

RFQ No.: AGPL/2026/RFQ/001

Terms of Reference (ToR) for the procurement of training services on Energy Management System ISO 50005, 14001 and Capacity Building

Powering Nepal's Green Industrial Future (Power-GIF) |
Ambidience Global Private Limited

Proposals must be submitted by 5:00 PM IST on Thursday, 10 September 2026

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1. Background

Ambidience Global Private Limited seeks to hire a qualified trainer for the Powering Nepal's Green Industrial Future (Power-GIF) project being implemented in Nepal. Power-GIF aims to design and deliver practical training on energy management systems with a focus on ISO 50005 and the transition pathway toward ISO 50001. ISO 50005 provides guidance for a phased approach to establishing, implementing, maintaining and improving an Energy Management System (EnMS), particularly useful for organizations that need a structured maturity-based pathway. ISO 50001 provides a framework for organizations to improve energy use and energy performance through an EnMS based on continual improvement. In addition, the training will also integrate ISO 14001:2015 (Environmental Management Systems), which emphasizes a systematic approach to managing environmental responsibilities. ISO 14001 helps organizations reduce their ecological footprint, comply with regulations, and align energy management with broader sustainability goals.

The project seeks an experienced Trainer/Subject Matter Expert to develop training materials, deliver the training programme, facilitate technical discussions, and provide recommendations for future capacity-building activities.

2. About Power-GIF

Powering Nepal's Green Industrial Future (Power-GIF) is a Government of Norway–supported initiative aiming to utilize the projected growth in power generation to accelerate Nepal's transition toward a low-carbon, climate-resilient, and industrialized economy. The initiative, aimed at promoting industrial electrification and clean energy adoption to advance green, resilient and inclusive development, is being implemented by Centre for Rural Technology, Nepal (CRT/N) led consortium in participation of the Nepal Electricity Authority (NEA), Confederation of Nepalese Industries (CNI), Center for Energy Studies (CES), and Ambidience Global Private Limited. With a combination of technical expertise, policy engagement, and strong private sector linkages, the project supports industrial decarbonization through policy support, technology demonstration, capacity building, digital innovations and access to innovative financing solution.

3. Objective of the Assignment

The objectives of the assignment are to engage a trainer to develop training modules and deliver interactive training sessions in Nepal for the target groups:

- a. Equip participants with knowledge of ISO 50005 and practical tools for effective energy management
- b. Guide participants in developing an implementation roadmap aligned with ISO 50001/50005 principles

4. Scope of Work

The trainer shall be responsible for preparing, customizing and delivering the training programme in Nepal. The scope shall include the following:

- a. **Develop and deliver training:** Design and conduct a training programme covering ISO 50001, ISO 50005 and ISO 14001, including modules, presentations, participant workbooks, and practical exercises
- b. **Facilitate interactive learning:** Lead discussions, case studies, group activities, and demonstrations to strengthen participant understanding of energy management systems in line with ISO 50001 continual improvement framework and the ISO 50005 phased maturity pathway and the ISO 14001 environmental management requirements. This will ensure participants gain both technical and practical insights into energy efficiency and environmental stewardship.

5. Key Responsibilities of the Trainer

Following are the key responsibilities of the trainer, but not limited to:

- a. Develop training modules on ISO 50005, ISO 14001:2015 and its relevance to energy management system implementation and environmental management system implementation.
- b. Define the profile or qualification of intended target participants, including recommended background, roles, responsibilities and learning needs
- c. Prepare training materials using templates provided by the company
- d. Prepare a PowerPoint presentation for delivery of the training
- e. Prepare a participant workbook for use during the sessions and for future reference
- f. Design at least four practical exercises that encourage application of ISO 50005 and ISO 14001 concepts
- g. Develop pre-training and post-training assessments to measure learning outcomes
- h. Prepare an ISO 50001/50005 and ISO 14001 implementation roadmap for use by participants after the training
- i. Deliver the training in an interactive manner, including regular questions, discussions, group activities and reflection points
- j. Respond to participant queries during the programme
- k. Support collection and review of participant feedback after each training batch

6. Training Schedule and Delivery Arrangement

The trainer shall travel for the trainings scheduled **from 29 September to 9 October**. Training will be conducted in person in Nepal during this period. Two batches shall be conducted each training day, with each batch receiving four hours of training. The final daily schedule, venue details and participant list will be confirmed by Ambidience Global Private Limited and the Power-GIF project team.

Training Details:

i) Participants:

Target group	Industrial engineers, technicians, plant managers, technical heads, production managers, Energy managers, Maintenance engineers, Sustainability officers, Industry association representatives.
Duration	2 Shifts (4 hrs. each) 40 hours– 10 days
Total Participants	40 participants. (20 participants per batch).

ii) Course Modules:

1. Energy Audit
2. Energy Management (ISO 50001:2021)
3. Energy Efficiency
4. Energy Audit
5. Environment Management System (ISO 14001:2015)

Module	Topics Covered	Hours Required	Methodology
1. Energy Audit	• Introduction to Energy Auditing • Types of Energy Audits (Walk-through, Preliminary, Detailed) • Energy Consumption Analysis Hours Required 8 Hours Methodology Lectures, • Data Collection and Measurement Techniques • Energy Balance and Performance Indicators • Identification of Energy Saving Opportunities • Energy Audit Reporting	8 Hours	Lectures, Case Studies, Group Exercise, Industrial Data Analysis
2. Energy Management System (ISO 50001:2021)	• Overview of ISO 50001:2021, ISO 50005:2021 • Energy Policy • Energy Planning Process • Energy Baseline and Energy Performance Indicators • Risk and Opportunity Assessment • Monitoring, Measurement, Analysis, and Evaluation • Internal Audit and Management Review	10 Hours	Presentations, Group Discussions, Practical Exercises, Documentation Review
3. Energy Efficiency	• Fundamentals of Energy Efficiency • Energy-Efficient Technologies and Practices	8 Hours	Interactive Sessions, Calculations, Case Studies

	• Motors, Pumps, Fans, Compressors Efficiency • HVAC System Optimization • Lighting Efficiency and Controls • Boiler and Steam System Efficiency • Renewable Energy Integration • Cost-Benefit Analysis of Efficiency Measures		
4. Advanced Energy Audit & Industrial Applications	• Detailed Audit Procedures • Benchmarking and Performance Assessment • Use of Audit Instruments • Industrial Case Studies • Preparation of Action Plans and Investment Proposals • Report Presentation and Communication of Findings	6 Hours	Practical Exercises, Case Analysis
5. Environmental Management	• Introduction to Environmental Management Systems • ISO 14001:2015 Requirements • Environmental Aspects and Impacts Assessment • Legal and Compliance Obligations • Risk-Based Thinking and Opportunities • Operational Controls and Emergency Preparedness • Performance Evaluation and Internal Auditing • Continual Improvement and Certification Process	8 Hours	Lectures, Case Studies, Practical Exercises

7. Deliverables

The expected deliverables of the trainings to the target groups from industry, SEZ Authority, and other sectors are as given below:

No.	Deliverable	Description	Expert Days
1	Training preparation	Coordination meetings, review of existing materials, preparation of agenda, presentations, exercises, participant handbook, and evaluation tools	2 Days
2	Training delivery	Conduct training programme, facilitate discussions, practical exercises, and question-and-answer sessions	

3	Post-training reporting	Submit training report, participant evaluation summary, attendance records, photographs, recommendations, and final training materials	2 Days
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8. Expected Outcome

At the completion of the training, participants are expected to demonstrate the following outputs:

- Explain the requirements and principles of ISO 50001:2021 and the phased implementation approach of ISO 50005.
- Conduct and contribute to energy audits and energy reviews to assess energy performance.
- Analyze energy consumption data and identify energy efficiency and energy-saving opportunities.
- Develop Energy Performance Indicators, monitoring plans, and measurement frameworks.
- Prepare and implement energy management roadmaps, action plans, and recommendations aligned with ISO 50001/50005 requirements.
- Support the implementation, maintenance, and continual improvement of an Energy Management System.
- Implement and maintain an Environmental Management System in accordance with ISO 14001:2015 requirements.
- Contribute to organizational sustainability, environmental compliance, and resource efficiency objectives.

9. Participant Profile

The trainer shall propose and finalize the participant profile in consultation with Ambidience Global Private Limited. Participants may include representatives from industrial enterprises, facility and energy managers, technical officers, operations and maintenance personnel, sustainability staff, project partners and other stakeholders involved in energy performance improvement and EnMS and environmental management system implementation.

10. Required Trainer Qualifications and Experience

Mandatory:

- Updated Curriculum Vitae of the trainer
- Demonstrated expertise in energy management systems, ISO 50001, ISO 50005, ISO 14001:2015 environmental management systems, ISO 9001 and others
- Minimum 8-10 years of professional experience in designing and delivering technical trainings for industries, government agencies, industry associations, and technical training institutions.
- Strong understanding of industrial energy consumption patterns, energy efficiency measures, and best practices in energy management.

- e. Ability to develop practical, user-friendly training materials and exercises for industrial personnel, energy managers, and technical staff.
- f. Strong facilitation and communication skills, including the ability to make sessions interactive and encourage questions during delivery
- g. Accredited Energy Manager or Energy Auditor by the Indian Bureau of Energy Efficiency (BEE)
- h. Provide documentary evidence (any five in recent five years) such as contract/work order/reference letter/etc. for all the management and technical trainings conducted
- i. Experience working in an international setup and conversant to provide trainings in Hindi and English

Desirable:

- j. Prior experience conducting trainings in Nepal or South Asia will be an advantage
- k. Conducted at least 20 such trainings in India or abroad
- l. Knowledge of Nepali is desirable, but not mandatory
- m. Certification (Lead Auditor/ Lead Implementer) in ISO 50001, ISO 50005 and ISO 14001 or equivalent professional certification will be considered an advantage

11. Technical Proposal

The proposed training will be structured to ensure participants gain both conceptual clarity and practical application skills on ISO 50005 and the transition pathway toward ISO 50001 and the integration of ISO 14001:2015. The methodology will combine interactive lectures, case-based discussions, group exercises, and guided assessments.

Key elements include:

- i. **Training Design:** Development of modules aligned with ISO 50005 maturity steps, linking each stage to ISO 50001 requirements, incorporating ISO 14001 principles to connect energy management with environmental responsibilities and compliance.
- ii. **Delivery Approach:** Interactive sessions with presentations, participant workbooks, and at least four practical exercises to reinforce learning. Case studies will highlight both energy efficiency and environmental management practices.
- iii. **Assessment Tools:** Pre- and post-training evaluations to measure knowledge gained and identify areas for improvement, including participant understanding of ISO 14001 requirements.
- iv. **Implementation Roadmap:** A structured guide enabling participants to apply EnMS principles within their organizations, while also embedding environmental management practices aligned with ISO 14001.
- v. **Engagement Strategy:** Active facilitation through Q&A, group activities, and reflection points to ensure participant involvement, with emphasis on integrating energy and environmental management for sustainable industrial practices.

The approach ensures participants leave with actionable knowledge, practical tools, and a clear roadmap for energy management system implementation.

12. Financial Proposal and Budget Instructions

The trainer is required to quote an all-inclusive fee for conducting the overall training assignment. The financial proposal must include only the cost of training services, including module development, preparation of materials, training delivery, assessments, exercises, implementation roadmap and related professional inputs. Hotel accommodation, local transport between the hotel and training venue, and flights will be arranged separately by the project and must not be included in the quotation. The quoted amount must include all applicable taxes, duties, charges and fees. No additional charges shall be paid beyond the quoted amount.

13. Submission Requirements

- 1) Technical proposal describing the trainer's approach, methodology and proposed training structure
- 2) Trainer profile or curriculum vitae demonstrating relevant experience
- 3) Proposed training schedule aligned with the travel period from **29 September to 9 October**
- 4) Sample outline of the training module and practical exercises
- 5) All-inclusive financial quote, inclusive of all taxes and charges

14. Contact Person and Submission Details

Interested trainers shall submit their technical and financial proposals to the designated contact person below. Proposals must be submitted by the proposal submission deadline to be specified by Ambidience Global Private Limited.

Details	Name of Contact Person
Designation	Contract Department
Organisation	Ambidience Global Private Limited
Email	info@ambidience.com quotation@ambidience.com (copy to cc)
Phone	+91 90 131 77 161

Quotations must be sent to info@ambidience.com and with cc to quotation@ambidience.com as below:

Email Subject: AGPL/2026/RFQ/001_Bidder-Name

The bidder may enable read receipt prior sending the proposals. No separate acknowledgement will be provided.

15. Evaluation Criteria

Proposals may be evaluated based on relevant technical expertise, experience with ISO 50001/50005, quality of the proposed training methodology, suitability of training materials and

exercises, prior experience in similar assignments, facilitation capability and competitiveness of the all-inclusive financial quote.

The evaluation will be based on QCBS of 70:30 technical and financial criteria.