

**Terms of Reference**  
**for the position of ‘Technical Specialist’**  
World Bank/IDA Funded  
Export Competitiveness for Jobs (EC4J) Project  
Under the Ministry of Commerce

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## **1. Background**

Bangladesh’s economic performance has been characterized by strong growth for more than a decade. Between 2000 and 2015, the size of the economy in purchasing power parity terms (PPP, current US\$) more than tripled to US\$537 billion. During this period, exports of goods and services and inflows of personal remittances increased on an annual average of 15.5 percent and 15.2 percent, respectively. In the decade to 2015, gross domestic product (GDP) per capita (PPP) increased annually by 6.8 percent to US\$3,333. Bangladesh may attain middle-income status by 2021—the target set by the Government of Bangladesh (GoB) if it maintains a growth trajectory close to eight percent. Bangladesh’s continued integration in trade and international production networks will play an important role in this process.

Importantly, around 25 million youth will reach working age and an estimated 16 million youth will enter the labor market in the coming decade. More, better, and more inclusive jobs are required to continue to reduce poverty and provide a brighter future for a nation in which 30 percent of the population is 14 years or younger. Nine out of ten Bangladeshi workers are operating in the informal sector and three out of five workers find themselves in vulnerable employment. Rapid urbanization coupled with significant youth unemployment and underemployment indicate that inclusive economic growth is required, but not necessarily sufficient, to maintain political stability. An important contribution to formal job creation in productive sectors could come from tradable sectors in which Bangladesh has a comparative advantage. Raising export competitiveness is essential in realizing this economic potential.

The 7<sup>th</sup> Five-Year Plan (FYP) FY2016-20 and Vision 2021 aim for Bangladesh to attain middle-income economy status by its 50<sup>th</sup> anniversary as an independent nation. Concrete targets of the seventh FYP (by FY20) include to: (i) increase gross investment from 28.97% to 34.4% of GDP; (ii) increase private investment from 22% to 26.6% of GDP; (iii) generate FDI worth US\$9.6 billion; and (iv) generate exports worth US\$54.1 billion. According to Sustainable Development Goal (SDG) 17.11, Bangladesh also aims to double the export volume by 2030 and MoC will be leading this agenda on behalf of GoB. The GoB will seek to achieve these targets by improving regional and global integration through trade liberalization and trade facilitation to promote higher value added manufacturing; invest in industrial infrastructure to develop the private market for economic zones; strengthen institutions to manage a larger and more complex economy and foster a business-friendly environment; and improve technical education and skills formation.

The goal of the 7<sup>th</sup> FYP is to reduce poverty through export-led growth, and export diversification is the strategy for GoB to achieve this. To avoid the risk of limited markets and products, our export policy has a mandate to diversify export products from highest priority sectors and special development sector. To comply this mandate, the GoB requested World Bank Group (WBG) support in FY16 to promote export competitiveness and diversification by supporting the development of the leather, footwear, plastics and light engineering sectors. Leather and leather products, (leather and non-leather) footwear, plastics and light engineering are labor-intensive sectors that have demonstrated strong growth potential. In particular, leather and footwear are increasing exports in the recent times. Firms in these sectors are expanding their production and seeking to integrate into global value chains (GVCs), but development is held back in part due to insufficient technology and skills adoption, and lack of compliance with international Environmental, Social and Quality (ESQ) standards. Failure to invest to overcome these shortfalls results in large part from a number of market failures, including information asymmetry between foreign buyers and Bangladeshi sellers with regard to requirements for adherence to often-changing standards and accreditations in high-income

markets. Market signals often fail to reach prospective suppliers and markets for business development services (BDS) and accreditation and testing mechanisms are generally underdeveloped. There are frequent coordination failures to address issues of mutual interest, such as policy advocacy, articulation of demand for skills, and agreement on common needs for technology adoption due to poorly organized market participants.

The identified sectors currently employ largely poor, low-skilled workers; demonstrate great potential for stronger backward linkages, and increased domestic value addition. There is strong anecdotal evidence of multinationals assessing Bangladesh as the next frontier for large investment in these sectors with significant knock-on effects if key constraints can be addressed. PricewaterhouseCoopers (PwC) ranked the four sectors as top in an assessment of sectors with high employment and growth potential in Bangladesh in 2017.

## **2. Project Description**

The “Export Competitiveness for Jobs” Project will support key priorities and objectives outlined in the World Bank 2015 Systematic Country Diagnostic (SCD) for Bangladesh (titled ‘More and Better Jobs to Accelerate Shared Growth and End Extreme Poverty’). In particular, it will target two of the three foundational priorities: (i) ‘strengthening institutions and the business environment’; and (ii) ‘promoting human development’. In addition, it will contribute to one of the five transformational priorities: ‘regional and global integration’.

The Bangladesh Country Partnership Framework (CPF) for FY16-20 focuses on three key areas: (a) enhancing growth and competitiveness, (b) fostering social inclusion, and (c) supporting climate and environment management. This project is designed to enhance growth and competitiveness of select labor-intensive sectors such as Leather & Leather Goods, Footwear (leather & non-leather), Light Engineering (Electronics & Electrical Goods, Bicycle, Mold making, etc.) and Plastics in which Bangladesh has a revealed comparative advantage or sectors that provide essential inputs in export-oriented manufacturing value chains. It will support policy reforms as well as the provision of training and technology diffusion opportunities to boost competitiveness.

The project has four components:

- (i) Market Access Support Program,
- (ii) Productivity Enhancement Program,
- (iii) Public Investment Facility for Infrastructure Constraints; and
- (iv) Project Implementation, Monitoring and Evaluation.

The Project Development Objective (PDO) is to increase employment through increased trade and private investment in select sectors with export potential. At the PDO outcome indicator level, ‘export diversification’ is measured by the number of firms directly exporting in targeted sectors, ‘More jobs’ is measured by the number of new jobs created in the targeted sectors, and ‘Better jobs’ is measured by the average wage growth for beneficiary firms in the targeted sectors.

The key results indicators for the project are:

- a. Number of firms directly exporting in targeted sectors;
- b. Number of new jobs created in targeted sectors;
- c. Average wage growth for beneficiaries in targeted sectors; and
- d. Number of beneficiaries (core), of which women (%)

## **3. Objectives of the Assignment**

EC4J Project is seeking a qualified and committed individual to join its team as Technical Specialist. The primary role of the Technical Specialist will be to oversee and manage all the civil engineering, structural and architectural design and construction related activities implemented under the project. The Technical Specialist will also be expected to provide with technical support to various project operations as per the necessity of the PIU.

#### **4. Reporting, Duration & Location:**

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|-------------|--|
| Reports to: | Project Director (PD)  |
| Duration:   | 36 mm initially (with a possibility to extend for another 36 mm based on performance and project need) |
| Location:   | Dhaka  |

#### **5. Summary of Key Functions:**

Assist the PD/Project Manager (PM)/Deputy Project Director (DPD) in implementation of all project components, which is, related the following activities

- Assist PD in planning, technical assessment and managing the civil engineering, construction, machine installation activities related with the project;
- Preparation and implementation work plan on establishing technical facilities under different components;
- Assist PD in conducting different technical surveys under the project;
- Responsible for managing different engineering firms, construction companies and suppliers given contract to provide goods & service to Technical Centers (TCs) under the Project.
- Preparing progress report on relevant activities under the project;
- To assist PD working with PIU staff to ensure timely procurement and implementation of activities required by the Project;
- To assist PD in managing the project team to deliver quality output with focus on results
- To assist PD in providing technical advice to the project team to strengthen partnership building and coordination among the implementing agencies, ministries, development partners and other stakeholders, as communication and exchange of lessons learned and good practices
- Carry out any other relevant duties and responsibilities as assigned by the PD/PM/DPDs.

#### **6. Financial Terms and Conditions:**

- The consultant shall be responsible for all taxes and duties including income and/or service tax as may be applicable per Government of Bangladesh rules and regulations. The consultant is advised to have/get full understanding of such taxes, if any, to be paid by him/her to the authorities before expressing interest.
- The consultant shall be paid travel and lodging expenses on an actual cost basis and a subsistence allowance to cover all other costs.

#### **7. Required Skills and Experience**

Education:

- B.Sc. Engineering in any discipline

Experience:

- At least 15-year experience in the field of development;
- A minimum of five (05) years of progressively responsible experience in the area of project management at any public/ International/ multinational development organization
- Preference will be given to candidates with experience in foreign funded /WB funded project;
- Demonstrate experience and ability to manage sub-projects including preparing work plan, budgeting, monitoring progress, and implementation of activities.
- Experience in facilitating inter-institutional organization and ability to work with teams;
- Experience in coordinating and managing multiple consultants/ consulting firms.

## **8. Language Skills**

Proficiency in English and Bangla is required.

## **9. Salary/Remuneration**

Salary/remuneration is attractive based on applicant's qualification and experience.

## **10. Application Process**

This is a challenging opportunity for a dedicated and highly motivated professional. If you would like to join this dynamic team, please submit your application to Export Competitiveness for Jobs (EC4J) Project, Ministry of Commerce, Government of Bangladesh, SEL Rose N Dale Building (Level 6), 116 Kazi Nazrul Islam Avenue, Dhaka-1000, quoting the position in the email subject matter, by **8th April, 2019**.

Each application should be addressed to Project Director, EC4J Project, and include the following:

- An updated CV with updated contact details: Phone No., Email Address and Skype ID; and
- An application letter which should include cover letter, remuneration requirements and contact information for three work-related referees.

Applications not including all of the above information will not be reviewed. Only short-listed candidates will be contacted.

**EC4J Project is an equal opportunity employer and does not discriminate based on one's background, beliefs, gender or sexual orientation.**