

Scheme No. & Name: Scheme 1 – “Advanced Technical Skills, Managerial Capability, and R&D-Driven Innovation Capacity Development for Priority and Emerging Industries”

Package No. & Name: SD-101/1 – Resource Person (Advanced Technical Skills), International

TERMS OF REFERENCE (ToR)

A. Objective and Purpose of the Assignment

1. The Finance Division, Ministry of Finance, Government of Bangladesh, is implementing the **Skills for Industry Competitiveness and Innovation Program (SICIP)**, financed by a US\$300 million results-based loan from the Asian Development Bank (ADB). SICIP aims to strengthen the competitiveness of Bangladesh’s workforce by building advanced technical and competency-based skills through a modern Technical and Vocational Education and Training (TVET) system. It also seeks to strengthen TVET institutions, foster innovation, and develop a highly skilled workforce capable of sustaining growth in the country’s priority industries.
2. To achieve this, SICIP is establishing a responsive ecosystem for advanced, technology-oriented skills training that combines targeted capacity-building support with funding triggers linked to the development and delivery of advanced training in priority and emerging sectors. Two flagship facilities anchor this effort: an **Automotive Training Institute at Narsingdi Polytechnic Institute (NATI)** and a **Smart Textile Technology Living Lab (STTL) at Chhattogram Textile Engineering College (CTEC)**.

Initial design support for both facilities has been provided by international partners under ADB technical assistance (TA):

- **STTL:** The Korea Hightech Textile Research Institute (KOTERI) is currently engaged to support architectural design, curriculum development, equipment specifications, and the preparation of procurement packages.
- **NATI:** Consultants from the Hyundai Research Institute conducted a feasibility assessment and prepared a draft curriculum framework covering three core training areas.

Building on this groundwork, the Government now intends to engage international technical partners through formal technical support packages to lead key start-up activities at both centers — including developing training materials, training trainers and management staff, and providing hands-on support during the early years of operation and training delivery.

3. Under Scheme 1, SICIP seeks an experienced international consultant to facilitate and coordinate these technical support packages for the new STTL and NATI training programs, while safeguarding the quality and timeliness of the initial technical support activities. The consultant will be engaged as the **Resource Person (Advanced Technical Skills), International**, under Package SD-101 (Pool of International and National Consultants), which is included in the Annual Procurement Plan for 2026–27.

B. Scope of Work and Detailed Tasks

4. Working closely with the SDCMU, individual industry-expert consultants, and the ADB program team, the consultant will identify priority actions to prepare and operationalize the STTL and NATI programs, scope suitable technical partners for NATI, help prepare draft technical support packages for both programs, and review selected documents produced by technical partners. The consultant will report to the SDCMU and the ADB program team.
5. The consultant will carry out the following tasks:

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(a) Smart Textile Technology Living Lab (STTL)

Review the preparatory work completed to date and identify the remaining priority actions needed to operationalize STTL training courses on time. This includes:

- reviewing the procurement packages prepared by KOTERI experts, coordinating clarification requests between SDCMU and KOTERI, and helping finalize the packages; and
- facilitating discussions among SDCMU, international partners, CTEC, and other stakeholders on the specific technical support needed to operationalize and support STTL's new training — and preparing the draft ToR for the STTL technical support package (covering the number of key experts, timelines and requirements for training of trainers, the frequency and scope of supervision visits, strategic operationalization support, and related matters).

(b) Automotive Training Institute (NATI)

- liaise with an automotive engineering consultant to assess Bangladesh's current automotive industry landscape and skills-training requirements;
- ensure the proposed training courses and curricula reflect the latest industry and global economic developments, and facilitate their review as needed, taking into account the renovation design and construction already under way;
- undertake a consultation mission to Bangladesh for ground-level discussions with Narsingdi Polytechnic, the Technical and Madrasah Education Division (TMED), the Bangladesh Technical Education Board (BTEB), and SDCMU on any proposed course revisions, training-of-trainers (TOT) plans, and NATI governance arrangements;
- identify immediate and medium-term priority actions for NATI's course preparation, procurement packages, workshop set-up, and overall operationalization, and prepare a work plan jointly with the automotive engineering consultant;
- scope and identify TOT providers for prospective NATI trainers, and set TOT timelines based on the NATI operationalization plan;
- facilitate discussions with potential international technical partners (e.g., technical or academic institutions, or teams of individual experts); and
- develop the draft ToR for the NATI technical support package covering operationalization and initial handholding support — including the number of key experts; timelines and requirements for training of trainers and relevant administrative and managerial staff; training-material development; the frequency and scope of supervision visits; and support for institutional development and industry engagement.

(c) Cross-cutting Tasks

- provide mission reports to the SICIP management team and ADB program team based on field visits and discussions;
- coordinate with STTL and NATI technical experts as needed to support timely operationalization, including any TOT or study visits; and
- carry out related tasks as requested by SICIP management.

C. Deliverables

The consultant will:

- (i) undertake field missions to Narsingdi Polytechnic Institute, Chhattogram Textile Engineering College, and consult key stakeholders in Dhaka to finalize the NATI and STTL training



programs, and prepare a mission report summarizing the discussions, agreed next steps, and recommended actions — set out as time-bound action plans naming the responsible agencies or consultants;

- (ii) confirm the international technical partners for STTL and NATI and develop the ToR for each partner's technical support package — detailing the scope and sequence of support activities for operationalizing the new facilities and delivering the training courses — in close consultation with SDCMU, prospective partners, and other stakeholders; and
- (iii) facilitate the preparation and review of technical and financial proposals from international partners against SDCMU and SICIP requirements, and ensure the required proposals are submitted to the SICIP program team for review and agreement.

SN	Milestone	Deliverable	Indicative Submission Date	Payment
1	1	Mission report from the NATI field visit.	30 September 2026	30% of remuneration
2	2	International technical partners for STTL and NATI confirmed, with the ToR for each partner's technical support package submitted.	30 October 2026	35% of remuneration
3	3	Proposals for the STTL and NATI technical support packages facilitated and submitted to the SICIP program team.	28 December 2026	35% of remuneration

D. Qualifications, Experience and Competencies

The consultant should have:

- i. an advanced degree in a relevant social science discipline;
- ii. more than 15 years of experience designing and implementing multilateral development bank programs in education and skills development;
- iii. direct international implementation experience in Bangladesh or with ADB-financed skills development programs;
- iv. a demonstrated track record in sourcing sector-specific technical partners; and
- v. strong written and spoken English.

E. Assignment Duration and Payment Modalities

- **Duration:** 30 working days over a period of 10 months.
- **Payment schedule:** Remuneration will be paid against the milestones set out in Section C. Reimbursable out-of-pocket expenses (at actual), supported by proper documentation, will be paid together with the corresponding milestone payment.
- **Assignment location:** Home-based and field (Bangladesh), as negotiated.
- **Input allocation (home / field):** Of the 30 working days, approximately 16 will be home-based and 14 field-based in Bangladesh, including two missions covering Dhaka, Narsingdi Polytechnic Institute, and Chattogram Textile Engineering College. The final split may be adjusted as negotiated between the consultant and the client.
- **Counterpart support:** As proposed by the consultant and accepted by the client.