion plan as appropriate.

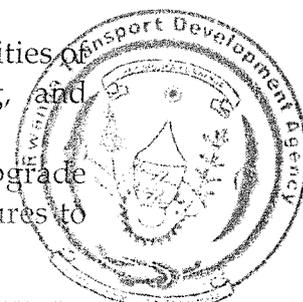
3.3.2. Assess the status and performance of the transmission network and related interconnections and propose a rehabilitation and/or expansion plan as appropriate.



- 3.3.3. Assess the status and performance of the existing electricity distribution networks and propose a rehabilitation and/or expansion plan as appropriate.
 - 3.3.7. Study the establishment of a transmission network control center as well as the improvement of the existing communication systems.
 - 3.3.8. Perform demand and load forecast.
 - 3.3.9. Develop a detailed roadmap for integrating renewable energy sources (solar, wind, hydro, biomass) into the energy mix, considering grid stability and reliability.
 - 3.3.10. Assess opportunities for improving energy efficiency across all sectors of the economy and propose specific programs and policies to promote energy conservation
 - 3.3.11. Develop strategies for expanding access to electricity in rural and underserved areas, including off-grid solutions and mini-grids
 - 3.3.12. Analyze opportunities for regional energy cooperation and trade, including participation in regional power pools and cross-border electricity transmission projects.
- 3.2.13. Labour market assessment as well as a skills gap analysis of the Energy Sector and proposed interventions for strategic skills development

3.4. Water and Sanitation Sector

- 3.4.1. Provide a detailed review of the current set up of the water supply and sanitation sector, including authorities and entities, their responsibilities, duties, and sources of funding; and identify areas to improve;
- 3.4.2. Assess the capabilities and capacities of the respective entities in charge of planning, delivering, operating, and maintaining water supply and sanitation infrastructures; and identify areas that need improvements.
- 3.4.3. Assess the current water supply and sanitation standards (law, regulation, guidelines, tariff, policies, etc...) and identify areas to improve.
- 3.4.3. Undertake a comprehensive review and provide detailed data on the current water supply and sanitation infrastructures in place, providing all required quantification, e.g., water network length, sewer network length, water treatment plants capacities, etc., etc. Also provide detailed description of the state and condition of these infrastructures.
- 3.4.4. Assess the status, the performance and the efficiency of the existing water supply and sanitation infrastructures in view of projected demand for 2050.
- 3.4.5. Estimate the current water supply and sanitation demands, forecast the future water supply and sanitation demands in 2050 and determine the deficit in comparison with the capacity of exiting infrastructures. The consultant will have to review existing studies, strategic plans, master plans, feasibility studies and detailed designs focusing on existing and most recent national studies undertaken by WASAC.
- 3.4.6. Propose programmes or projects to strengthen water and sanitation governance in Rwanda.
- 3.4.7. Propose programmes or projects to strengthen capabilities and capacities of the respective entities in charge of planning, delivering, operating, and maintaining water supply and sanitation infrastructures.
- 3.4.8. Propose programmes or projects to rehabilitate, expend and upgrade existing network, propose the required water and sanitation infrastructures to







overcome the estimated water supply and sanitation demands deficit by 2050 on a five-year basis

3.4.9 Prepare an investment plan with a clear strategy to deliver identified infrastructure requirements, ensuring identification specific water and sanitation projects, estimated costs and investment opportunities

3.4.9 Develop a comprehensive strategy, approach and guidelines for the engagement of development banks, partners and private sectors in development of water and sanitation infrastructures and provisions of water supply and sanitation services.

3.4.9. Analyze the overall water resource management framework in Rwanda, including water allocation, water rights, and watershed management.

3.4.10. Assess the level of non-revenue water (NRW) in water supply systems and propose strategies to reduce water losses.

3.4.11. Evaluate different sanitation technologies and approaches, considering cost-effectiveness, environmental impact, and community acceptance.

3.2.12. Labour market assessment as well as a skills gap analysis of the Water and Sanitation Sector and proposed interventions for strategic skills development

3.5 ICT Sector

3.5.1 Assess the ICT Infrastructure with regard to access, connectivity and networks:

- a. Conduct a comprehensive evaluation of Rwanda's current ICT infrastructure, focusing on access, connectivity, and network capacity.
- b. Identify gaps in ICT infrastructure development, including rural vs. urban areas and underserved communities.
- c. Analyze the role of ICT in supporting other infrastructure sectors, such as transport, energy, and healthcare.

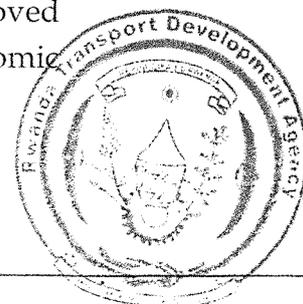
3.5.2 Integration of Drone Technology in ICT Monitoring:

- a. Collaborate with drone services providers to assess the ICT-related infrastructure progress using aerial mapping technology.
- b. Provide technical input on the use of drone technology for real-time monitoring, ensuring it aligns with the ICT sector's goals.

3.5.3 Policy Review and Recommendations:

- a. Review existing ICT policies and regulations related to infrastructure development in Rwanda.
- b. Provide policy recommendations to enhance ICT infrastructure, ensuring it supports national growth objectives and regional trade facilitation.
- c. Suggest strategic actions to address gaps in policy implementation, with an emphasis on fostering public-private partnerships in ICT development.

3.5.4 Digital Connectivity for Economic Growth: Investigate how improved digital connectivity and network expansion can accelerate economic growth and poverty reduction in Rwanda.



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- a. Analyze the impact of ICT on Rwanda's ability to compete regionally and continentally, focusing on e-commerce, digital services, and innovation hubs.
 - b. Suggest measures to improve access to affordable ICT services, particularly for small and medium-sized enterprises (SMEs).
- 3.5.5 Capacity Building and Future Projections: Develop recommendations for capacity building in ICT infrastructure management, focusing on skills development in drone technology, data management, and network optimization.
- 3.5.6 Provide a future outlook for Rwanda's ICT infrastructure, considering emerging technologies such as 5G, cloud computing, Artificial Intelligence and the Internet of Things (IoT)
- 3.5.7 Propose strategies to ensure the sustainability of ICT infrastructure development in Rwanda over the 2025 - 2035 period.
- 3.5.8 Develop strategies to achieve universal access to affordable and reliable broadband internet services, particularly in rural and underserved areas
- 3.5.9 Explore opportunities for infrastructure sharing among telecommunications operators to reduce costs and accelerate network deployment.
- 3.2.10. Labour market assessment as well as a skills gap analysis of the ICT Sector and proposed interventions for strategic skills development

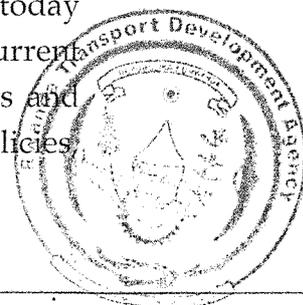
D. KEY DELIVERABLES

It is planned that the consultancy firm will work over a period of six months undertaking: (i) dialogue at national level, with development partners, government, civil society, and the private sector; (ii) review of the existing plans for the infrastructure sector; and (iii) provide practical recommendations to guide engagement in the sector by various stakeholders. It will culminate in the preparation of the Infrastructure Report with detailed recommendations on areas of potential engagement by the Bank Group and other partners and a policy brief.

Within the first two weeks of the assignment, the consultancy Firm will produce an *inception report* detailing methodology and timelines for the assignment, which will be followed by progress reports at agreed intervals.

A key deliverable by the consultancy Firm will be a *comprehensive policy note* structured as follows:

- Recent developments in the infrastructure sector and the situation today (about 5-6 pages). This chapter will provide a snapshot of the current situation in the infrastructure sector and look at recent developments and trends over the past 7 years of NST1. It will also take stock of policies



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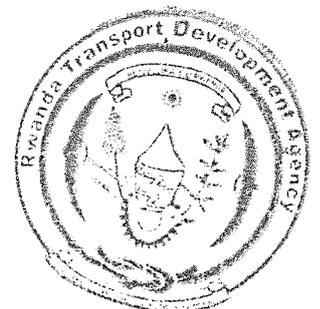
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strategies, reform measures undertaken by the Government during the period under review and appraise them.

- Strengths, Challenges, Threats, and Opportunities (about 2 pages). This chapter will clearly bring out the existing issues today in the infrastructure sector including analysis of gaps.
- Policy Responses (about 2 pages). This chapter will provide investment recommendations, differentiating between measures/actions to be taken by the Government (policy recommendations) and development partners.

Finally, the consultancy firm will produce a *detailed Infrastructure Flagship Report* that will include the following:

- Reforms and investments undertaken within the last 7 years.
- Outstanding reforms necessary for full effective infrastructure development.
- Macroeconomic, environmental, social impacts of the reforms and investments including capacity building... etc
- Impact on Development Partner operations and relevant actions. This report should have a section related to views, recommendations, lessons learnt and plans from stakeholders social society for future interventions.
- A costed infrastructure investment and reform plans necessary to achieve medium term growth targets, i.e., over the 2025 - 2035 period with an elaborate implementation roadmap These should include annual breakdown and various contributors to the investment plans including government, private sector, and development partners. A risk (social, financial, political and environmental) profile with mitigation strategies as well as a detailed monitoring and evaluation framework.
- Sectoral reforms and investment priorities critical for achieving the growth target and underlying critical success factors.
- Recommendations on areas of potential Development Partner and Bank Group engagement aligned to short term, medium and long-term Government and Bank Group strategies.
- Labour market assessment as well as a skills gap analysis Report with proposed interventions for strategic skills development in the sub-sectors.
- Main policy recommendations at strategic and operational levels, including key reforms to carry out over the next 3 to 7 years to address key challenges and constraints identified, and to harness opportunities in each infrastructure sub sector.



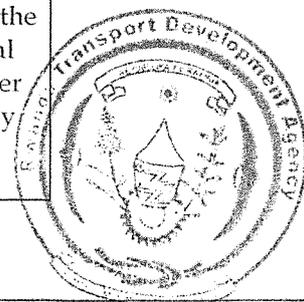
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TABLE 1.1 DELIVERY SCHEDULE

Phase - I (Inception Report and Comprehensive Policy Note)									
No	Report Description	Paper Copy				E- Copy			
		Draft (No.)	Submission Date	Final (No.)	Submission Date	Draft (No.)	Submission Date	Final (No.)	Submission Date
1	Inception Report	1	Not later than 2 weeks after the date of effectiveness of the Consultant's contract	2	Within two days of receipt of comments	3	-	4	Along with the final paper copy
2	Recent Developments in the infrastructure sector and the situation today		Not later than 3 weeks after the date of effectiveness of the Consultant's contract	1	Within two days of receipt of comments	2	-	3	Along with the final paper copy
3	Strengths, Challenges, Threats and Opportunities		Not later than 4 weeks after the date of effectiveness of the Consultant's contract	1	Within two days of receipt of comments	2	-	3	Along with the final paper copy
4	Policy Responses		Not later than 6 weeks after the date of effectiveness of the Consultant's contract	1	Within two days of receipt of comments	2	-	3	Along with the final paper copy
Phase - II (Synthesis Infrastructure Report)									
5	Synthesis Infrastructure Report		Not later than 6 months after the date of effectiveness of the Consultant's contract	1	Within one week of receipt of comments	2	-	3	Along with the final paper copy



Validation Workshop: A validation workshop will be organized by the consultant in Kigali by the end of the 5th month. The workshop will be attended by the relevant Government Ministries, Agencies, Development partners, and other relevant stakeholders. The consultant will present the initial findings and recommendations of the study to enable stakeholders to make contributions before the completion of the assignment.

E. ADMINISTRATIVE ARRANGEMENT

The consultancy firm will work under the general supervision of the Director General, Rwanda Transport Development Agency (RTDA), in close collaboration with transport, energy, Water and ICT Experts.

F. KEY QUALIFICATIONS, EXPERIENCE AND RESPONSIBILITIES

The Consultancy firm, shall, as a minimum, provide the following experts - Economist, Transport, Energy, ICT and Water but shall be at liberty to provide other experts to ensure satisfactory delivery of the assignment.

The key team members should possess the following as a minimum:

A: Lead Economist

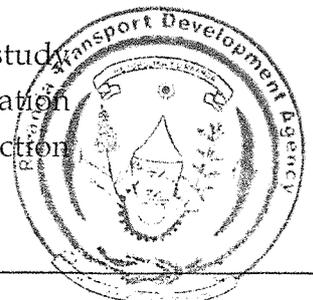
- Master's degree in Transport economics, or a related field.
- Minimum of 12 years of experience in the policy, planning and programme related work in economics and/or infrastructure.
- Knowledge of infrastructure sector and an understanding of key developmental issues in Rwanda will be an advantage; and
- Good, communication, analysis and report writing skills.

C: IT Specialist

- Master's degree in information technology, computer science, computer engineering, or related field.
- Minimum of 5 years of experience in the Rwanda IT infrastructure, IT strategic planning and familiar with national IT standards.
- Ability to analyze large-scale data
- Good understanding of Rwanda IT-policies,
- Good communication, analysis and report writing skills.

D: Water and Sanitation specialist

- Master's degree in water engineering, sanitation engineering or a related field.
- Minimum of 12 years of experience in water distribution feasibility study projects and/or water infrastructure construction project and/or sanitation feasibility study projects and/or sanitation infrastructure construction



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project, water and sanitation project technical audits.

- Knowledge of infrastructure sector and an understanding of key developmental issues in Rwanda will be an advantage;
- Knowledge in data collection and analysis and;
- Good, communication, analysis and report writing skills.

E: Transport Specialist

- Master's degree in transport Infrastructure, transport economics, transport planning, urban planning, civil engineering or a related field.
- Minimum of 12 years of experience in road/water/railway/air transport projects feasibility studies and/or road/water/railway/air economic evaluation study and/or road/water/railway/air technical audits and/or road/water/railway/air master plan studies.
- Knowledge of infrastructure sector and an understanding of key developmental issues in Rwanda will be an advantage;
- Knowledge in data collection and analysis and;
- Good, communication, analysis and report writing skills.

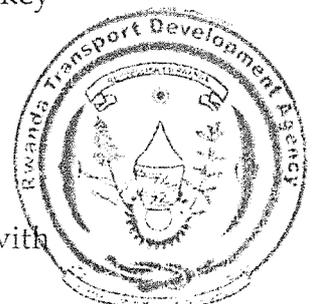
F: Energy Management Specialist

- Master's degree in mechanical engineering, electrical engineering, renewable energy or a related field.
- Minimum of 12 years of experience in energy such as electrical distribution network/ powerplant infrastructure feasibility studies, electrical distribution network, powerplant infrastructure construction, electrical distribution network/powerplant infrastructure technical audits.
- Knowledge of infrastructure sector and an understanding of key developmental issues in Rwanda will be an advantage;
- Knowledge in data collection and analysis and;
- Good, communication, analysis and report writing skills.

D: Human Capital and Labour Market Specialist

- Master's degree in economics, labour economics, development studies, public policy, or related fields.
- At least 12 years of experience in analytical reports, particularly in regard to labour market assessments and sector specific skills audits.
- Proven expertise in qualitative and quantitative research methods and strategy evaluations.
- Knowledge of the infrastructure sector and an understanding of key developmental issues in Rwanda will be an advantage.
- Excellent analytical, communication, and report-writing skills.

The team for this work shall be fluent in both spoken and written English, with



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a track record of producing high quality reports within specified timelines.

DURATION OF THE SERVICE

The consultancy firm will be required to complete the services within six (6) months from the date of the effectiveness of the contract.

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