



**GOVERNMENT OF THE PEOPLE'S REPUBLIC OF
BANGLADESH**

**Request for Application (SRFA)
For
Selection of Individual Post-Doctoral Fellow (National)**

(Time Based)



Development of an Improved Agarwood Inoculation Technique Project
Bangladesh Forest Research Institute (BFRI)
Sholoshahar, Chittagong-4211.

Invitation for Proposals No: 22.04.0000.039.11.004.22.586

Issued on: 31 March 2024.



March- 2024

PS4

**Guidance Notes on the Use of
the Standard Request for Application for Selection
of Individual Post-Doctoral Fellow s (National)**

These guidance notes have been prepared by the CPTU to assist a client in the preparation, using the Standard Request for Application (SRFA), for procurement of Individual Post-Doctoral Fellow s (National). The Client should also refer to the Public Procurement Act 2006 (Act No 24 of 2006), and the Public Procurement Rules 2008, issued to supplement the Act available on CPTU's website: www.cptu.gov.bd/. All concerned are advised to refer to the aforementioned Act and Rules while participating in any selection process of Post-Doctoral Fellow s.

Individual Post-Doctoral Fellow s shall be employed in accordance with Section 38 of the Public Procurement Act 2006 and Rule 112 & Rule 104(d) of the Public Procurement Rule 2008 for assignments for which the qualifications and experience of the individual are the overriding requirements and no team of staff and no additional professional support are required.

This document shall be used when a Procuring Entity (the Client) wishes to select an Individual Post-Doctoral Fellow (National) for **assignments for which the qualifications and experience of the individual are the overriding requirement**, for which remuneration is being determined on the basis of the time actually spent by the Post-Doctoral Fellow in carrying out the services.

Time-based Contracts are recommended when the Scope of the Services cannot be established with sufficient precision, or the duration and quantity of Services depends on variables that are beyond the control of the Post-Doctoral Fellow , or the output required of the Post-Doctoral Fellow s is difficult to assess.

Post-Doctoral Fellow 's remuneration is based on (i) agreed unit rates for the Post-Doctoral Fellow multiplied by the actual time spent by him/her in executing the assignment, and (ii) reimbursable expenses using actual expenses and/or agreed unit prices. This type of Contract requires the Client to closely supervise Post-Doctoral Fellow s and to be involved in the daily execution of the assignment.

SRFA (PS4) has been designed to suit the particular needs of procurement within Bangladesh, and has four (4) Sections, of which **Section 1: Information to the Applicants and the Contract Agreement in Section 4 must not be altered or modified under any circumstances.**

The Client addresses its specific needs through the **Section 2: Terms of Reference (TOR)**. The way in which an Applicant expresses his/her interest is by completion and submission of the Application Forms in **Section 3**.

Guidance notes in brackets and italics are provided for both the Client and the Applicants and as such the Client should carefully decide what notes need to remain and what other guidance notes might be required to assist the Applicant in preparing its application submission; so as to minimize the inept Selection process.

SRFA (PS4), when properly completed will provide all the information that an Individual Post-Doctoral Fellow (National) needs in order to prepare and submit an application. This should provide a sound basis on which the Client can fairly, transparently and accurately carry out an evaluation process on the application submitted by the Individual Post-Doctoral Fellow .

SRFA(PS4) duly tailored may also be used for the purpose of Single Source Selection Method.

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The following briefly describes the Section of SRFA (PS4) and how a Client should use these when preparing a particular request for Applications.

Section 1: Information to the Applicants

This Section provides relevant information to help Post-Doctoral Fellow s prepare their Applications. Information is also provided for submission, opening, and evaluation of Applications and on the award of Contract.

This Section also contains the criteria for selection of suitable Applicant **The text of the clauses in this section shall not be modified.**

Section 2. Terms of Reference (ToR)

This section defines clearly the Objectives, Goals, and Scope of the assignment, and provides background information (including a list of existing relevant studies and basic data) to enable the Individual Post-Doctoral Fellow to clearly understand the assignment. This section lists the Services and surveys that may be necessary to carry out the assignment and the expected outputs (for example, reports, data, maps, surveys); it also clearly defines the Client's and Post-Doctoral Fellow s' respective responsibilities.

Section 3. Application Forms

This section provides the standard format that permits the requested information to be presented in a clear, precise and readily available manner and allows the Client to readily understand and evaluate Applications in accordance with the pre-disclosed criteria. The completed forms will indicate details of the Applicant's qualifications and experience best suited to the specific assignment.

Section 4. Contract Agreement Forms

The Form of Contract Agreement which, once completed and signed by the Client and the Post-Doctoral Fellow clearly defines the Client's and Post-Doctoral Fellow s' respective responsibilities. The Annexes to the formal Contract include a Description of the Services, the Reporting Schedule and **Cost estimates** of Services.

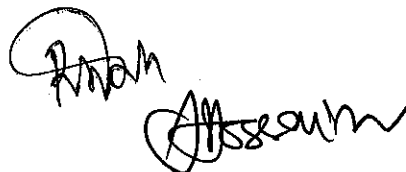

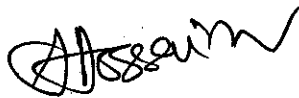
Two handwritten signatures in black ink. The first signature is a stylized, cursive name that appears to be 'R. N. M.'. The second signature is also cursive and appears to be 'A. S. R. A. M.'.

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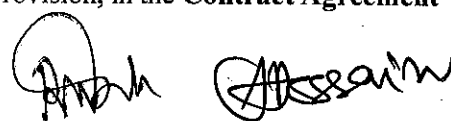
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Section 1. Information to the Applicants

A. General

1. Scope of assignment
 - 1.1 The Client has been allocated public fund for the **Development of an Improved Agarwood Inoculation Technique** Project, Bangladesh Forest Research Institute (BFRI) and intends to select an Individual Post-Doctoral Fellow for the specific assignment as specified in the Terms of Reference in Section 2.
2. Qualifications of the Applicant
 - 2.1 Prospective Individuals shall demonstrate in their Applications that they meet the required qualifications and experiences and are fully capable of carrying out the assignment.
 - 2.2 The capability of Individuals shall be judged on the basis of academic background, experience in the field of assignment, and as appropriate, knowledge of the local conditions, as well as language and culture.
[Minimum educational qualifications, required experience have been mentioned in Terms of reference in Section 2]
3. Eligible Applicants
 - 3.1 Any Bangladeshi national including persons in the service of the Republic or the local authority / Corporations is eligible to apply for the positions
 - 3.2 Government officials and civil servants including individuals from autonomous bodies or corporations while on leave of absence without pay are not being hired by the agency they were working for immediately before going on leave and, their employment will not give rise to Conflict of Interest, pursuant to Rule 112 (9) of the Public Procurement rules, 2008
 - 3.3 Persons who are already in employment in the services of the Republic or the local authorities/ Corporation etc. must have written certification from their employer confirming that they are on leave without pay from their official position and allowed to work full-time outside of their previous official position. Such certification shall be provided to the Client by the Post-Doctoral Fellow as part of his/her Applications
 - 3.4 No person who has been convicted by any Court of Law or dismissed from Services for misconduct shall be eligible for consideration for appointment to a post.
 - 3.5 The Applicant has the legal capacity to enter into the Contract
 - 3.6 The Applicant has fulfilled its obligations to pay taxes and social security contributions under the relevant national laws.
 - 3.7 The Applicant shall not be under a declaration of ineligibility for corrupt, fraudulent, collusive or coercive practices in accordance with Sub-Clause 4.2.
 - 3.8 The Applicant shall not have conflict of interest pursuant to the Clause 5
4. Corrupt, Fraudulent, Collusive or Coercive Practices
 - 4.1 The Government requires that Client, as well as Applicants, shall observe the highest standard of ethics during the implementation of procurement proceedings and the execution of Contracts under public funds.
 - 4.2 The Government defines corrupt, fraudulent, collusive or coercive practices, for the purposes of this provision, in the **Contract Agreement Sub-Clause 3.4**



- 4.3 Should any corrupt, fraudulent, collusive or coercive practice of any kind come to the knowledge of the Client, it shall, in the first place, allow the Applicant to provide an explanation and shall, take actions only when a satisfactory explanation is not received.
 - 4.4 If the Client at any time determines that the Applicant has, directly or through an agent, engaged in corrupt, fraudulent, collusive or coercive practices in competing for, or in executing, a Contract under public funds., the Client shall:
 - (a) exclude the Applicant from participation in the procurement proceedings concerned or reject an application for award; and
 - (b) declare the Applicant ineligible, either indefinitely or for a stated period of time, from participation in procurement proceedings under public funds.
5. Conflict of Interest
- 5.1 Government policy requires that the Applicant provide professional, objective, and impartial advice, and at all times hold the Executing Agency's (Client's) interest's paramount, without any consideration for future work, and strictly avoid conflicts with other assignments or their own corporate interests.
 - 5.2 The Applicant shall not be hired for any assignment that would be in conflict with their prior or current obligations or that may place them in a position of not being able to carry out the assignment in the best interest of the Client.
 - 5.3 Pursuant to Rule 55 of the Public Procurement Rule 2008, the Applicant has an obligation to disclose any situation of actual or potential conflict of interest that impacts on his capacity to serve the best interest of his client, or that may reasonably be perceived as having this effect. Failure to disclose said situations may lead to the disqualification of the Applicant or the termination of its Contract.
 - 5.4 The Applicant that has a business or family relationship with a member of the Client's staff may not be awarded a Contract, unless the conflict stemming from this relationship has been addressed adequately throughout the selection process and the execution of the Contract.

B. Preparation, Submission & Modification or Substitution of Applications

- 6. Preparation of Application
 - 6.1 Applications shall be typed or written in indelible ink in **English language** and shall be signed by the Applicant. Applicants are required to complete the following Forms:
 - (a) Form 3A: Application Submission Form;
 - (b) Form 3B: CV of the Applicant; and
 - (c) Form 3C: Remuneration and Reimbursable
 - 6.2 The Remuneration and reimbursable are **purely indicative** and are subject to negotiations and agreement with the Client prior to finalisation of the Contract.
- 7. Submission of Application
 - 7.1 Pursuant to Rule-113(5) of the Public Procurement Rules, prospective Applicants can deliver their application by hand, mail, courier service to the address mentioned in the request for Application advertisement.

- 7.2 Application shall be properly sealed in envelopes addressed to the Client as mentioned in the request for Application advertisement and bear the name & address of the Applicant as well as the name of the assignment.
- 7.3 In case of hand delivery, the Client, on request, shall provide the Applicant with a receipt.
- 7.4 The closing date for submission of Application is **23 April 2024 up to 03:00 PM** Applications must be submitted within this deadline. Any Application received after the deadline for submission of Applications shall be declared late, and returned unopened to the Applicant.
- 7.5 Applications may be modified or substituted before the deadline for submission of Applications.
- 7.6 The Client may at its sole discretion, extend the deadline for submission of Applications.
- 7.7 At any time prior to the deadline for submission of Applications the client for any reason on its own initiative may revise the Request for Application Document by issuing an Addendum which shall form an integral part of the Document.

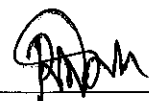
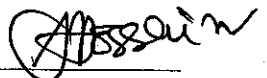
C. Evaluation of Applications

8. Evaluation of applications

- 8.1 Suitability of the Applicants shall be rated by evaluation on the basis of their academic background, relevant Working Experience and its adequacy for the assignment, knowledge of local conditions as well as language.
- 8.2 The points to be given under each of the evaluation Criteria are:

SI No	Criteria	Points
1.	Educational Qualification (General & Higher)	25
2.	Experience and its adequacy for the assignment	
	General Experience	10
	Work experience best suited for the assignment	10
	Experience of using sophisticated scientific equipment	10
	Peer reviewed paper	10
3.	Suitability skill and others	
	Computer literacy & related research software	10
	English language proficiency	10
	Research proposal	10
Technical Proposal Total Points		95
4.	Aptitude Test and Presentation	05
Total points		100

- 8.3 Applicants thus given points as stated under Clause 8.2, not securing the minimum qualifying points **70 (Seventy)** shall be considered disqualified.
- 8.4 Applications shall be evaluated by the PEC, who shall prepare a short-list of maximum seven (7) Applicants
- 8.5 The qualified short-listed Applicants as stated under Clause 8.4 shall be invited for an interview to test their aptitude and presentation by the PEC and shall be rated with **five (5) points**.
- 8.6 Points already secured by the Applicants in the evaluation as stated under Clause 8.5, shall be combined with the points obtained in the interview

and a list of maximum three (3) most suitable Applicants ranked in order of merit (1-2-3) shall be prepared.

- 8.7 In pursuant to Rule 114 of the Public Procurement Rules 2008, there shall be no public opening of Applications.
- 8.8 The Client shall immediately after the deadline for submission of Application convene a meeting of the Proposal Opening Committee (POC)
- 8.9 The POC, having completed the record of opening, shall send the Applications received and the opening record to the PEC.
- 8.10 Following the opening of the Applications, and until the Contract is signed, no Applicant shall make any unsolicited communication to the Client. Such an attempt to influence the Client in its decisions on the examination, evaluation, and comparison of either the Applications or Contract award may result in the rejection of the Application.
9. Application Negotiations
- 9.1 The first-ranked Applicant stated under Clause 8.5 shall then be invited for negotiations, pursuant to Rule 122 of the Public Procurement Rule, 2008 at the address of the client.
- 9.2 If this fails, negotiate with the second-ranked Applicant, and if this fails negotiate with the third-ranked Applicant, with the hope that successful negotiations are concluded.
- 9.3 During negotiations, the Client and the Applicant shall finalize the "Terms of Reference", work schedule, logistics and reporting schedule etc. These documents shall then be incorporated into the Contract as Description of Services"
- 9.4 The Financial negotiations will involve the remuneration and other reimbursable cost to be paid to the Applicant.
- 9.5 Negotiations will conclude with a review of the draft Contract. To complete negotiations the Client and the Applicant will initial the agreed Contract

D. Award of Contract

10. Award of Contract
- 10.1 After completing negotiations and having received the approval to award the contract, the Client shall sign the Contract with the selected Applicant.
11. Debriefing
- 11.1 After signature of the Contract, the Client shall promptly notify other Applicants that they were unsuccessful.
- 11.2 The Client shall promptly respond in writing to any unsuccessful Applicant who request the client in writing to explain on which grounds its application was not selected.
12. Commencement of Services
- 12.1 The applicant is expected to commence the assignment on **15 May 2024** at the location **Development of an Improved Agarwood Inoculation Technique** Project, Bangladesh Forest Research Institute (BFRI), Sholashahar, Chattogram-4211. The contract period will be 12 month (Twelve month) from the commencement date. However, the duration of assignment may be increased or reduced according to the performance of Post-Doctoral Fellow , availability of Post-Doctoral Fellow , project needs and budget. In that case PPA-2006 and PPR-2008 will be followed.

Section 2. Terms of Reference

Package No	: SD-11
Position	: Post-Doctoral Fellow (Chemistry/Applied Chemistry/Chemical Engineering/Biochemistry).
Type of contract	: Individual Contract.
Duty Station	: Project Office, Development of an Improved Agarwood Inoculation Technique Project, Bangladesh Forest Research Institute, Chattogram.
Language	: English & Bangla.

Background and General Description

Bangladesh Forest Research Institute (BFRI), Chattogram has been implementing the project **Development of an Improved Agarwood Inoculation Technique** Project Code: 224350400 under the ministry of Environment, Forests and climate Change with GoB fund. The aim and objective of the project- (a) To invent an artificial inoculum and application technique that will produce quality agar-resin within a short period by establishing a specialized laboratory; (b) Arranging quality testing and quality assurance facilities for easy entry of Bangladeshi agar-wood, oil and agar-products into the foreign markets and (c) To disseminate the invented artificial agar-resin production technology among the stakeholders.

Objectives

The objectives of the assignment are to:

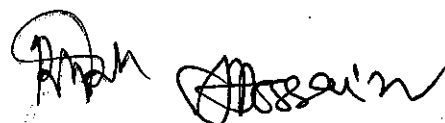
- Act as a Team member, guide, coordinate and support the activities of the Project Director (PD)
- Assist/guide the team to undertake their activities according to the PP
- Along with PD, responsible for briefing the Director, BFRI about the project activities when required
- Consolidated remuneration will be paid including of VAT, taxes and all other as per government rule
- Consultants will be considered as 9th Grade Officers for travel allowance
- Will be accountable to the Project Director or higher authority.

Scope of the service (Duties and Responsibilities)

The Post-Doctoral Fellow will work under the direct control and supervision of Project Director, Project Manager, and under regular guidance of Project Office. The Post-Doctoral Fellow will work as a full-time member of the project research team and will be responsible for assisting to project management as per the DPP, Public Procurement Act 2006 and Public Procurement Rules 2008.

He/she will perform the following duties and responsibilities:

- Preparation of annual and periodical research work plan according to the objective and implement them as per the work planned.
- Do laboratory research works in alignment to the field works.



- Collect and analyze research related data with the help of advisor(s) or expert(s) in related fields, if necessary.
- Prepare technical reports, manuscripts, presentations, etc. according to the project activities.
- Provide technical advice, training, etc. on various governmental, semi-governmental, non-governmental, NGO and individuals with the permission of higher authorities.
- Properly use and maintenance of scientific instruments established in the laboratories.
- Any other task assigned by the Project Director/project management.

Supervision and Performance Evaluation

The Post-Doctoral Fellow will be working in overall supervision with the Project Director (PD), Project Manager (PM) and Project office **Development of an Improved Agarwood Inoculation Technique** Project, Bangladesh Forest Research Institute, Sholashahar, Chattogram-4211.

Reports

- Monthly activity report (to be attached with every month's Remuneration)
- Quarterly summarized report
- Half yearly final report (based of monthly and quarterly report) & Work Plan (after 6 month)
- Final Report.

The Post-Doctoral Fellow will submit progress and activity reports to the Project Director. The Post-Doctoral Fellow will be paid every month on deliverable basis upon approval of Project Director, **Development of an Improved Agarwood Inoculation Technique** Project, Bangladesh Forest Research Institute, Sholashahar, Chattogram-4211.

Selection Criteria

The Post-Doctoral Fellow will be selected in accordance with the In Clause 8 and PPA-2006 & PPR-2008

Qualification

Required Academic Qualification:

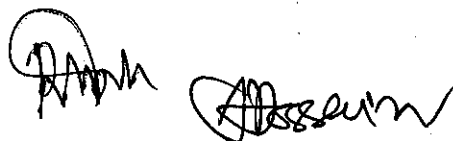
- B.Sc. (Hons) and M.Sc./ MS in Chemistry/Applied Chemistry/ Chemical Engineering/ Biochemistry (Preference will be given to candidates with experience in Colloidal Nanotechnology/ Natural redacts Synthesis/analytical Chemistry/ Complete Characterization/Biological Applications.)

Preferred Qualifications:

- Ph.D. in the relevant field and publications as proof.

Experience:

- 05 years research experience in relevant field;
- At least 03 research publication in reputed journals;
- Practical and theoretical experience in relevant field;
- Working experience in laboratory with laboratory equipment;



- Proficiency with common windows computer programs (MS Word, Excel & Power Point), research related software, Email and etc.
- Excellent written and oral communication skills, ability to train and work with operational staff in the laboratory.
- Experience may be relaxed, in case of insufficient number of qualified candidates.

Age Limit: Maximum 45 years.


Institutional Arrangement

The Post-Doctoral Fellow will work closely with at the Project office. The Post-Doctoral Fellow is expected the undertake the activities (Scope of Service) mention in the ToR in order to achieve the Project objective. Under this service, travels are envisaged. However, travel necessary for the exigencies of service to achieved desired objectives may be under taken but with prior permission of the PD and in such case only the actual cost/as per government rule will be reimbursed project director. The deliverables will be submitted on time by the Post-Doctoral Fellow to the PD/project office of Development of an Improved Agarwood Inoculation Technique project.

Duration of the Assignment

The duration of the assignment will be 12 months (twelve months) starting from the date of appointment. However, the duration of assignment may be increased or reduced according to the performance of Post-Doctoral Fellow, availability of Post-Doctoral Fellow, project needs and budget. In any controversy PPA-2006 and PPR-2008 will be followed.


07/06/2028
(Dr. Mohammad Jakir Hossain)
Project Director
Development of an Improved Agarwood inoculation technique
Bangladesh Forest Research Institute, Chattogram-4211.
☎ 02 334 481 587 ✉ awri.org@gmail.com


31/03-2024

Section 3. Application Forms

Form 3A : Application Submission Form

Form 3B : CV of the Applicant

Form 3C: Remuneration and Reimbursable

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Form 3A. Application Submission

[Location: dd/mm/yy]

To:
Project Director
Development of an Improved Agarwood Inoculation Technique Project
Bangladesh Forest Research Institute (BFRI)
Sholashahar, Chattogram-4211.]

Ref: 22.04.0000.039.11.004.22.

Date:

Dear Sirs:

I am hereby submitting my Application to provide the consulting Services for [Insert title of assignment] in strict accordance with your Request for Application dated [dd/mm/yy].

I declare that I was not associated, nor have been associated in the past, directly or indirectly, with a Post-Doctoral Fellow or any other entity that has prepared the design, specifications and others documents in accordance with Clause 5.

I further declare that I have not been declared ineligible by the Government of Bangladesh on charges of engaging in corrupt, fraudulent, collusive or coercive practices in accordance with Clause 4.

I undertake, if I am selected, to commence the consulting Services for the assignment not later than the date indicated in Clause 12.1.

I understand that you are not bound to accept any Application that you may receive.

I remain,

Yours sincerely,

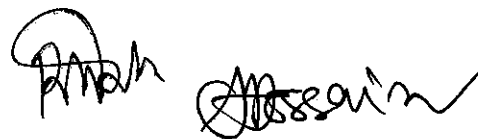
Signature

Print name

Address:

Tel:

Attachment:

Two handwritten signatures in black ink, one above the other, appearing to be 'R. Khan' and 'M. Hassan'.

Form 3B. Curriculum Vitae (CV) of the Applicant

1	PROPOSED POSITION FOR THIS PROJECT :	<i>Consultant (Chemistry/Applied Chemistry/ Chemical Engineering).</i>												
2	NAME OF PERSON :	<i>[state full name]</i>												
3	DATE OF BIRTH :	<i>[dd/mm/yy]</i>												
4	NATIONALITY :													
5	MEMBERSHIP IN PROFESSIONAL SOCIETIES	<i>[state rank and name of society and year of attaining that rank].</i>												
6	EDUCATION	<i>[list all the colleges/universities which the Applicant attended, stating degrees obtained, and dates, and list any other specialised education of the Applicant].</i>												
7	OTHER TRAINING	<i>[indicate significant training since degrees under EDUCATION were obtained, which is pertinent to the proposed tasks of the Consultant].</i>												
8	LANGUAGES & DEGREE OF PROFICIENCY	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><u>Language</u></td> <td style="text-align: center;"><u>Speaking</u></td> <td style="text-align: center;"><u>Reading</u></td> <td style="text-align: center;"><u>Writing</u></td> </tr> <tr> <td style="text-align: center;"><i>e.g. English</i></td> <td style="text-align: center;"><i>Fluent</i></td> <td style="text-align: center;"><i>Excellent</i></td> <td style="text-align: center;"><i>Excellent</i></td> </tr> </table>	<u>Language</u>	<u>Speaking</u>	<u>Reading</u>	<u>Writing</u>	<i>e.g. English</i>	<i>Fluent</i>	<i>Excellent</i>	<i>Excellent</i>				
<u>Language</u>	<u>Speaking</u>	<u>Reading</u>	<u>Writing</u>											
<i>e.g. English</i>	<i>Fluent</i>	<i>Excellent</i>	<i>Excellent</i>											
9	WORK EXPERIENCE													
10	EMPLOYMENT RECORD <i>[starting with present position list in reverse order [every employment held and state the start and end dates of each employment]</i>	<p><i>[The Applicant should clearly distinguish whether as an "employee" of the firm or as a "Consultant" or "Advisor" of the firm].</i></p> <p><i>[The Applicant should clearly indicate the Position held and give a brief description of the duties in which the Applicant was involved].</i></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 40%;">EMPLOYER 1</td> <td style="width: 30%;">FROM: <i>[e.g. January 1999]</i></td> <td style="width: 30%;">TO: <i>[e.g. December 2001]</i></td> </tr> <tr> <td>EMPLOYER 2</td> <td>FROM:</td> <td>TO:</td> </tr> <tr> <td>EMPLOYER 3</td> <td>FROM:</td> <td>TO:</td> </tr> <tr> <td>EMPLOYER 4 (etc)</td> <td>FROM:</td> <td>TO:</td> </tr> </table>	EMPLOYER 1	FROM: <i>[e.g. January 1999]</i>	TO: <i>[e.g. December 2001]</i>	EMPLOYER 2	FROM:	TO:	EMPLOYER 3	FROM:	TO:	EMPLOYER 4 (etc)	FROM:	TO:
EMPLOYER 1	FROM: <i>[e.g. January 1999]</i>	TO: <i>[e.g. December 2001]</i>												
EMPLOYER 2	FROM:	TO:												
EMPLOYER 3	FROM:	TO:												
EMPLOYER 4 (etc)	FROM:	TO:												

Amah *Assain*

11	WORK UNDERTAKEN THAT BEST ILLUSTRATES THE CAPABILITY TO HANDLE THIS ASSIGNMENT	<i>[give an outline of experience and training most pertinent to tasks on this assignment, with degree of responsibility held. Use about half of a page A4].</i>
12	COMPUTER SKILL & RELETED RESEARCH SOFTWARE	
13	RESEARCH PUBLICATION	
14	RESEARCH PROPOSAL	

CERTIFICATION

[Do not amend this Certification].

I, the undersigned, certify that (i) I was not a former employee of the Client immediately before the submission of this proposal, and (ii) to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that any wilful misstatement described herein may lead to my disqualification or dismissal, if engaged.

Signature			
Print name			
Date of Signing			
dd / mm / yyyy			

Rahman
Rahman

Form 3C. Indicative Remuneration & Expenses

The Post-Doctoral Fellow should provide an indication of the remuneration as per the format shown below. This will not be used for evaluation of the Post-Doctoral Fellow 's Application but solely for the purposes of Application Negotiations to be held as stated in **Clause 9.1** .

(1) Remuneration

Rate (Per month / day / hour in Tk)	Staff Time (No. month / day / hour)	Total (Tk)
		9

Note: (1) A month consists of 30 calendar days.
 (2) Remuneration will be including of VAT, taxes and all other as per government regulations.

(2) Reimbursable (as applicable)

	Rate per unit	Total unit	Total Amount (Tk)
(a) Per Diem Allowance			
(b) Air Travel Costs			
(c) Other Travel Costs (state mode of travel)			
(d) Communication charges			
(e) Reproduction of Reports			
(f) Other Expenses (<i>to be listed</i>)			
		Sub-total	

CONTRACT CEILING (1) + (2)	
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Section 4. Contract Forms

The *Contract Agreement*, which once completed and signed by the Client and the Post-Doctoral Fellow, clearly defines the Client's and Post-Doctoral Fellow s' respective responsibilities.

AMah

Assaun

4.1 Contract Agreement (Time-based)

THIS CONTRACT ("the Contract") is entered into this day of [dd/mm/yy], by and between [insert name of Client] ("the Procuring Entity") having its office at [insert address of Client], and [insert name of Post-Doctoral Fellow] ("the Post-Doctoral Fellow") having his/her address at [insert address of Post-Doctoral Fellow].

WHEREAS, the Client wishes to have the Post-Doctoral Fellow performing the Services hereinafter referred to, and WHEREAS, the Post-Doctoral Fellow is willing to perform these Services,

NOW THEREFORE THE PARTIES hereby agree as follows:

General

1. Services
 - 1.1 The Post-Doctoral Fellow shall perform the Services specified in Annex A (*Description of Services*), which are made an integral part of the Contract.
2. Duration
 - 2.1 The Post-Doctoral Fellow shall perform the Services during the period commencing from [dd/mm/yy] and continuing until [dd/mm/yy], or any other period as may be subsequently agreed by the parties in writing.
3. Corrupt, Fraudulent, Collusive or Coercive Practices
 - 3.1 The Government requires that Client, as well as Applicants, shall observe the highest standard of ethics during the implementation of procurement proceedings and the execution of Contracts under public funds.
 - 3.2 The Government defines corrupt, fraudulent, collusive or coercive practices, for the purposes of this provision, in the **Sub-Clause 3.5**
 - 3.3 Should any corrupt, fraudulent, collusive or coercive practice of any kind come to the knowledge of the Client, it shall, in the first place, allow the Applicant to provide an explanation and shall, take actions only when a satisfactory explanation is not received.
 - 3.4 If the Client at any time determines that the Applicant has, directly or through an agent, engaged in corrupt, fraudulent, collusive or coercive practices in competing for, or in executing, a Contract under public funds., the Client shall:
 - (a) exclude the Applicant from participation in the procurement proceedings concerned or reject an Application for award; and
 - (b) declare the Applicant ineligible, either indefinitely or for a stated period of time, from participation in procurement proceedings under public funds.
 - 3.5 The Government defines, for the purposes of this provision, the terms set forth below as follows:

"corrupt practice" means offering, giving or promising to give, receiving, or soliciting either directly or indirectly, to any officer or employee of a Client or other public or private authority or individual, a gratuity in any form; employment or any other thing or service of value as an inducement with respect to an act or decision or method followed by a Client in connection with a Procurement proceeding or Contract execution;

"fraudulent practice" means the misrepresentation or omission of facts in order to influence a decision to be taken in a Procurement proceeding or Contract execution;

"collusive practice" means a scheme or arrangement between two (2) or more Persons, with or without the knowledge of the Client, that is designed to arbitrarily reduce the number of Tenders submitted or fix Tender prices at artificial, non-competitive levels, thereby denying a Client the benefits of

competitive price arising from genuine and open competition; or

“coercive practice” means harming or threatening to harm, directly or indirectly, Persons or their property to influence a decision to be taken in the Procurement proceeding or the execution of a Contract, and this will include creating obstructions in the normal submission process used for Tenders, Applications, Proposals or Quotations.

- | | | |
|---------------------------------|-----|--|
| 4. Applicable Law | 4.1 | The Contract shall be governed by and interpreted in accordance with the laws of the People’s Republic of Bangladesh |
| 5. Governing Language | 5.1 | The language governing the Contract shall be English, however for day to day communications in writing both Bangla and English may be used. |
| 6. Modification of Contract | 6.1 | The Contract shall only be modified by agreement in writing between the Client and the Post-Doctoral Fellow. |
| 7. Ownership of Material | 7.1 | Any studies, reports or other material, graphic, software or otherwise, prepared by the Post-Doctoral Fellow for the Client under the Contract shall belong to and remain the property of the Client. |
| | 7.2 | The Post-Doctoral Fellow may, with the prior written approval of the Client, retain a copy of such documents and software, but shall not use them for purposes unrelated to the Contract. |
| 8. Relation between the Parties | 8.1 | Nothing contained in the Contract shall be construed as establishing or creating any relationship other than that of independent Post-Doctoral Fellow between the Client and the Post-Doctoral Fellow. |
| 9. Contractual Ethics | 9.1 | No fees, gratuities, rebates, gifts, commissions or other payments, other than those shown in the Contract, shall have been given or received in connection with the selection process or in the contract execution. |

Payments to the Post-Doctoral Fellow

- | | | |
|--------------------|------|---|
| 10. Ceiling Amount | 10.1 | The Client shall pay the Post-Doctoral Fellow for the Services rendered pursuant to ‘Description of Services’ ‘a ceiling amount not to exceed Tk [insert amount], which includes remuneration and reimbursable expenses as set forth in Clauses 10.2. These amounts have been established based on the understanding that it includes all of the Post-Doctoral Fellow ’s costs as well as any tax obligation that may be imposed on the Post-Doctoral Fellow. |
| | 10.2 | The composition of the Remuneration and Reimbursable which make up the ceiling amount are detailed in Annex B |
| 11. Remuneration | 11.1 | The Client shall pay the Post-Doctoral Fellow for Services rendered with the rates agreed and specified in ANNEX B “Cost estimates for Services and Schedule of Rates”. Remuneration rates shall be on monthly/daily/hourly [delete those inappropriate] |
| | 11.2 | Monthly Rate: The time spent in performing the Services shall include travel time, weekends and public holidays, and to the extent specified in Clause 15.2 shall also include periods of casual leave and sick leave. In cases where only part of a month is worked then remuneration shall be computed by dividing the monthly rate by 30 and multiplying by the number of days worked i.e. time spent (as described above) during that month; |

or

Daily rate: The time spent in performing the Services shall be determined solely on the basis of the number of days actually worked by the Post-

Doctoral Fellow, and shall include travel time, but not weekends, public holidays, casual or sick leave

or

Hourly rate: The time spent in performing the Services shall be determined solely on the basis of the number of hours actually worked by the Post-Doctoral Fellow, and shall include travel time, but not weekends, public holidays, casual or sick leave.

12. Reimbursables
- 12.1 **Per Diem Allowance:** The Post-Doctoral Fellow shall, when performing the Services away from the duty station, be entitled to per diem allowance in accordance with the agreed per diem rates.
- 12.2 **Travel Costs:** The Post-Doctoral Fellow shall, when performing the Services away from the duty station, be entitled to travel costs in accordance with the agreed travel costs.
- 12.3 **Other Expenses:** The Post-Doctoral Fellow shall, when performing the Services, be entitled to reimbursement of any other expenses as detailed in **Annex B.**
- 12.4 For other reasonable reimbursable expenses not falling within the above three categories, but which may arise during performance of the Services, such expenses will only be reimbursed by the Client as it may at its sole discretion approve, subject to available of budget.
13. Payment Conditions
- 13.1 **Currency:** Payments shall be made in Bangladesh Taka by the end of each calendar month or within fifteen (15) calendar days of receipt of the Invoice as the case may be.
- 13.2 **Advance Payment:** The Post-Doctoral Fellow shall, if he/she so requests, be entitled to a total advance payment, as specified in Annex B, to cover his/her out-of-pocket expenses which are to be recovered in equal installments from monthly amounts due to him/her.
- [For aid funded procurement Advance Payments may be applicable. However, for 100% GoB funded procurement Advance payments shall not be applicable unless otherwise specifically decided by The Government.]*
- 13.3 **Monthly Payments:** The Post-Doctoral Fellow shall submit an Invoice for Remuneration and Reimbursable at the end of every month and payments shall be made by the Client within fifteen (15) calendar days of receipt of the invoice.
- 13.4 **Final Payment:** The final payment shall be made only after the final report shall have been submitted by the Post-Doctoral Fellow and approved as satisfactory to the Client. If the Client notifies any deficiencies in the Services or the final report, the Post-Doctoral Fellow shall promptly make any necessary corrections, to the satisfaction of the Client.
- 13.5 **Suspension:** The Client may, by written notice of suspension to the Post-Doctoral Fellow, suspend all payments to the Post-Doctoral Fellow hereunder if the Post-Doctoral Fellow fails to perform his/her obligations under this Contract.
- 13.6 **Refund of Excess Payment:** Any amount if paid to the Post-Doctoral Fellow in excess of the amount actually payable under the provisions of the Contract shall be reimbursed by the Post-Doctoral Fellow within thirty (30) days of receipt of the claim from the Client, provided that such claim is lodged within three (3) months after the acceptance of the final report.

Obligations of the Post-Doctoral Fellow

14. Medical Arrangements
- 14.1 The Post-Doctoral Fellow shall, before commencement of the Services furnish the Client with a medical report providing evidence satisfactory to the Client

that the Post-Doctoral Fellow is in good health and is not subject to any physical or mental disability which may interfere with his/her performance of the Services.

15. Working Hours and Leave
- 15.1 The Post-Doctoral Fellow shall, when engaged directly with the Client, follow the normal Working Hours and Holidays of the Client, and entitlement to leave as per the Client's Rules.
- 15.2 The Post-Doctoral Fellow's remuneration shall be deemed to cover leave except otherwise specified in the Contract.
16. Performance Standard
- 16.1 The Post-Doctoral Fellow undertakes to perform the Services with the highest standards of professional and ethical competence and integrity.
17. Contract Administration
- 17.1 **Client's Representative**
The Client's representative, as indicated in Annex A, shall be responsible for the coordination of all activities under the Contract.
- 17.2 **Timesheets**
The Post-Doctoral Fellow providing Services may be required to complete standard timesheets or any other document to identify the time spent, as requested by the Client's Representative.
18. Confidentiality
- 18.1 The Post-Doctoral Fellow shall not, during the term of the Contract or within two years after its expiration, disclose any proprietary or confidential information relating to the Services, the Contract or the Client's business operations without the prior written consent of the Client.
19. Post-Doctoral Fellow's Liabilities
- 19.1 The Post-Doctoral Fellow shall continue to cooperate with the Client after the termination of the Contract, to such reasonable extent as may be necessary to clarify or explain any reports or recommendations made by the Post-Doctoral Fellow.
- 19.2 The Post-Doctoral Fellow shall report immediately to the Client any circumstances or events which might reasonably be expected to hinder or prejudice the performance of the Services.
20. Post-Doctoral Fellow not to be Engaged in Certain Activities
- 20.1 The Post-Doctoral Fellow agrees that, during the term of the Contract and after its termination, the Post-Doctoral Fellow shall be disqualified from providing goods, works or services (other than any continuation of the Services under the Contract) for any project resulting from or closely related to the Services.

Obligations of the Client

21. Services, Facilities and Property
- 21.1 The Client shall, free of any charge to the Post-Doctoral Fellow, make available for the purpose of carrying out the assignment data, local services, personnel, and facilities indicated in Annex A.

Termination and Settlement of Disputes

22. Termination
- 22.1 **By the Client**
The Client may terminate the Contract by not less than twenty-eight (28) days written notice to the Post-Doctoral Fellow, such notice to be given after the occurrence of any event necessitating such termination.
- 22.2 **By the Post-Doctoral Fellow**
The Post-Doctoral Fellow may terminate the Contract, by not less than twenty-eight (28) days written notice to the Client, if the Client fails to pay any monies due to the Post-Doctoral Fellow pursuant to the Contract.

23. Dispute Resolution

23.1 Amicable Settlement

The Client and the Post-Doctoral Fellow shall use their best efforts to settle amicably all disputes arising out of or in connection with this Contract or its interpretation.

23.2 Arbitration

If the dispute cannot be settled the same may be settled through arbitration in accordance with the Arbitration Act 2001 of Bangladesh as at present in force. The place of Arbitration shall be in Dhaka.

IN WITNESS WHEREOF the parties hereto have signed this agreement the day and year first above written.

FOR THE CLIENT

FOR THE POST-DOCTORAL FELLOW

Signature

Signature

Print Name & Position:

Print Name:

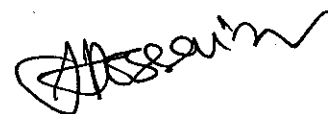
The following documents forming the integral part of this contract shall be interpreted in the following order of priority:

(a) The Form of contract

Annex A: Description of Services

Annex B: Cost Estimates of Services and Schedule of Rates

Annex C: Post-Doctoral Fellow's Reporting Obligations

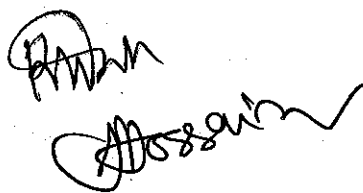


ANNEX A: Description of the Services

[Give detailed descriptions of the Services including its (a) Background, (b) Objectives, (c) Detailed negotiated TOR providing a description of Services to be provided , (d) Work plan with dates for completion of various tasks, (e) Place of performance of different tasks, (f) Specific tasks to be approved by the Client; etc.).

[also ensure the following data is listed in this Annex in conformity with the Contract Agreement.

- 1. The name of the main location (Duty Station) at which the Services are to be provided. Also advise if any other travel will be necessary, and if so, to which expected locations will the Post-Doctoral Fellow be required to travel.*
- 2. Indicate the Contact Addresses for Notices and Requests as indicated in Clause 22.1 of the Contract Agreement.*
 - (a) Address of the Client:
(With phone number, Fax number & e-mail)*
 - (b) Address of the Client:
(With phone number, Fax number & e-mail)*
- 3. Logistics and facilities to be provided to the Post-Doctoral Fellow by the Client are listed below:*
 - Office space with furniture including file cabinet and electric connection;*
 - Office Assistant(s)/Support staff;*
 - Office equipment like computer, printer etc;*
 - Facilities for production and binding of reports etc. shall be the responsibility of the Client in case of Time based contract.*
 - Any other facilities agreed by both Client & the Post-Doctoral Fellow.*

Two handwritten signatures in black ink are located in the lower right quadrant of the page. The top signature is a stylized, somewhat illegible scribble. The bottom signature is more legible, appearing to read 'A. Hassan'.

ANNEX B: Cost estimates of Services and Schedule of Rates


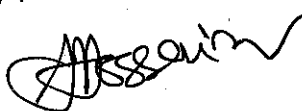
(A) Remuneration

Name of Post-Doctoral Fellow	Rate, Taka	Quantity	Total Taka
(a)	(b)	(c)	(d) = (b) x (c)
Remuneration is made on a [<i>state monthly, daily or hourly</i>] rate		Sub-Total (A)	

(B) Reimbursable

Items of reimbursable	Unit	Qty	Rate(Taka)	Total (Taka)
(a)	(b)	(c)	(d)	(e) = (c) x (d)
(a) Per Diem Allowance				
(b) Air Travel Costs				
(c) Other Travel cost				
(d) Communication charges				
(e) Reproduction of reports				
(f) Other Expenses (to be listed)				
<i>Supporting documents and vouchers must be attached with the invoice</i>		Sub-total (B) =		

CONTRACT CEILING (A) +(B)=	Total =
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ANNEX C: Post-Doctoral Fellow 's Reporting Obligations
(Sample Format)

Sl. No.	Reports	Contents of Reports	Persons to Receive them	Date of Submission
1	Inception Report			
2	Interim Progress Report (a) First Status Report (b) Second Status Report			
3	Draft Report			
4	Final Report			

