



GWADAR DEVELOPMENT AUTHORITY GWADAR

**Engineering Consultancy Services for
Detailed Construction Supervision for**

**NECESSARY FACILITIES OF FRESH WATER TREATMENT,
WATER SUPPLY AND DISTRIBUTION GWADAR PHASE-I
(WATER TRANSMISSION MAIN FROM SWAD DAM TO
GWADAR CITY).**

Request for Proposal

**PROJECT DIRECTOR (WATER)
GWADAR DEVELOPMENT AUTHORITY**

Febraury, 2017

No. _____

Date _____

To, (Name and Address of Consultant)

Sub. LETTER OF INVITATION

Gentlemen,

We enclose this "Request of Proposal" to have a Technical and Financial proposal based on the Terms of Reference (TOR) and other documents included in this RFP. The contents of this RFP, where applicable, shall be deemed part of the contract agreement unless it is specifically mentioned for any particular item up-front in your technical proposal which obviously will make your proposal a conditional proposal whereby, authorizing Gwadar Development Authority (GDA) to may and may not consider evaluating your proposal. You are also advised to kindly read the RFP thoroughly as it can drastically effect the price structure for various services which may not be appearing directly in the terms of reference.

1. INTRODUCTION

- 1.1 You are hereby invited to submit a technical and a financial proposal for consulting services required for the Assignment named in the attached Data Sheet (referred to as "Data Sheet" hereafter) annexed with this letter. Your proposal could form a contract between your firm and the Client named in the Data Sheet.
- 1.2 A brief description of the Assignment and its objectives are given in the Data Sheet. Scope of Work is provided in the attached TOR.
- 1.3 The Client [Gwadar Development Authority] is undertaking the duty to implement the Project as Executing Agency.
- 1.4 To obtain first-hand information on the Assignment and on the local conditions, you are encouraged to visit to the Client before submitting a proposal and attend a pre-proposal conference if specified in the Data Sheet. Your representative shall meet the official(s) named in the Data Sheet. Please ensure that these official(s) are advised of the visit in advance to allow adequate time for them to make appropriate arrangements. You must fully inform yourself of local conditions and take them into account in preparing your proposal.
- 1.5 The Client shall provide the inputs specified in the Data Sheet, assist the Consultants in obtaining licenses and permits needed to carry out the services and make available relevant project report and data.
- 1.6 Please note that:
 - a. The cost of preparing the proposal including a visit to the Client or site, are not reimbursable as a direct cost for the Assignment.
 - b. The Client is not bound to accept any of the proposals submitted.
 - c. The firm needs to be registered with Pakistan Engineering Council.
 - d. Please also note that, the evaluation committee will correct any computational errors. When correcting computational errors, in case of discrepancy between a partial amount and the total amount, or between

word and figures the former will prevail. In addition to the above corrections, activities and items described in the technical Proposals but not priced in the financial proposals shall be assumed to be included in the prices of other activities or items. In case any activity or item is quantified in the financial proposal differently from the technical proposal the evaluation committee shall correct the quantification indicated the financial proposal to make it consistent with that indicated in the technical proposal.

2. DOCUMENTS

- 2.1 To prepare a proposal, please use the forms/documents provided in this RFP.
- 2.2 Consultants requiring a clarification of the RFP/TOR must notify the Client, in writing, not later than seven **(07)** days before the proposal submission date. Any request for clarification in writing, or by cable, telex or telefax shall be sent to the Client's address indicated in the Data Sheet. The Client shall respond by cable, telex or telefax to such requests and copies of the response shall be sent to all invited Consultants / who purchased the Proposal Documents.
- 2.3 At any time before the submission of proposals, the Client may, for any reason, whether at its own initiative or in response to a clarification requested by an invited consulting firm, modify the Documents by amendment. The amendment shall be sent in writing or by cable, telex or telefax to all invited consulting firms and will be binding on them. The Client may at its discretion extend the deadlines for the submission of proposals.

3. PREPARATION OF PROPOSAL

3.1. Technical Proposal

- a. You are requested to submit a technical and a financial proposal. Your proposal shall be written in English language.
- b. During preparation of the technical proposal you must give particular attention to the followings:
 - i. If you consider that your firm does not have all the expertise for the assignment you may obtain a full range of experience by associating with other firms or entities. You may also utilize the services of expatriate experts but only to the extent for which the requisite expertise is not available locally. You may not associate with the other firms invited for this assignment unless specified in the Data Sheet. In case of Joint Venture, the proposal should state clearly partners will be "Jointly and Severally" responsible for performance under the Contract and one partner will be "solely" responsible for all dealings with the Employer on behalf of the Joint Venture. His consent in writing on this account is to be enclosed. Lead partner shall retain full and undivided responsibility for the performance of obligations and satisfactory completion of the consultancy services works.

- ii. The key professional staff proposed shall be permanent employees of the firm unless otherwise indicated.
- iii. Proposed staff should have experience preferable under conditions similar to those prevailing in the area of the Assignment. The minimum required experience of proposed key staff shall be as listed in the Data Sheet.
- iv. No alternative to key professional staff may be proposed, and only one Curriculum Vitae (CV) may be submitted for each position. The consultants are advised to suggest such names those shall be available for the Assignment. Clear description of the responsibilities of such staff members may be given in the overall work program. The CV must be signed by an authorized of the firm failing which your proposal may not be considered for evaluation. The authority of such representative must be confirmed through written power of attorney.
- v. The technical proposal shall include duly filled in forms provided with this RFP.
- vi. Your technical proposal shall provide the following information using the formats provided under serial # 9.

Form – T1	A brief description of the Consultant's Organization and Firm's References (experience on assignments of similar nature).
Form – T2	Approach Paper on Methodology Proposed for Performing the Assignment.
Form – T3	Comments and Suggestions on Terms of Reference and on Data and Services to be provided by the Client.
Form – T 4	CVs signed by an authorized person of the firm.
Form – T5	Composition of the Team Personnel and the Tasks to be Assigned to Each Team Member
Form – T6	Work Plan / Activity Schedule
Form – T7	Work Plan / Time Schedule for the key personnel.
Form – T8	Current commitments of the firm
Form – T9	Any additional information, requested in the Data Sheet

- c. The technical proposal shall not include any financial information. The Consultant's comments, if any, on the data, services and facilities to be provided by the Client shall be included in the technical proposal.

3.2. **Financial Proposal**

The financial proposal should be prepared and submitted in accordance with forms provided under serial # 10.

4. SUBMISSION OF PROPOSAL

- 4.1 You shall submit one original technical proposal and one original financial proposal and number of copies of each indicated in the Data Sheet. Each proposal shall be in a separate envelope indicating original or copy, as appropriate. All technical proposals shall be placed in an envelope clearly marked "Technical Proposal" and the financial proposal in the one marked "Financial Proposal". These two envelopes, in turn, shall be sealed in an outer envelope bearing the address and information indicated in the Data Sheet. The envelope shall be clearly marked, "DO NOT OPEN, EXCEPT IN PRESENCE OF THE EVALUATION COMMITTEE".
- 4.2 The proposal shall contain no interlineations or overwriting except as necessary to correct errors made by the consultants themselves. Any such corrections shall be initialed by the person or persons signing the proposal.
- 4.3 The completed technical and financial proposals shall be delivered on or before the time and date indicated in the Data Sheet.
- 4.4 The proposal shall be valid for the number of days indicated in the Data Sheet from the date of its submission. During this period, you shall keep available the professional staff proposed for the assignment.

5. PROPOSAL EVALUATION

- 5.1 A two envelope procedure shall be adopted in ranking of the proposals. The technical evaluation shall be carried out first, followed by financial evaluation. Firms shall be ranked using combined technical/financial score as indicated below:

- a. **Technical Proposal**

The evaluation committee appointed by the Gwadar Development Authority shall carry out its evaluation, applying the evaluation criteria and point system specified in the Data Sheet. Each responsive proposal shall be attributed a technical score (st). Firms scoring less than seventy (70) percent points shall be rejected and their financial proposals returned unopened.

- b. **Financial Proposal**

The financial proposals of the qualifying consulting firms on the basis of evaluation of technical proposals shall be opened in the presence of the representatives of these firms, who shall be invited for the occasion and who care to attend. Gwadar Development Authority shall inform the date, time and address for opening the financial proposals as indicated in the Data Sheet. The total cost of each proposal shall be publicly announced to the attending representatives of the firms.

The evaluation committee shall determine whether the financial proposals are complete and without computational errors. The lowest financial proposal (Fm) among all shall be given a financial score of (Sf) 100 points. The financial scores of the proposals shall be computed as follows:

$$S_f = \frac{100 \times F_m}{F}$$

(F = amount of specific financial proposal)

Proposals, in the QCBS shall finally be ranked according to their combined technical and financial scores using the weights (T = the weight given to the technical proposal, P = the weight given to the financial proposal and T+P = 1) indicated in the Data Sheet.

$$S = S_t \times T \% + S_f \times P \%$$

6. AWARD OF CONTRACT

The Contract shall be awarded to the successful Consultants and approved by the Competent Authority. Upon successful completion of bidding process the agreed draft Contract as deemed necessary would be signed. The Client shall promptly inform the other Consultants that their proposals have not been selected.

(_____)

8. **DATA SHEET**

8.1	The name of the Assignment is: Detailed Construction Supervision for Water Transmission Main from Swad Dam to Gwadar City (Phase-I)
8.2	The name of the Client is: Gwadar Development Authority (GDA)
8.3	The description and the objectives of the assignment are: Objective of the assignment is to supervise construction activities to ensure quality of work as per specification and implement the project as per design.
8.4	Phasing of the Assignment (if any): Yes _____ No <input checked="" type="checkbox"/>
8.5	Pre-Proposal Conference: No <input checked="" type="checkbox"/>
8.6	The consultants are requested to submit written queries on the contents of this RFP/TOR if they wish. A written addendum may be issued subsequently to all bidders who have purchased the documents by due date in case of any change in RFP/TOR.
8.7	The name(s) and address(es) of the GDA Official(s) are: Project Director (water) Gwadar Development Authority, Gwadar T: +92-86-9201021
8.8	The Client shall provide the following inputs: None.
8.9	The Documents are: Instructions to Consultants, Technical Proposal Standard Forms, Financial Proposal Standard Forms & Terms of Reference
8.10	The address for seeking clarification is: Project Director (water) Gwadar Development Authority, Gwadar T: +92-86-9201021
8.11	Association with other invited Consulting Firm: Not Applicable
8.12	The number of copies of the Technical Proposal required are: One Original and One Copy
8.13	The number of copies of the Financial Proposal required are: Original Only
8.14	The address for writing on the proposal is: Project Director (water) Gwadar Development Authority, Gwadar T: +92-86-9201021
8.15	The date and time of proposal submission are: _____, 2017 @ 1600 Hours
8.16	The date and time of proposal opening of Technical Proposal are: _____, 2017 @ 1630 Hours
8.17	Opening of Financial Proposal shall be intimated separately after technical evaluation process is completed.
8.18	Validity period of the proposal is: 90 Days

8.19	<p>The evaluation of technical proposal shall be based on the following criteria:</p> <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; width: 80%;">Description / Item</th> <th style="text-align: right;">Points</th> </tr> </thead> <tbody> <tr> <td>i) Specific Experience of the consultant's related to the assignment</td> <td style="text-align: right;">20</td> </tr> <tr> <td>ii) Adequacy of the proposed Work Plan and Methodology in responding to the TOR</td> <td style="text-align: right;">15</td> </tr> <tr> <td>iii) Qualification and competence of the Key Proposed staff for the assignment</td> <td style="text-align: right;">60</td> </tr> <tr> <td>v) Present commitments</td> <td style="text-align: right;">05</td> </tr> <tr> <td style="text-align: right;">Total Points =====></td> <td style="text-align: right;">100</td> </tr> </tbody> </table> <p>The points earmarked for evaluation sub-criteria for suitability of key staff are:</p> <table border="0" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 80%;">i) Project Manager</td> <td style="text-align: right;">12</td> </tr> <tr> <td>ii) Chief Resident Engineer</td> <td style="text-align: right;">08</td> </tr> <tr> <td>iii) Resident Engineer (4 Nos.)</td> <td style="text-align: right;">24</td> </tr> <tr> <td>iv) Material Engineer (2 Nos.)</td> <td style="text-align: right;">16</td> </tr> </tbody> </table> <table border="0" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left; width: 80%;">Description</th> <th style="text-align: right;">Points</th> </tr> </thead> <tbody> <tr> <td>i) Academic and general qualifications</td> <td style="text-align: right;">10</td> </tr> <tr> <td>ii) Professional experience related to the project</td> <td style="text-align: right;">70</td> </tr> <tr> <td>iii) International experience</td> <td style="text-align: right;">10</td> </tr> <tr> <td>iv) Status with the firm (Permanent & duration with the firm)</td> <td style="text-align: right;">10</td> </tr> <tr> <td style="text-align: right;">Total Points =====></td> <td style="text-align: right;">100</td> </tr> </tbody> </table> <p>Minimum qualifying technical score is seventy (70) points</p>	Description / Item	Points	i) Specific Experience of the consultant's related to the assignment	20	ii) Adequacy of the proposed Work Plan and Methodology in responding to the TOR	15	iii) Qualification and competence of the Key Proposed staff for the assignment	60	v) Present commitments	05	Total Points =====>	100	i) Project Manager	12	ii) Chief Resident Engineer	08	iii) Resident Engineer (4 Nos.)	24	iv) Material Engineer (2 Nos.)	16	Description	Points	i) Academic and general qualifications	10	ii) Professional experience related to the project	70	iii) International experience	10	iv) Status with the firm (Permanent & duration with the firm)	10	Total Points =====>	100
Description / Item	Points																																
i) Specific Experience of the consultant's related to the assignment	20																																
ii) Adequacy of the proposed Work Plan and Methodology in responding to the TOR	15																																
iii) Qualification and competence of the Key Proposed staff for the assignment	60																																
v) Present commitments	05																																
Total Points =====>	100																																
i) Project Manager	12																																
ii) Chief Resident Engineer	08																																
iii) Resident Engineer (4 Nos.)	24																																
iv) Material Engineer (2 Nos.)	16																																
Description	Points																																
i) Academic and general qualifications	10																																
ii) Professional experience related to the project	70																																
iii) International experience	10																																
iv) Status with the firm (Permanent & duration with the firm)	10																																
Total Points =====>	100																																
8.21	<p>The weights given to the Technical and Financial Proposals are:</p> <p style="text-align: center;">Technical: 80%</p> <p style="text-align: center;">Financial: 20%</p>																																

9. **TECHNICAL PROPOSAL FORMS**

Form – T1 a Brief description of the firm, its organization and experience

Form – T1 b Firm’s References

Assignment Name:		Country:
Location within Country:		Professional Staff Provided by your firm:
Name of Client:		No. of Staff:
Address:		No. of Staff Months:
Start Date: (Month & Year)	Completion Date: (Month & Year)	Value of Services Provided:
Name of Associated Firm:		No. of Staff Months Provided by the Associated Firm:
Names of Senior Staff Involved and Functions Performed:		
Narrative Description of the Project:		
Actual Services Provided by the Firm:		

Form – T 2 Approach Paper on Methodology for Performing the Assignment

- a. Approach to the Project
- b. Methodology Proposed for the Assignment
- c. Organization and Staffing

Form – T 3 Comments and Suggestion of Consultant on:

- a. Terms of Reference
- b. Data and Services to be Provided by the Client

Form – T 4 Curriculum Vitae of Proposed Staff

1. Proposed Position:
2. Name of Staff:
3. Date of Birth:
4. Years with Firm:
5. Nationality:
6. Membership in Professional Societies:
7. Detailed Tasks Assigned on the Project:
8. Education:
9. Employment Record:
 From : To
 Employer :
 Position Held and :
 Description of duties :
10. Languages : Speaking Reading Writing
11. Certification :
 I, the undersigned certify that to the best of my knowledge and belief, these bio-data correctly describe myself, my qualifications and my experience.

 Signature of Staff Member or
 authorized representative of the firm

Date: _____
 Day / Month / Year

Form – T 5 Composition of the Team Personnel and the Tasks to be assigned to Each Team Member

Name	Position	Tasks Assigned

Form – T 6 Work Plan / Activity Schedule

Activities	Months in the Form of Bar Chart													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14

Form – T 7 Work Plan / Time Schedule for Key Personnel

Name	Position	Months in the Form of Bar Chart													
		1	2	3	4	5	6	7	8	9	10	11	12	13	14

Form – T 8 Current Commitments of the Firm

Name of Assignment	Project Cost (Rs.)	Start Date	Expected Completion Date	Client

Form – T 9 Any additional information, requested in the Data Sheet

10. FINANCIAL PROPOSAL FORMS

Form – F 1 Breakdown of Charge Rates

Name	Position	Basic Salary per Cal. Month	Social Charges (%age of 1)	Overheads (%age of 1)	Sub-Total (1+2+3)	Fee (% of 4)	Rate/Month for Project Office	Field Allowance (% of 1)	Rate/Month for Field Work
		1	2	3	4	5	6	7	8

Form – F 2 Breakdown of Social Charges

Sr. No.	Description	As %age of Basic Salary

Form – F 3 Breakdown of Overheads

Sr. No.	Description	As %age of Basic Salary

Form – F 4 Estimated Local Currency Salary Costs/Remuneration

Sr. No.	Name	Position	Staff Months	Monthly Charge Rate (Rs.)	Amount

Form – F 5 Direct (Non Salary) Costs

Sr. No.	Nomenclature	Unit	Qty.	Unit Rate (Rs.)	Amount
1	Office / Residence Rent	Month			
2	Office / Residence Utilities	Month			
3	Communication Expenses	Month			
4	Drafting Reproduction of Reports	Month			
5	Office Supplies	Month			
6	Transport for Supervision Staff	Month			
7	Vetting of Design	LS			
8	Others not covered above				

Form – F 6 Summary of Costs

Sr. No.	Description	Amount (Rs.)
1	Salary Cost / Remuneration	
2	Direct (Non-Salary) Costs	
3	Grand Total =====>	

11. TERMS OF REFERENCE

11.1 Introduction

Government of Balochistan, through Gwadar Development Authority (GDA) intends to engage Consultants for consultancy services for “Detailed Construction Supervision for Water Supply Main from Swad Dam to Gwadar City (Ph-I)”.

GDA has been trying to improve the service delivery for Water Supply, Wastewater and Drainage System for Gwadar. In spite of efforts by GDA, the Residents are facing water scarcity problems

The Design of the Water Supply Main from Swad Dam to Gwadar (67 Km) is completed. GDA now requires the services of a consultancy firm for detailed construction supervision.

GDA has planned to execute the Projects into 2 construction packages.

1. _____
2. _____

11.2 Objectives

The main objective of the assignment is to provide sufficient water to the city for residents and other purposes.

11.3 Scope of Services

The consultants shall undertake construction supervision of the whole project and allied works up to completion including maintenance period of the project and will maintain sufficient and duly qualified staff to do so. He will ensure quality control, project monitoring, financially as well as technically in the interest of GDA. As a minimum the services will include as under:

- ⇒ Vetting of Design by Supervision of Consultant or third party as decided by GDA. The Cost shall be borne by the Supervision Consultant in any case.
- ⇒ Establishing criteria for testing of steel and other construction materials before start of each work so that they shall conform to the design requirement and specifications and enforcement of the same on every stage of work.
- ⇒ To check and confirm the established quality control measures during construction, including selection and use of construction materials in accordance with the specifications.
- ⇒ Checking that the construction of Contract is carried out in accordance with the latest drawings and contract documents.
- ⇒ Suggesting substitute materials, wherever any material is not available and working out the cost of such materials the credits to be allowed in favour of GDA and adjustments in design if necessary due to such substitutions shall be made with the prior approval of GDA.

- ⇒ Examination and approval of Scheme for Casting and non-structural members.
- ⇒ Documentation and correspondence with the contractor.
- ⇒ All aspects of Quality assurance (including load testing, quality control tests) for various components of works, as specified and directed.
- ⇒ Verification of running bills of the contractor for payment. Checking bills and variation orders, if any within seven days of the submission by the Contractor.
- ⇒ Checking or correct marking / layout on the ground of the designed work in relation to benchmark and base line. Consultant re-confirm all NSL and bench mark before handing over the site to the contractor.
- ⇒ Preparing progress reports with bar charts and diagram indicating physical progress achieved by the Contractor against the target etc. Consultant shall submit required copies of the report to GDA.
- ⇒ Checking that the contractor fulfills his obligations generally and particularly in respect to the proper implementation of the time schedule agreed upon by the GDA and the Contractor.
- ⇒ Initiating variations and instructions relating to the work with the approval of the employer. The Consultants shall give written intimation to the GDA about defects and deficiencies found in the work, observed during its supervision and instructions shall be issued to contractor for rectification of such works to the satisfaction of consultant and the employer.
- ⇒ The Consultant shall review and approve shop drawings (including the reinforcement bending schedule) and other submissions of the contract only for conformity with design concept of the work and for compliance with the information given in the tender documents.
- ⇒ The Contractor must submit the programme of work when the contract is awarded as per relevant clauses of his contract document. This programme of work shall be vetted by the consultants and on their recommendation the same shall be approved by the GDA. The Consultant will then review the progress of the work periodically, in the light of the approved programme.
- ⇒ Ensuring Implementation of work in accordance with the design and drawings approved by the competent authority and in conformity with the specifications laid down.
- ⇒ Suggestion and advice, as and when required during the project, protecting the interest of GDA.
- ⇒ Assisting the contractor in preparing any drawings for the satisfactory execution / construction of the work, including those made necessary as a

result of any modification and / or alterations in the original design and drawings as provided in the contract.

- ⇒ Assisting the Contractor in selection of material and its testing. This work should be supervised in the presence of Consultant's representative or if considered necessary it will be jointly supervised by the consultant's and client's representatives.
- ⇒ Making recommendations to GDA and issuing instructions, with the approval of GDA to Contractor on the extent of special inspections and testing required and to be carried out in connection with the construction of the work.
- ⇒ Comparing actual progress with scheduled progress and advising GDA of any developments threatening the delay in completion, recommending any necessary actions to GDA to be taken to facilitate timely completion of Project.
- ⇒ Checking that the contractor fulfils his obligations generally and particularly in respect of the proper implementation of the works within the time schedule agreed upon by the GDA and the contractor.
- ⇒ Performing all duties as necessary and incidental to satisfactory execution and completion of the work with the approval of GDA.
- ⇒ Ensuring upon completion of the work, that the Contractor provides such records and maintenance manual as are necessary for the operation and maintenance of the work.
- ⇒ Preparing a project completion report to evaluate the actual project implementation against the planned implementation.
- ⇒ Issuing certificate of satisfactory completion of all stages of work.
- ⇒ Advisory services during maintenance period; carrying out inspection at the end of the period of maintenance and issuing the maintenance certificate.
- ⇒ Checking, verifying and certifying As-built drawings prepared and submitted by the Contractor.
- ⇒ Checking, verifying and certifying that the work is done according to Project Specifications.
- ⇒ Providing such staff on the site as the Consultants, as shall consider necessary to satisfy themselves as to check / enhance the performance of the Contractors, and to make sure that the works are executed generally according to the contract specifications and otherwise in accordance with good engineering practice.
- ⇒ Giving all necessary instruction to the Contractors provided that the Consultants shall not without the prior approval of GDA, give any

instructions which in the opinion of the Consultants are likely to substantially increase the cost of works.

- ⇒ Examine and propose for smooth supply of water during the course of construction.
- ⇒ Must carefully check for safe and sound execution of the project.
- ⇒ Ensuring protection of all utility services of various utility departments.
- ⇒ Preparation of final inspection report of the project after expiry of maintenance period.

11.4 Deliverables (Hard & Soft Copy)

Inception Report	-	3 copies
Monthly progress Report	-	3 copies
Yearly Report	-	3 copies
Interim Report when especially required by GDA	-	3 copies
Draft Completion Report	-	3 copies
As-Built drawings vetted by Supervision Consultant	-	3 copies
Final Completion Report	-	3 copies

11.5 Duration of the Assignment

Duration of Consultancy Services assignment will be 12 months

11.6 Project Staffing Requirements

The Consultant should provide following personnel in their proposal with the specified input shown against each position.

S.No.	Position	Qualification/Experience	Man Month
1	Project Manager (Head Office Support)	BSc Civil+30 yrs relevant experience	3
2	Chief Resident Engineer	BSc Civil+15 yrs relevant experience	12
3	Resident Engineer (4 Nos.)	BSc Civil+10 yrs relevant experience	48
4	Assistant Resident Engineer (8 Nos.)	BSc Civil +6 yrs relevant experience	96
5	Material engineer (2 Nos.)	BSc Civil / MSc Geology +10 yrs relevant experience	24
6	Inspector (16 Nos.)	DAE Civil+10 yrs relevant experience	192
7	Quantity Surveyor (4 Nos.)	DAE Civil+10 yrs relevant experience	48
8	Surveyor (4 Nos.)	DAE Civil+10 yrs relevant experience or 15 yrs relevant experience	48
9	Document Controller (4 Nos.)	10 yrs relevant experience	48
10	CAD Operator (2 Nos.)	10 yrs relevant experience	24