

African Development Bank



The overarching objective of the African Development Bank (AfDB) Group is to spur sustainable economic development and social progress in its regional member countries, thus contributing to poverty reduction.

The Bank Group achieves this objective by mobilising and allocating resources for investment in regional member countries and providing policy advice and technical assistance to support development efforts.⁶

Contract types

- Time-Based Contract
- Lump Sum Contract
- Retainer and/or Contingency (Success) Fee Contract
- Percentage Contract
- Indefinite Delivery Contract

Types of tasks and projects

Opportunities for consultants are available in many areas and in different time frames. Short term contracts last up to 3 months, medium term contracts from 3- to 6-month and long term contracts exceed 6 months. In the early stages of project preparation, for example, consultants may be required to prepare pre-feasibility and feasibility studies, environmental assessments or pre-investment studies; as well as to prepare engineering, project design and cost estimates or detailed design studies. During the implementation phase, consulting services are frequently necessary to prepare bidding documents, evaluate bids, supervise and control the construction or installation contracts. Consultants are also engaged to conduct studies in areas such as preparation of master plans, aerial photography, editing, translation, training, Information Systems, Business Process Reengineering, financial modeling, etc. There are also opportunities to prepare feasibility studies for follow-on projects and to provide all types of training and advisory services needed by the Borrower.

Application and selection process

There are two types of requirements for individual consultants in connection with the Bank's work: individual consultants recruited by the Borrowers and individual consultants recruited by the Bank. Under Bank-funded projects, the Borrower is responsible for the recruitment of consultants. In such cases, the requirements will be advertised in the [General Procurement Notices](#) for the project and the [Specific Procurement Notices](#) for the specific assignments, which are also published by [United Nations Development Business](#) (UNDB online) and these would also be indicated in the [AfDB Business Bulletin](#) and the [Bank's Quarterly Operational Summary](#) and [Website](#). For the requirements of the Borrower, expressions of interest should be sent directly to the Borrower's Executing Agency. In

⁶ AfDB (2018): Mission & Strategy. URL: <https://www.afdb.org/en/about-us/mission-strategy/>

the second instance, if there is need for a consultant professional expert in a particular specialisation to join a Bank's mission or for desk work due to shortage of its own staff, the Bank will prepare a shortlist drawn from the [DACON](#)⁷ database or publish a request for expression of interest. However, Consultants do not need to be in DACON before they can be shortlisted. The only criteria for shortlisting are to be eligible and to have the requisite qualifications and experience for the assignment.

Once the CV has been received, procurement establishes a shortlist of 3-6 candidates through a competitive comparison, evaluating competencies and experience. Not more than two consultants from the same country can be on a shortlist. A motivation letter, the methodological approach and references can be asked for in a second step.

Once the best candidate is identified, (s)he is asked to provide a financial proposal. This must stay within the allocated budget estimated by the task manager and according to the rules of the Bank to avoid abuse. The selection is based on a purely qualitative approach, where the cost is only taken into consideration in the end.

Is the selection process competitive?

AfDB normally runs a competitive selection process. Only in some cases it may be necessary to negotiate directly with an individual consultant to provide services without resorting to competition. This method of selection is acceptable only where it presents clear advantages over competitive selection and where the rates offered are reasonable. Such cases may be emergency situations, assignments for which a single source of expertise is available and assignments which are a continuation of activities undertaken by the consultant, where the initial contract was awarded following competition on the basis of a shortlist and where the consultant's performance has been assessed satisfactory.

Is advertising compulsory?

It is optional for AfDB to advertise contracts up to 6 months and mandatory beyond 6 months.

Profiles of interest

Individual consultants shall:

- a. Be nationals of a member country of the Bank;
- b. Be holders of a master's degree or equivalent and at least 5 years' experience in the area of expertise of the assignment;
- c. Be holders of a bachelor's degree and at least 10 years' experience in the area of expertise of the assignment;
- d. Or be in the category of junior consultant: (under 32 years old, hold a master's degree plus 2-4 years of experience).

In 2017 most consultants were contracted for the following areas: statistics, human resources, private sector, energy, project evaluation, computer sciences.

⁷ DACON (Database on consultants) is a consultants' database maintained by the Bank. The information contained in DACON concerns the qualifications, experience and capabilities of consultants, which enables the Bank and its Borrowers, to identify potential consultants and to judge the acceptability of those consultants proposed by its Borrowers. The information is used in the preparation of short-lists.

Number of consultants engaged

There are about 800-1,200 contracts per year. Most of them are on-site and thus for people who are mobile.

Salary and working hours

Remuneration is normally based on daily fees for consultancies under 3 months and on monthly fees for consultancies beyond 3 months. Monthly lump sum contracts are also allowed under three months. The remuneration is based on the complexity of the task and the years of experience of the individual. In the contract negotiation process it is good to know the remuneration levels of the Bank and it may be useful to benchmark financial proposals by checking salaries of other successful consultancy bids.

Asian Development Bank



The Asian Development Bank (ADB) was conceived in the early 1960s as a financial institution that would be Asian in character and foster economic growth and cooperation in one of the poorest regions in the world. ADB assists its members and partners by providing loans, technical assistance, grants, and equity investments to promote social and economic development. ADB is composed of 67 members, 48 of which are from the Asia and Pacific region.⁸

Contract types

- Time-Based Contract
- Retainer and/or Contingency (Success) Fee Contract
- Indefinite Delivery Contract (Price Agreement)
- Lump Sum Contract
- Performance-Based Contract

Types of tasks and projects

ADB engages individual consultants and consulting entities (firms, universities, NGOs, etc.) for a wide range of assignments. For example, consulting entities are retained for pre-investment, sector, or other studies, detailed design, contract preparation, and project supervision. Individual consultants, whether hired directly or through consulting entities, provide expert advice and help the ADB to prepare studies, appraisals, and reports.

⁸ ADB (2018): Who We Are. URL: <https://www.adb.org/about/main>

Application and selection process

For some assignments, individual consultants are more appropriate and cost-effective than firms. Individual consultants may be recruited directly (independent individual) or through an organisation, such as a consulting firm, an academic institution, a government, or an international agency by a Borrower or ADB. Individual consultants are recruited on the basis of their qualifications for the assignment. When the Borrower recruits individual international and national consultants for loan projects, agreements are reached as early as possible and in any case before loan negotiations on (i) the type of consultant best suited for the assignment, (ii) the applicable procedure. Typically, the Borrower will recruit them in accordance with government procedures acceptable to ADB.

How to apply

The Consultant Management System (CMS) is an integrated web-based system that supports ADB's consulting services recruitment, from advertising the opportunity to awarding consulting contracts. CMS can be accessed through <http://cms.adb.org>. Individual consultants as well as consulting firms must register in CMS in order to submit Expressions of Interest for consulting opportunities.

→ **Important:** Firms and individual consultants are obliged to complete full registration prior to contract award.

Is the selection process competitive?

Yes, in every case a competitive selection process has to be run.

Is advertising compulsory?

ADB normally lists all loan projects requiring consulting services on ADB's website before shortlisting. To attract Expressions of Interest from consulting firms, the Borrower may also advertise in an appropriate national journal, newspaper, or website.

Chances of becoming staff

The majority of consultants do not aspire to become staff. However, if someone's goal is to become staff, finding a consultancy role may help for a staff position in the future.

Number of consultants engaged

In 2017, ADB employed more than 3,500 individual consultants and more than 200 consulting firms. ADB has a total staff of about 3,200.

Salary and working hours

Some consultants have similar working hours to staff (8 hours per day) and others have deliverables.

Asian Infrastructure Investment Bank



The Asian Infrastructure Investment Bank (AIIB) is a multilateral development Bank with a mission to improve social and economic outcomes in Asia. Headquartered in Beijing, AIIB began operations in January 2016 and has now grown to 87 approved members worldwide. By investing in sustainable infrastructure and other productive sectors in Asia and beyond, AIIB will better connect people, services and markets that over time will impact the lives of billions and build a better future.⁹

As the Bank's new corporate procurement policy was recently approved by the Board of Directors, AIIB is still working on the guidelines and systems for the procurement of goods, works and services, including consulting services.

Types of tasks and projects

AIIB is at an early stage of operations with a limited pool of staff members and expertise, so it is necessary that AIIB engages consultants, both individuals and firms to provide expertise and resources when needed to support AIIB's investment projects and other operations, including IT and institutional infrastructure development. The choice of individual consultants and consulting firms depends on the nature of assignments as well as the size and complexity of the services required.

Application and selection process

Applicants responding to open consultant opportunities should register on the [AIIB Career Portal](#). Applications must be in English.

Consultant selection will be based on, but not limited to, technical competence, in-depth experience in relevant sectors, international experience, and educational background.

Is the selection process competitive?

International open competitive selection is the Bank's preferred method. In exceptional cases, the Bank may agree to the use of a less-competitive or non-competitive process.

⁹ AIIB (2018): Who We Are. URL: <https://www.aiib.org/en/about-aiib/index.html>

European Bank for Reconstruction and Development



European Bank
for Reconstruction and Development

The European Bank for Reconstruction and Development (EBRD) helps businesses and economies thrive. Through their financial investment, business services and involvement in high-level policy reform, the EBRD is well placed to promote entrepreneurship and change lives.

Everything the EBRD does pursues the goal of advancing the transition to open, market economies, whilst fostering sustainable and inclusive growth.

The EBRD is owned by 67 countries from five continents, as well as the European Union and the European Investment Bank.¹⁰

IFI

Contract types

For each consultant a contract is defined based on the terms of deliverables outlining tasks, responsibilities, function, etc. The Bank awards standard contracts as well as framework contracts and framework agreements. The payment terms under these contracts could be time-based or lump sum depending on the nature of work.

Types of tasks and projects

Consultants are engaged to support either EBRD's operational or institutional requirements. In 2016, a large majority of all consultancy contracts were for the Bank's operational needs, i.e. in relation either to specific operations, including project preparation and project implementation, loan or transaction assistance to the Bank's clients, or for assistance with the Bank's key programmes, facilities and initiatives.

Application and selection process

EBRD uses a secure Internet application ([eSelection](#)) to allow consultants to register and participate in the selection process. Automatic alerts of opportunities are also sent as they arise.

Consultants can express interest directly, submit technical and financial proposals and monitor progress in the selection process on a given tender. In some cases, consultants can also submit their CVs to the EBRD in anticipation of future projects.

The selection process is usually competitive.

Is advertising compulsory?

Any contract over EUR 75,000 has to be advertised, and a majority of large value contracts are complex and goes to firms. EBRD wants opportunities to be open to a wider market and prefers not to use rosters. Opportunities for individual consultants are available, but they tend to be short on duration and consist in smaller assignments.

¹⁰ EBRD (2018): What We Do. URL: <https://www.ebrd.com/what-we-do.html>

Profiles of interest

There are many different departments and projects and requirements vary. The following experts are hired frequently: engineering, procurement, finance and environment experts and sector experts (manufacturing, agribusiness, green energy, policy dialogue, legal reform).

Minimum requirements for a consultancy position include: previous experience, understanding of the context in the country of operations, experience in the region, local language skills.

Salary and working hours

A working day is 8 hours and the consultant is typically paid a daily fee.

Green Climate Fund



The Green Climate Fund (GCF) is a new global fund created to support the efforts of developing countries to respond to the challenge of climate change. GCF helps developing countries limit or reduce their greenhouse gas (GHG) emissions and adapt to climate change. It seeks to promote a paradigm shift to low-emission and climate-resilient development, taking into account the needs of nations that are particularly vulnerable to climate change impacts.¹¹

Contract types

The type of contract will depend on:

- a. The nature of the assignment;
- b. Whether the scope and output are definable; and
- c. The distribution of risks between the concerned parties.

- Time-Based Contract
- Retainer Fee Contract
- Indefinite Delivery Contract (Price Agreement)
- Lump Sum Contract

Types of tasks and projects

Consultants are assigned the same tasks or projects typically be done by staff during periods when there are not enough human resources. Consultants are preferred for one-off assignments or projects that can be delivered within a specific period.

¹¹ GCF (2018): About the Fund. URL: <https://www.greenclimate.fund/who-we-are/about-the-fund>

Application and selection process

The operational divisions at the fund are responsible for the selection and engagement of consultants.

Individual consultants may be recruited directly (independent individual) or through an organisation such as a consulting firm, an academic institution, a government or an international agency. The consultants are recruited on the basis of their professional qualifications and relevant experience for the assignment. The fund considers that these requirements can usually best be addressed through competition among qualified, short-listed firms or individuals whose selection is based on the quality of the proposal and, where appropriate, on the cost of the services to be provided.

Is the selection process competitive?

A competitive selection process is usual.

Is advertising compulsory?

All consultancy opportunities are advertised on [GCFs webpage](#).

Profiles of interest

Profiles vary depending on needs, the division and the task. For each position a specific combination of education, skills and experience is required.

Chances of becoming staff

There is a good chance for consultants to become staff later on. Former consultants have successfully applied for staff positions.

Salary and working hours

Salary depends on the level of expertise, budget, or both. Headquarter-based consultants work full-time, while remote consultants can work full- or part-time, depending on the requirements of the assignment.

«My consultancy was a great way to learn more about the organisation and get to know people from across the world.»

Constantin Bürgi



Name: Constantin Bürgi

Age: 31

Education: PhD Economics, The George Washington University

Current position: Assistant Professor at St. Mary's College of Maryland

Your career path so far

MSc Econometrics and Mathematical Economics from London School of Economics, Analyst in the Global Macro and Markets Team at Goldman Sachs

How many and what kind of consultancies have you been involved in so far?

I have had one short term consultancy at the IFC (World Bank Group).

How did the consultancy affect your career path?

The consultancy gave me a unique insight into how development projects are assessed and chosen by the IFC or similar institutions. It also contributed to the financing of my studies and significantly expanded my network, thus opening new research collaborations and contacts from all over the world.

Your advice for future consultants?

Working at the World Bank allows access to events, seminars, etc. These are great opportunities to connect with other people from Switzerland and around the world.

Are consultancies a good entry into UN/IFIs?

I would definitely recommend taking a consultancy at the World Bank or one of its sub-institutions in Washington, DC. Consultancies are tremendously helpful for getting to know people and learning more about different teams at the Bank and what they do. This helps with deciding on the positions and areas one wants to work in and with getting to know potential work colleagues.

Inter-American Development Bank



The Inter-American Development Bank (IDB) works to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, IDB helps improve health and education, and advance infrastructure. IDB aims to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today IDB is the leading source of development financing for Latin America and the Caribbean. IDB provides loans, grants, and technical assistance; and conducts extensive research. IDB maintains a strong commitment to achieving measurable results and the highest standards of increased integrity, transparency, and accountability.

IFI

The Bank's current focus areas include three development challenges – social inclusion and inequality, productivity and innovation, and economic integration – and three cross-cutting issues – gender equality and diversity, climate change and environmental sustainability; and institutional capacity and the rule of law.¹²

Contract types

- Lump Sum Contracts
- Time-Based Contracts
- Retainer and/or Contingency (Success Fee Contract)
- Percentage Contract
- Indefinite Delivery Contract (Price Agreement)

Types of tasks and projects

For the purpose of its policies, the term consultant includes a wide variety of private and public entities, including consulting firms, engineering firms, construction managers, management firms, procurement agents, inspection agents, Specialised Agencies and other multinational organisations, investment and merchant Banks, universities, research institutions, government agencies, nongovernmental organisations (NGOs), and individuals. Borrowers use these organisations as consultants to help in a wide range of activities, such as policy advice; institutional reforms; management; engineering services; construction supervision; financial services; procurement services; social and environmental studies; and identification, preparation and implementation of projects to complement Borrowers' capabilities in these areas.

Application and selection process

Individual consultants are selected on the basis of their qualifications for the assignment and do not need to submit proposals. Consultants shall be selected through comparison of qualifications of at least three candidates among those who have expressed interest in the assignment or have been approached directly by the Borrower. Individuals considered for comparison of qualifications shall meet the minimum relevant qualifications and

¹² IDB (2018): About us. URL: <https://www.iadb.org/en/about-us/overview>

those selected to be employed by the Borrower shall be the best qualified and shall be fully capable of carrying out the assignment. Capability is judged on the basis of academic background, experience and, as appropriate, knowledge of local conditions, such as local language, culture, administrative systems, and government organisation.

Individual consultants may be selected on a sole-source basis with due justification in exceptional cases, such as: (a) tasks that are a continuation of previous work that the consultant has carried out and for which the consultant was selected competitively; (b) assignments with total expected duration of less than six months; (c) emergency situations resulting from natural disasters; and (d) when the individual is the only consultant qualified for the assignment.

Is the selection process competitive?

Usually yes.

Is advertising compulsory?

Consulting opportunities for firms shall be advertised in [UN Development Business online](#) and on the [Bank's website](#) if contracts are expected to cost more than 200,000 USD. Most short-term consultancy positions, and all those with a duration of more than 6 months, are advertised.

Chances of becoming staff

Consultancies are a great opportunity to get a foot into the door as half of the staff positions are hired from the consultant pool.

Salary and working hours

Payment provisions, including amounts to be paid, schedule of payments, and payment procedures, shall be agreed upon during negotiations. Payments may be made at regular intervals (as under Time-Based Contracts) or for agreed outputs (as under Lump Sum Contracts). Payments for advances (for example, for mobilisation costs) exceeding 10 percent of the contract amount should normally be backed by advance payment securities. Payments shall be made promptly in accordance with the contract provisions.



The World Bank Group has set two goals for the world to achieve by 2030:

- End extreme poverty by decreasing the percentage of people living on less than 1.90 USD a day to no more than 3%
- Promote shared prosperity by fostering the income growth of the bottom 40% for every country

The World Bank is a vital source of financial and technical assistance to developing countries around the world. It is not a Bank in the ordinary sense but a unique partnership to reduce poverty and support development. The World Bank Group comprises five institutions¹³ managed by their member countries.

Established in 1944, the World Bank Group is headquartered in Washington, D.C. They have more than 10,000 employees in more than 120 offices worldwide.¹⁴

Contract types

- Lump Sum Contract
- Time-Based Contract
- Retainer and/or Contingency (Success) Fee Contract
- Percentage Contract
- Indefinite Delivery Contract (Price Agreement)

Types of tasks and projects

Consultants are engaged for short-term projects which do not require full-time staff resources.

Application and selection process

Candidates should apply for [advertised posts](#), after which those shortlisted are invited to submit financial proposals. Through a final quality and cost-based selection a consultant is chosen.

Is advertising compulsory?

Advertising consultancy opportunities is not mandatory. In fact, most are not advertised. Some positions may be advertised only on LinkedIn. Hiring Managers typically rely on their network. Being engaged, being part of the discussion is crucial.

1. First rule for engagement: Be open.
2. Diversify (thematically) your network, don't be too narrow.

¹³ The World Bank Group consists of five organisations: The International Bank for Reconstruction and Development, the International Development Association, The International Finance Corporation, the Multilateral Investment Guarantee Agency and International Centre for Settlement of Investment Disputes.

¹⁴ WBG (2018): What We Do. URL: <https://www.worldbank.org/en/about/what-we-do>

3. It is important to connect also with young people, not only Juniors, but also „young“ in the organisation.
4. Networking is essential when done constantly and when sharing our stories. Do not only network in the traditional way, connect with the whole group. Contribute to the discussion, engage for example in the blog.

Profiles of interest

Profiles of interest vary depending on the tasks and Terms of Reference. However, the World Bank looks for people with a deep understanding of its functioning. Strong, credible candidates with a good reputation and academic credentials are often sought in governance, health, anti-corruption, transport, etc. The more languages a candidate knows, the more opportunities available.

Chances of becoming staff

Knowledge of the Bank gained during an assignment can increase visibility and opportunities to become a staff member.

Number of consultants engaged

The number of consultants is about the same as the number of staff.

Salary and working hours

Salary and working hours depend on the respective contract:

- Lump Sum Contract: payments are due on clearly specified outputs.
- Time-Based Contract: payments are based on agreed hourly, daily, weekly, or monthly rates for staff (who are normally specified in the contract) and on reimbursable items using actual expenses, agreed unit prices, or both.
- Retainer or Contingency (Success) Fee Contract: remuneration of the consultant includes a retainer and a success fee, the latter normally expressed as a percentage of the sales price of the assets.
- Percentage Contract: these directly relate the fees paid to the consultant to the estimated or actual project construction cost, or the cost of the goods procured or inspected.
- Indefinite Delivery Contract: the Borrower and the firm agree on the unit rates to be paid for experts, and payments are made on the basis of the time actually used.

«My consultancy was a foot in the door at the World Bank, where I gained invaluable expertise in multilateralism and international development, which directly led to my current position.»

Amir F.



Name: Amir F.
Age: 35

Education: Brown University, B.A., 2006; Georgetown University, Master's in Public Policy, 2012

Current position: Programme Manager and Focal Point for the World Bank at the Swiss Agency for Development and Cooperation (SDC)

How many and what consultancies have you been involved in so far?

During my time at the World Bank, I worked on a consultancy contract. The first contract was a so-called Short-Term Consultant (STC) Contract, which limited to 150 the number of days I could work in a year. After I finished my degree, my contract was eventually upgraded to an Extended-Term Consultant (ETC) Contract, which mirrored a fixed-term staff contract.

How did the consultancies affect your career path?

My consultancy at the World Bank changed and in many ways launched my career. Not only was it a full introduction to multilateral development, but it also offered extremely rewarding work experience, including travel to the field (Turkey, Laos, Cambodia, Lebanon), as well as ample analytical stimulation. I even had the opportunity to be published as co-editor of a WB book on trade policy and food security. My consultancy also provided the experience needed for my current position as focal point for the WB at SDC.

What did you like and dislike about consultancies?

Consultancies are flexible: my initial contract as an STC limited the number of days I could work, which was actually quite useful for my schedule at the time, as I was still completing my master's degree. Consultancies also provide a good opportunity, which might not otherwise exist, to prove yourself. An organisation may not have the budget for a new staff member, but as a consultant you can get your foot in the door. Many World Bank staffers began as consultants. The obvious disadvantage to consultancies is the contractual uncertainty and lack of job security. There is no such thing as an open-ended consultant contract.

Your advice for future consultants?

Consultancies are what you make of them. My advice is to take advantage of the opportunity, learn from the privilege of working for an international organisation, build and nurture relationships, and constantly ask your manager for more demanding and challenging work. The more you prove yourself, the more interesting work you will receive.

Glossary

This glossary defines the types of contracts mentioned in the brochure.

Time-Based Contract

This contract is applicable where it is difficult to define the scope and length of services, either because of variations in the completion period of related activities, or because the input of the consultants required to attain the objectives of the assignment is difficult to assess. Payments are based on agreed hourly, daily, weekly, or monthly rates for staff (who are normally specified in the contract) and on reimbursable items using actual expenses, agreed unit prices, or both. Staff rates include salary, social costs, overheads, fee (or profit) and, where appropriate, special allowances. This contract includes a maximum of total payments to be made to consultants.

Retainer and Contingency (Success) Fee Contract

Retainer and Contingency Fee Contracts are used when consultants (banks or financial firms) are preparing companies for sales or mergers of firms, notably in privatisation operations. The remuneration of the consultant includes a retainer and success fee, the latter normally expressed as a percentage of the sale price of the assets.

(The Green Climate Fund adds: “In addition to the regular time-based fee, the remuneration of the consultant includes a retainer fee to ensure the consultant’s availability when the need for her or his sporadic services arise”).

Indefinite Delivery Contract (Price Agreement)

These contracts are used when Borrowers need “on call” specialised services to provide advice on a particular activity, the extent and timing of which cannot be defined in advance. The contract normally runs for a year or longer. The Borrower and the firm agree on the unit rates to be paid for experts, and payments are made based on the time actually used.

Lump Sum Contract

Lump Sum Contracts are used mainly for assignments in which the content, duration and required output of the consultants are clearly defined. Payments are linked to outputs (deliverables), such as reports, drawings, bills of quantities, bidding documents, and software programmes. Lump Sum Contracts are easy to administer because payments are due on clearly specified outputs.

Performance-Based Contract

A Performance-Based Contract is used to enhance the delivery of consulting services outputs, thereby improving value for money. Payments to the consultant are triggered on achieving selected milestones signifying that certain project deliverables (e.g. an outcome or outputs defined in the project design and monitoring frameworks) have been completed.

Percentage Contract

These contracts are commonly used for architectural services and for procurement and inspection agents. Percentage Contracts directly relate the fees paid to the consultant to the estimated or actual project construction cost, or to the cost of the goods procured or inspected. The contracts are negotiated on the basis of market norms for the services, estimated staff-month costs for the services, or competitively bid.

Individual Contract

Individual Contracts are used for procurement of services of national or international individuals to perform time-bound and non-staff tasks aimed at delivering clear and quantifiable outputs which must be clearly identified in the contract and directly linked to payment.

Service Contract

Service Contracts are intended for engaging individuals who are national personnel or legally authorised to work in the respective country for long-term projects (e.g. 3 years).