

Questions/Answers issued:

1. Is there an indicative budget? (*Exemplary question for several questions regarding budget*)
 - This tender is for services below the EU threshold.
2. Would you accept a 'consolidated' proposal covering both Just Transition and Female Jobs Creation?
 - No.
3. Do you prefer individual offers or submitted through an international firm?
 - We do not differentiate between individual offers or those from an international firm as long as the capabilities to fulfill the ToRs are convincingly explained. All proposals will be judged on the same criteria.
4. Can the technical and financial offer be written in French (the working language seems to be optional in the ToR)?
 - We would prefer receiving the offers in English.
5. Is it helpful to mention additional resources, e.g. access to local experts, in the proposal? (*Original question rephrased to be more generally applicable*)
 - Please feel free mention any additional resources that you might resort to in order to deliver better trainings to the companies.
6. Is it possible to make changes to the processes described in the ToRs, e.g. add additional follow up online sessions to the deep trainings? (*Original question rephrased to be more generally applicable*)
 - You can always propose alternative procedures as long as you explain why it will benefit the project.
7. Could you send more information on the 100 companies (sectors, size, geographies...)? Are they already selected? Are they part of a program and receiving support from GreenTec already?
 - The 100 companies will be sourced by GreenTec Capital and GIZ and potentially also involving the contractors network and abilities. They are not necessarily part of another program but may be. Geography is limited to Ivory Coast, Ethiopia, Egypt, Ghana, Morocco, Rwanda, Senegal and Tunisia. Sector is agnostic. Size is startups and SMEs as defined by the World Bank.
8. For the digital training organised in groups, how many 1-2 hours trainings will the companies have? Only one or 5 trainings?
 - Only one digital training is expected per company, but we are open to alternative propositions as long as you explain why.
9. For the in-depth face-to-face trainings, we envisage to have 2 consultants per training because based on our experience it's better for the participants and the consultants themselves (better energy + diversity of points of view)
 - More than one consultant is fine. The number of consultants should fit your strategy.

10. How customized the content to the 3-5 companies to be training in-depth will be? Do you expect to develop the same materials for them, or would he have to adapt them to the context of each company?
 - The deep training shall be customized to each companies needs.

11. How many stakeholders/participants are expected to participate in digital group training?
 - As long as 100 companies receive at least 1 Training and you have given at least 5 digital trainings in total, the amount of participants does not matter. You can always propose alternative procedures as long as you explain why.

12. How many stakeholders/participants are expected to participate in the in-person training?
 - As long as 3-5 companies receive a personal training the number of participants is irrelevant.

13. For planning purposes, are trainers expected to organize venues for in-person training?
 - GCAF may support your endeavors, but the main responsibility to prepare an environment in which to conduct valuable trainings lies with the contractor.

14. Will GCAF facilitate access to translators/interpreters in different countries?
 - GCAF may support your endeavors, but the main responsibility to prepare an environment in which to conduct valuable trainings lies with the contractor.

15. Our main concern is if this job and sessions will be carried out in English or in French, as our team is fluent in English but not in French.
 - Since the companies will be selected from francophone as well anglophone countries, it will be up to you how you want to deal with french-speaking company representatives.

16. Is it necessary to be certified as a trainer or if proven experience is sufficient?
 - Proven experience is sufficient.