TERMS OF REFERENCE
Ghana Climate & Environmental Investment Programme (GCIEP)
Consultant – Early-Stage Technical, Environmental and Commercial Studies for the Ghana 75 MW Wind Power Project

ACQUISITION OF CONSULTING SERVICES

1. Introduction

FSD Africa is designing and implementing an ambitious plan to establish a project preparation facility (PPF) in Ghana to support transaction advisory and project development services for climate-aligned projects. Established alongside the FCDO GCEIP programme, the PPF has the ultimate aim to attract private finance to high-impact, investible projects that contribute substantially to closing the climate decarbonisation and adaptation financing gap in Ghana. The PPF aligns with FSD Africa's mandate for financial market development, sourcing of public & private 'project pipelines', project-investor matching, design of innovative climate financing vehicles and beneficiary impact. The PPF will provide upstream resources to help early-stage projects progress towards feasibility, financial structuring and, ultimately, private capital mobilisation. It operates through two complementary funding windows: (i) grant financing, supporting early diagnostics and feasibility scoping; and (ii) returnable (i.e. zero-loan) financing, enabling downstream feasibility and structuring activities for projects that demonstrate credible investment potential.

As part of GCIEP's initial project-preparation pathway, FSD Africa seeks to contract a firm or consortium ("the Consultant") to undertake a set of grant-funded preparatory studies for the proposed 75 MW grid-connected wind power project in the Volta Region of Ghana (the "Project"). The assignment aims to consolidate and validate the Project's technical foundations, assess environmental and social risks, evaluate regulatory and commercial viability, and identify the key gaps that must be addressed before a full feasibility study and eventual IPP/PPP structuring can proceed.

Preliminary work undertaken by project sponsors — including wind-measurement campaigns, early resource assessments and initial site identification— indicates that the coastal Anloga–Keta area possesses commercially viable wind potential. However, the Project remains at an early pre-feasibility stage, with significant uncertainties relating to wind-resource validation, grid-connection feasibility, permitting pathways, environmental and social considerations, land acquisition, commercial viability and bankability within Ghana's evolving energy-sector context. This ToR lays out the Scope of Work for a Consultant capable of delivering robust, accessible and analytically sound pre-feasibility outputs that will enable FSD Africa, FCDO Ghana and relevant Ghanaian stakeholders to:

i. determine whether the Project is suitable for advancement into full feasibility;

ii. identify elements appropriate for support under future returnable grant allocations; and,

iii. establish whether the Project has a credible pathway to private-sector investment under Ghana's IPP framework.

The Consultant will be a critical partner in shaping the PPF's early-stage pipeline and in supporting FSD Africa's mission to expand climate-aligned infrastructure investment in sub-Saharan Africa. This engagement is expected to run over a focused multi-month period aligned with the PPF's project-preparation cycle.

2. Context

2.1. Project Background

The proposed 75 MW Wind Power Project is located in the coastal Anloga–Keta area of the Volta Region of Ghana, within one of the country's strongest and most consistent wind-resource zones. The project concept

originates from early development work by the Volta River Authority (VRA) and associated sponsors, who have installed meteorological masts in the vicinity and collected multiple years of wind data. Preliminary analyses carried out to date indicate an attractive wind regime with mean speeds suitable for utility-scale generation and commercially viable energy yields when benchmarked against other West African coastal sites.

A detailed Feasibility Study was commissioned previously, alongside project support scoping work carried out under an earlier Work Package conducted by GCEIP. These exercises confirm that the Anloga–Keta corridor presents strong technical fundamentals for a wind development, including favourable coastal wind patterns, relatively accessible terrain, and proximity to the 161 kV transmission network operated by the Ghana Grid Company (GRIDCo). The initial Feasibility Study also outlines a potential interconnection strategy, though further power-system analysis is required to validate grid capacity, reinforcement needs and the technical parameters for a future GRIDCo connection agreement.

Despite this promising technical foundation, the Project remains at a pre-bankability stage. Key gaps identified across previous studies include the need for:

1. updated wind-resource validation aligned with current IEC standards;
2. geotechnical and topographic assessments to support turbine micro-siting and civil-works costing;
3. early-stage environmental and social scoping to identify potential sensitivities, including coastal and wetland ecosystems;
4. clearer articulation of land-access, permitting and community-interface pathways;
5. strengthened analysis of Ghana's evolving IPP framework, PURC tariff-setting environment and payment-security challenges; and,
6. a structured roadmap to full feasibility, including the identification of elements suitable for returnable grant funding (e.g. under the second PPF window).

FSD Africa seeks to address these gaps through the present grant-supported assignment, which will consolidate existing data, fill critical information voids, and establish whether the Project is suitable for further development toward bankability and eventual procurement. The outputs of this assignment will directly inform the PPF's decision-making on which projects advance to the returnable grant-enabled feasibility and, ultimately, which opportunities may be positioned for private-sector investment mobilisation under Ghana's renewable-energy development strategy.

2.2. About FSD Africa

FSD Africa works to reduce poverty by strengthening Africa's financial markets. Based in Nairobi, with anchor funding from the UK's FCDO, FSD Africa is a specialist development agency set up to support breakthrough ideas to build and strengthen financial markets across sub-Saharan Africa. FSD Africa does this by tackling the most intractable financial market challenges in Africa – addressing issues associated with the lack of long-term finance, especially in local currency, and inadequate risk management capacity. FSD Africa's team of financial sector experts work alongside governments, business leaders, regulators and policy makers to design and build ambitious programmes Established in 2012, FSD Africa is incorporated as a non-profit company limited by guarantee. More details are available on FSD Africa website at www.fsdafrica.org.

FSD Africa focuses its work where the need is greatest, and believes the potential for impact is the most significant. FSD Africa has a specific mandate to invest in breakthrough, innovative ideas that can have a transformative impact. This project is closely aligned to FSD Africa's green financing strategy, the FSD Africa end-to-end structural reform approach, and FSD Africa's history of engaging with investors, financial institutions, project developers and regulators. FSD Africa's programming is run through its Adaptation & Resilience, Early-Stage Financing and Financial Markets Pillars, while investments are made through a separate arm – FSD Africa

Investments (FSDAi). Supporting functions are provided by Development Impact, Gender and Strategic Communications teams.

2.3. Project Objectives

The overarching objective of this assignment is to generate a coherent set of early-stage analyses that will determine whether the 75 MW Volta Wind Power Project should advance to full feasibility, commercial structuring and potential ongoing (i.e. second window) support under the PPF. The Consultant will consolidate and refine existing information, address critical technical and environmental uncertainties, and provide a clear, evidence-based assessment of whether the Project has a credible route to bankability under Ghana's independent power producer (IPP) framework. More specifically, the assignment has the following objectives:

1. ***Wind Resource Validation and Technical Feasibility***
    - To update, standardise and validate existing wind-measurement data; undertake a pre-feasibility energy-yield assessment using IEC-compliant methods; and identify any additional met-mast, LiDAR or modelling requirements necessary for full feasibility.
2. ***Geotechnical, Topographical and Civil Works Foundations***
    - To produce an early assessment of physical constraints across the site, including indicative geotechnical conditions, topographic profiles, access-road considerations and micro-siting implications for turbines. This will enable a clearer view of constructability, preliminary civil-works costing and any major engineering risks.
3. ***Environmental and Social Scoping***
    - To conduct an IFC-aligned scoping-level environmental and social assessment that identifies potential impacts on communities, land, biodiversity and coastal ecosystems; sets out the full ESIA requirements for a future returnable grant feasibility study; and ensures the Project is consistent with IFC Performance Standards and Ghanaian regulatory requirements.
4. ***Grid-Connection Pre-Feasibility and Power-System Analysis***
    - To review and validate likely connection points within the GRIDCo network; assess indicative evacuation capacity, operational impacts and reinforcement needs; and outline the technical scope of the full grid-connection study required at feasibility stage.
5. ***Regulatory, Commercial and Bankability Assessment***
    - To assess Ghana's power-sector framework—including tariff-setting, PPA structures, payment-security mechanisms and the evolving landscape for IPP procurement—and determine whether the Project could realistically attract senior debt financing given the current context of IPP arrears and sector-wide restructuring.
6. ***Land Access, Permitting and Stakeholder Pathway Mapping***
    - To clarify the land-tenure environment, permitting sequence, required statutory approvals, and any environmental or community-interface challenges that may delay or constrain development.
7. ***Roadmap to Full Feasibility (Five-Step Model).***
    - To develop a clear and sequenced roadmap outlining:
        i. what work would be required at full feasibility;
        ii. which elements are suitable for future returnable grant feasibility funding;
        iii. the expected timeframes, dependencies and risk areas; and
        iv. a recommended approach to advancing the Project along the PPF's selection pathway.

The Consultant's findings will directly inform the PPF's decisions on whether to commit further resources, how to structure subsequent feasibility and commercial work, and whether the Project has the characteristics required to mobilise blended or private capital in Ghana's renewable-energy sector.

3. Scope of Work

The Consultant will be responsible for delivering a coherent package of early-stage preparatory studies that respond to the technical, environmental, commercial and regulatory gaps identified in earlier GCIEP scoping. The scope is divided into five Work Packages (WPs). These may be undertaken in parallel where efficient, but the Consultant shall ensure that sequencing reflects dependencies between tasks. The Consultant is expected to engage closely with FSD Africa, project sponsors and relevant Ghanaian institutions (including VRA, GRIDCo, Energy Commission, GIIF and the EPA) throughout the assignment.

3.1. Work Package 1: Wind Resource Consolidation and Technical Pre-Feasibility

This Work Package will validate and strengthen the technical underpinnings of the Project by consolidating all existing resource data and conducting a pre-feasibility energy-yield update. The Consultant will:

1. Collect, screen and quality-check all available met-mast data (including measurements at 30 m, 60 m and 100+ m where applicable).
2. Undertake MCP (measure-correlate-predict) analysis using accepted IEC-compliant methodologies.
3. Produce updated long-term wind-speed distributions and turbulence intensity assessments.
4. Develop preliminary wind-flow modelling using industry-standard software (e.g., WAsP, WindFarmer, OpenWind).
5. Provide an initial turbine layout and micro-siting constraints map based on wind roses, turbulence and known environmental considerations.
6. Deliver updated gross and net energy-yield estimates (P50, P75, P90).
7. Identify additional measurement needs (e.g., LiDAR deployment or mast upgrades) to support full feasibility.

Output: Wind Resource Pre-Feasibility Report (Word/PPT Format), with supplementary data assessments attached.

3.2. Work Package 2: Site Constraints, Geotechnical Screening and Civil-Works Pre-Assessment

This Work Package will provide a foundational understanding of engineering constraints, enabling realistic costing and risk identification for later feasibility stages. The Consultant will:

1. Conduct reconnaissance-level geotechnical and topographic assessments of candidate turbine locations and access routes.
2. Map soil conditions, bearing capacity indicators, drainage pathways, erosion hotspots and coastal-environment sensitivities.
3. Assess access-road upgrades required for turbine component transport.
4. Produce preliminary cable-routing corridors and identify civil-works risks (e.g., flood-prone areas, sand dunes, mangrove zones).
5. Develop an indicative civil-works cost range and engineering risk register.

Output: Civil & Geotechnical Constraints Note (Word Format), with supplementary data assessments attached.

3.3. Work Package 3: Environmental & Social Scoping (IFC Performance Standards–aligned)

This Work Package will establish early E&S risk profiling and define the scope of the full ESIA required at feasibility stage. The Consultant will:

1. Conduct a scoping-level assessment in alignment with IFC Performance Standards 1–8 and Ghana EPA requirements.
2. Identify sensitive receptors, including coastal ecosystems, wetlands, migratory bird routes, mangroves, local communities and livelihoods.
3. Map preliminary land-use, tenure and potential displacement or livelihood impacts.

4. Produce a high-level screening of avifauna and bat-mortality risk (a key issue for coastal wind plant development).
5. Recommend the full ESIA scope, including specialist studies (e.g. avian surveys, noise modelling, shadow flicker, etc.).
6. Identify community-engagement needs and preliminary mitigation pathways.

Output: E&S Scoping Report (Word/PPT Format) and Draft ESIA Terms of Reference (Word Format).

3.4. Work Package 4: Grid-Connection Pre-Feasibility and Power-System Review

Given that grid-integration risk is one of the most significant determinants of bankability for Ghanaian renewable-energy projects, this Work Package will provide a preliminary review of connection viability. The Consultant will:

1. Engage GRIDCo to confirm likely interconnection points (161 kV and/or 330 kV options).
2. Conduct high-level power-system and load-flow screening to assess evacuation capacity and contingency requirements.
3. Identify any reinforcement works or system-stability constraints requiring deeper study during full feasibility.
4. Provide initial parameters for a future GRIDCo Connection Agreement (to be addressed at feasibility study stage).
5. Outline the scope and timelines for the full grid-connection study (steady-state, dynamic, fault-level and protection studies).

Output: Grid-Integration Pre-Feasibility Report (Word or PPT Format).

3.5. Work Package 5: Regulatory, Commercial and Bankability Assessment

This Work Package will ensure the Project is assessed within the realities of Ghana's IPP environment and power-sector constraints.

The Consultant will:

1. Review Ghana's Renewable Energy Act, PURC tariff-setting processes, Energy Commission licensing requirements and PPA procurement pathways.
2. Assess the implications of ongoing IPP arrears, payment-security mechanisms and sector-level restructuring on project bankability.
3. Identify feasible commercial structures (e.g., negotiated PPA, competitive procurement, CfD-style structures).
4. Provide an early view of viability-gap requirements or potential blended-finance needs.
5. Map the permitting pathway and land-access risks
6. Develop a Roadmap to Full Feasibility, including activity sequencing, grant vs returnable grant eligibility and critical dependencies.

Output: Bankability Gap Assessment & Roadmap to Full Feasibility.

4. Project Governance

The assignment will be governed through a joint oversight arrangement led by FSD Africa, with strategic input from FCDO Ghana and sector-level engagement with relevant Ghanaian institutions. The Consultant will be expected to work collaboratively with these parties to ensure that findings are credible, context-appropriate and aligned with the PPF's objectives. FSD Africa will act as the Contracting Authority, responsible for overall programme direction, contractual management, and quality assurance of deliverables. FSD Africa will also provide guidance on project activity eligibility, alignment with the five-step project-development framework, and coherence with the broader PPF pipeline.

A PPF Steering Committee, comprising FSD Africa, FCDO Ghana and invited Ghanaian sector representatives (including VRA and other institutions as relevant), will receive periodic updates during the assignment. The Steering Committee will provide strategic oversight, ensure alignment with national energy-sector priorities and validate that the outputs are suitable for onward use in determining returnable grant eligibility. A Working Group will meet weekly. We intend for the Consultant to work with the project developer and FSD Africa's Ghana-based PPF Head to host, coordinate and provide significant content into the Group through these weekly meetings, and to use the forum to deliver against the Workplan. We may request for (e.g.) weekly Consultant-FSD Africa working sessions to focus on workstream delivery, relationship management, and risk mitigation topics.

VRA (Volta River Authority), as the originating sponsor of the wind project, will serve as the primary technical counterpart for site access, provision of existing wind-data sets, insights on previous assessments and facilitation of local stakeholder engagement. VRA's role is advisory but critical; the Consultant is expected to work closely with VRA to ensure accuracy of technical inputs and relevance of findings for future project development.

GRIDCo (Ghana Grid Company) will be a key stakeholder for all grid-integration matters. The Consultant should coordinate with GRIDCo during Work Package 4 to validate interconnection assumptions, identify potential grid constraints and determine the scope of future detailed studies. GRIDCo's involvement at this early stage is essential to avoid misalignment during full feasibility and eventual connection-agreement processes.

Regulatory bodies—including the Energy Commission, the Public Utilities Regulatory Commission (PURC), and the Environmental Protection Agency (EPA)—will be engaged as needed to validate regulatory assumptions and to ensure early visibility of issues that may affect licensing, permitting or tariff approval at later stages. The Consultant is not expected to conduct formal consultations with each regulator but must ensure that all regulatory requirements are reflected accurately in the analysis.

All deliverables will be reviewed by FSD Africa, with inputs from VRA and other stakeholders as appropriate. Final acceptance of outputs rests solely with FSD Africa.

5. Timelines and Availability

The assignment is expected to commence in February 2026, following completion of procurement and contract execution. The Consultant shall ensure that a suitably qualified core team is available from the start date and can commit sufficient time to deliver the Work Packages as specified. Given the interdependencies between the technical, environmental, grid and commercial Work Packages, timely mobilisation is essential. The Consultant will be required to:

- participate in a virtual kick-off/mobilisation meeting with FSD Africa within two weeks of contract signature;
- submit an Inception Report (including methodology, detailed workplan and stakeholder engagement approach) within four weeks of the commencement date;
- ensure ongoing availability of senior technical experts at key junctures, including:
    - completion of the wind-resource analysis,
    - delivery of the E&S Scoping Report,
    - GRIDCo consultations,
    - finalisation of the bankability assessment and roadmap.

The Consultant must also make provision for short-notice engagement with FSD Africa, FCDO Ghana, VRA, GRIDCo and other stakeholders as required to maintain momentum. Any changes to team composition or availability must be communicated to FSD Africa in advance and are subject to approval.

6. Duration and Expected Level of Effort

The assignment is expected to run over four (4) months, from February – June 2026.

Work Package	Expert Role	Estimated LoE (Days)	Responsibility
WP1 – Wind Resource Consolidation & Technical Pre-Feasibility	Team Leader / Senior Wind Specialist	20–25	Oversees all technical outputs and ensures IEC-compliant methodology.
	Wind Resource Modeler (Senior)	30–40	Detailed analysis of mast data, MCP, uncertainty modelling, P50/P90 update.
	Local Field Technician	5–8	Mast inspection, site validation.
WP2 – Civil, Geotechnical & Topographic Screening	Civil / Geotechnical Engineer	15–20	Geotechnical reconnaissance, topography review, civil-works constraints.
	Team Leader (shared)	5	Integration of site constraints into overall assessment.
WS3 – Environmental & Social Scoping (IFC PS)	Environmental & Social Specialist	25–30	E&S scoping, IFC PS1–8 alignment, avifauna/bat screening.
	Community/Stakeholder Specialist	5–10	Early mapping of land access, community receptors, preliminary engagement plan.
	Team Leader (shared)	3–5	Integration of E&S findings into feasibility roadmap.
WS4 – Grid-Connection Pre-Feasibility	Grid & Power Systems Engineer	20–25	High-level load flow, interconnection options, GRIDCo engagement.
	Electrical Engineer (Support)	10–12	Review of FS electrical design, cable/transformer specs, losses.
	Team Leader (shared)	5	Consolidation and senior review of GRIDCo-related outputs.
WS5 – Regulatory, Commercial & Bankability Assessment	Regulatory & Commercial Analyst	15–20	Ghana IPP regime, PURC tariff environment, risk analysis.
	Team Leader (lead on WS5)	10–12	Development of feasibility roadmap.
	ESG/Policy Specialist (light input)	3–5	Assessment of policy coherence, land/permitting pathway.

7. Place of Performance

The assignment will be delivered through a combination of remote analytical work and targeted in-country activities in Ghana. Most technical analyses — wind-resource modelling, grid-pre-feasibility, commercial assessment and report preparation — may be conducted remotely, provided the Consultant has secure access to the necessary datasets and modelling tools. Regular virtual engagements with FSD Africa, VRA and FCDO Ghana are expected; it is expected that the Consultant would be able to operate according to both West & East African timezones. The key FSD Africa personnel supporting this work will be based in Accra, Nairobi, Cairo and

London. However, certain tasks will require physical presence in Ghana, particularly within the Volta Region and Accra, to ensure the accuracy and relevance of the early-stage assessments. Specifically:

- ***Volta Region (Anloga–Keta corridor):*** Required for site reconnaissance, met-mast inspection, land and access-route observations, geotechnical reconnaissance and preliminary environmental and social scoping.
- ***Accra*** (institutional and regulatory engagement): Engagements with VRA, GRIDCo, the Energy Commission, PURC, and the Environmental Protection Agency (EPA) will require stakeholder meetings in Accra.

The Consultant shall ensure that sufficient in-country time is allocated for all field-based and institutional tasks under the Work Packages. Travel and logistics should be included in the financial proposal. FSD Africa will not provide office space or administrative support in Ghana; the Consultant must make its own arrangements for accommodation, transport and field logistics during in-country assignments.

8. Invitation To Submit Proposal

8.1. Format for Submission

FSD Africa hereby invites qualified firms or consortia ("the Consultant") to submit a proposal to undertake the RDEL-funded early-stage technical, environmental, grid and commercial assessment for the Ghana 75 MW Wind Power Project under the Ghana Climate & Environmental Investment Programme (GCIEP). Proposals should demonstrate the Consultant's capacity to deliver the Scope of Work outlined in this ToR, including evidence of:

- relevant experience in wind-resource assessment, grid-integration analysis, environmental and social scoping, and renewable-energy regulatory frameworks in comparable markets;
- strong familiarity with IFC Performance Standards and DFI expectations for early-stage project preparation;
- proven ability to mobilise multi-disciplinary teams within the required timelines;
- experience working with national utilities and regulators in sub-Saharan Africa, preferably including VRA, GRIDCo, the Energy Commission, PURC, or equivalent institutions elsewhere.

Interested firms are invited to submit:

- A Technical Proposal, including:
    - understanding of the assignment;
    - detailed methodology and workplan;
    - team composition and CVs of proposed experts;
    - allocation of level of effort by Work Package;
    - evidence of relevant past assignments;
    - risk assessment and mitigation approach.

- A Financial Proposal, presented in a clear and transparent format, covering:
    - total cost (in GBP);
    - breakdown by Work Package;
    - breakdown by personnel and days;
    - travel and in-country costs;
    - any applicable taxes (see below);
    - compliance documentation, including company registration documents and confirmation of eligibility and conflict-of-interest declarations;
    - references from comparable assignments conducted in the past five years.

Proposals should be valid for a minimum of 90 days from the submission deadline. FSD Africa reserves the right to request clarifications, conduct interviews with shortlisted bidders, or seek additional information where necessary to complete the evaluation. Proposals must be submitted electronically to FSD Africa by the date specified in the procurement notice. Late submissions will not be considered.

FSD Africa looks forward to receiving well-considered proposals from firms capable of contributing meaningfully to the PPF's mission of advancing climate-aligned , investment-ready infrastructure in Ghana. Your proposal, which should not exceed ten pages (excluding annexures, CVs etc.), should be sent by email to FSD Africa at bids@fsdafrica.org by **1800 hours East Africa Time on 22 December 2025,** under the subject line 'Call for Proposals –

Ghana Climate & Environmental Investment Programme (GCIEP)

Consultant – Early-Stage Technical, Environmental and Commercial Studies for the Ghana 75 MW Wind Power Project

8.2. Criteria for Selection

Proposals will be evaluated in accordance with FSD Africa's procurement policies. The assessment will follow a two-stage process, evaluating (i) the Technical Proposal, and (ii) the Financial Proposal. Only bidders that meet the minimum technical threshold will proceed to financial evaluation.

8.2.1. Technical Evaluation (70%)

The Technical Proposal will be assessed against the criteria and sub-criteria laid out below. Please note that a ***minimum technical threshold will be applied at a score of 50/70 (71%).*** Bidders scoring below this threshold **will not proceed to the financial evaluation**.

A. Understanding of the Assignment and Proposed Approach (25%)

- Demonstrated understanding of the Ghana 75 MW Wind Project context, data gaps and early-stage development needs.
- Clarity and robustness of the proposed methodology for each Work Package.
- Appropriateness of sequencing, fieldwork planning, GRIDCo engagement, and risk identification.
- Realistic and coherent workplan aligned to GCIEP's RDEL objectives.

B. Relevant Technical Experience of the Firm / Consortium (20%)

- Demonstrated experience delivering early-stage technical and commercial assessments for wind or utility-scale renewable-energy projects in Africa or comparable emerging markets.
- Prior work involving wind resource modelling, geotechnical screening, grid pre-feasibility, and IFC-aligned E&S scoping.
- Experience working with national utilities, regulators and DFIs (e.g., VRA, GRIDCo, Energy Commission, PURC, EPA, IFC, AfDB, PIDG/GuarantCo).
- Quality and relevance of up to three (3) reference assignments completed within the past five years.

C. Qualifications and Competence of Key Experts (20%)

Assessment will focus on the combined strength of the core team rather than individual CVs alone:

1. Senior Wind Specialist / Team Leader: experience with IEC-compliant wind analysis and IPP development.
2. Wind Resource Modeller: demonstrable expertise in MCP, P50/P90 uncertainty analysis, WAsP / WindFarmer / OpenWind.
3. Civil / Geotechnical Engineer: experience with early-stage site assessments for wind foundations and access roads.

4. E&S Specialist: strong track record in IFC PS1–8 scoping, avifauna/bat screening, and ESIA preparation.
5. Grid Engineer: experience with high-level load flows, interconnection studies, and utility engagement.
6. Regulatory / Commercial Analyst: experience with IPP frameworks, tariff modelling, and risk allocation.

CVs must clearly articulate each expert's role and LoE allocation aligned to the Work Packages.

D. Project Management, Governance and QA Arrangements (5%)

- Clear project governance structure;
- Quality assurance processes appropriate for analytical and modelling work;
- Suitability of coordination arrangements with VRA, GRIDCo and FSD Africa.

8.2.2. Financial Evaluation (30%)

The Financial Evaluation – acting as a value-for-money (VfM) proposal - will account for 30% of the overall score and will be assessed on relative cost to other bidders. This is assessed according to the formula below.

8.2.3. Final Ranking

The final ranking of bidders will be based on the summation of the technical & financial proposals: **Total Score = Technical (70%) + Financial (30%).** FSD Africa reserves the right to:

- request clarifications or hold interviews with shortlisted bidders;
- negotiate final workplans and staffing before contract award;
- reject any proposal that does not demonstrate adequate understanding, technical competency or value for money

Basis of assessment:	**Weighting**
The Consultant's **Technical Understanding of the Assignment and Proposed Approach**	25%
The Consultant's **Relevant Technical Experience**	20%
The Consultant's **Qualifications and Competence**	20%
The Consultant's **Project Management, Governance and QA Arrangements**	5%
The Consultant's **financial evaluation/ value-for-money proposal** for this assignment, based upon fees and total costs for this assignment. This will be calculated according to the below calculation. The lowest bid quoted will be allocated the maximum score of 30%. Fee quoted must be inclusive of applicable withholding tax. FS = 30% x LB/BP where: *FS = is the financial score* *LB = is the lowest bid quoted* *BP = is the bid of the proposal under consideration.*	30%
Total	**100%**

9. Questions and Contacts

Questions or comments in respect of these terms of reference should be directed by email to bids@fsdafrica.org, by **12:00pm (EAT) on 15 December 2025**. If relevant, responses to these questions will be published as an addendum on our website by **1700pm (EAT) on 17 December 2025.**

10. Applicable Taxes

The Consultant shall be solely responsible for complying with all tax obligations arising from the performance of this assignment, whether in Ghana or in the Consultant's home jurisdiction. For assignments undertaken in Ghana, the following tax considerations apply:

Withholding Tax (WHT) on Services Rendered in Ghana: Fees paid to service providers for consultancy services performed wholly or partly in Ghana are generally subject to withholding tax at 15% (for non-resident firms) or 7.5% (for resident firms), in accordance with the Ghana Income Tax Act, 2015 (Act 896) as amended. FSD Africa is required by law to deduct the applicable WHT from payments made to the Consultant and to remit the amount to the Ghana Revenue Authority (GRA). The Consultant will receive a WHT certificate as proof of remittance.

Value Added Tax (VAT), NHIL, GETFund Levy and COVID-19 Levy (for Ghana-registered suppliers): If the Consultant or any consortium member is registered in Ghana for VAT purposes, invoices may be subject to:

1. VAT (15%),
2. NHIL (2.5%),
3. GETFund Levy (2.5%), and
4. COVID-19 Health Recovery Levy (1%),

These would be applied in accordance with Ghana's VAT Act and related tax legislation. Foreign suppliers without a VAT presence in Ghana should not charge Ghana VAT, but may still be subject to WHT.

Tax Residency and Permanent Establishment: Foreign firms undertaking short-term assignments are not typically considered to have created a permanent establishment in Ghana, provided activities remain limited to short-duration consulting work. The Consultant is responsible for understanding how Ghanaian tax rules, as well as any applicable double taxation treaties, apply to their circumstances.

Responsibility for All Other Taxes: The Consultant shall bear all other taxes, charges or levies arising from the assignment, including corporate income tax, payroll taxes for staff deployed in Ghana, and any taxes applicable in its own jurisdiction.

Financial Proposal Requirements; All prices shall be quoted exclusive of Ghanaian taxes, with a separate line indicating any taxes the Consultant expects may apply.

- FSD Africa will evaluate proposals on the tax-exclusive amounts.
- Any taxes payable will be handled in accordance with Ghanaian law and FSD Africa's contractual arrangements.
- By submitting a proposal, the Consultant acknowledges and accepts responsibility for compliance with all applicable tax obligations.

As per Kenya's tax law, FSD Africa will pay the Consultant after withholding the appropriate taxes at the applicable rate between Kenya and the Consultant's country of tax residence, considering any tax treaties in force. It is the responsibility of the Consultant to keep themselves apprised of these applicable taxes. The table below provides guidance on the applicable rates as per tax regimes.

Country	WHT Rate
Kenya	5%
United Kingdom	12.5%
Canada	15%
Germany	15%
India	10%
Non-resident rate for citizens of EAC member countries (member countries attached)	15%
All other countries	20%

Annex 1: Proposed Fee Schedule

Costs should be shown separately in the format set out below. Fees proposed by tenderers should be inclusive of all taxes

Consultancy fees*	***Days***	***Fee USD/GBP***	***Total USD/GBP***
xx			
xx			
Total remuneration			***0.00***
Reimbursement costs	***Unit***	***Cost USD/GBP***	***Total USD/GBP***
xx			
xx			
Total reimbursement cost			***0.00***
Total proposed costs			***0.00***
**Fees incl of all taxes*			
***Expenses to be reimbursed on actual costs as per FSD Africa's travel policy*			