## Request for Proposal (RFP)

<table>
<thead>
<tr>
<th>Commodity/Service Required:</th>
<th>Setting-up technology incubation hub, establish innovation park and develop training program at SGKC campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of Procurement:</td>
<td>Subcontract</td>
</tr>
<tr>
<td>Type of Contract:</td>
<td>Firm Fixed Price</td>
</tr>
<tr>
<td>Term of Contract:</td>
<td>24 months from the date of award</td>
</tr>
<tr>
<td>Contract Funding:</td>
<td>U.S. Agency for International Development (USAID)</td>
</tr>
<tr>
<td>Price Range (including GST):</td>
<td>$375,000 - $400,000 (USD)</td>
</tr>
<tr>
<td>This Procurement supports:</td>
<td>South Asia Regional Energy Partnership (SAREP)</td>
</tr>
<tr>
<td>Submit Proposal to:</td>
<td><a href="mailto:SAREP-Procurement@rti.org">SAREP-Procurement@rti.org</a></td>
</tr>
<tr>
<td>Date of Issue of RFP:</td>
<td>June 2, 2022</td>
</tr>
<tr>
<td>Date Questions from Supplier Due:</td>
<td>June 9, 2022, 1700 hours Indian Standard Time</td>
</tr>
<tr>
<td>Date Proposal Due:</td>
<td>July 13, 2022</td>
</tr>
<tr>
<td>Approximate Date Subcontract Issued to Successful Bidder:</td>
<td>July 29, 2022</td>
</tr>
</tbody>
</table>

### Method of Submittal:

Respond via e-mail with attached document in MSWord / pdf format. The Bidder/Seller agrees to hold the prices in its offer firm for **90 days** from the date specified for the receipt of offers, unless another time is specified in the addendum of the RFP.

### Solicitation Number:

SAREP-RFP-2022-007-Amendment 02

### Attachments to RFP:

1. Attachment "A" – Commodity Specifications
2. Attachment "B" – Instructions to Bidders/Sellers
3. All Subcontract Terms and Conditions are listed on our website at: https://www.rti.org/sites/default/files/standard_subaward_terms_and_conditions_v1_11.pdf

Supplier’s delivery of products, performance of services, or issuance of invoices in connection with this Subcontract establishes Supplier’s agreement to the Terms. The bidders may include any exceptions to these terms with their offer. The Terms may only be modified in writing signed by both parties.

All bidders/sellers are responsible to carefully review each attachment and follow any instructions that may be relevant to this procurement.

---

**RTI International is a trade name of Research Triangle Institute. RTI and the RTI logo are U.S. registered trademarks of Research Triangle Institute.**
Attachment A
Commodity Specifications or Statement of Work

Statement of Work

Indicate a description of the activity/service that is expected from the supplier. Provide product specifications or service expectations (both if applicable). Include deliverables, timelines, and any special terms and conditions.

Description of Activity/Service:

<table>
<thead>
<tr>
<th>Background</th>
</tr>
</thead>
<tbody>
<tr>
<td>RTI International is an independent, nonprofit research institute dedicated to improving the human condition. Clients rely on us to answer questions that demand an objective and multidisciplinary approach—one that integrates expertise across the social and laboratory sciences, engineering, and international development. We believe in the promise of science, and we are inspired every day to deliver on that promise for the good of people, communities, and businesses around the world.</td>
</tr>
</tbody>
</table>

RTI International has been working in Asia for more than 35 years, providing technical assistance, institutional strengthening, and program support on behalf of governments, foundations, and private-sector clients. Together with our local partners, we deliver science-based solutions and advisory and technical services to help countries across South and Southeast Asia achieve national, regional, and local goals—in health, education, economic growth, governance and public policy, and environmental management. RTI is implementing 19 projects in the Asia region with its offices located in India, Indonesia, Thailand, Cambodia, Philippines, Laos, Nepal, and Papua New Guinea.

RTI International is the implementing contractor for a five (5) year USAID project called the USAID South Asia Regional Energy Partnership (SAREP). SAREP will serve as a linchpin of the Asia Enhancing Development and Growth through Energy (EDGE) initiative. To achieve USAID’s goal of improving access to affordable, secure, reliable and sustainable energy, SAREP will address two distinct, yet mutually dependent objectives: a. Enabling six countries – Bangladesh, Bhutan, India, Maldives, Nepal and Sri Lanka—to build systems and processes in line with their respective economic and energy security priorities, and b. Facilitating collaboration among these six countries in a regional energy market that will accelerate economic development, self-reliance, livelihoods, health, and productivity throughout the region.

SAREP’s objectives are as follows:

- Workstream 1: Regional Energy Hub
- Workstream 2: Technical Services
  - Objective 1: Enhanced regional energy markets and integration
  - Objective 2: Increased development of advanced energy
Objective 3: High-performing modern utilities.
Objective 4: Transparent, best-value procurement.

Through its objective – “Increased Deployment of Advanced Energy Solutions and Systems”, SAREP intends to enable faster and cost-effective deployment of advanced clean-energy technologies in seven focal areas identified as –

- Develop and implement enabling policies and market mechanisms
- Improve grid capability to manage higher RE penetration
- Accelerate clean energy transition in large demand centers
- Expand the use of distributed energy resources
- Accelerate next generation energy efficiency in appliances and buildings
- Mobilize private sector financing
- Enhance institutional and human capacity

The planned activities under the seven focal areas broadly related to conducting market assessment and studies; support towards policies, regulations, and standards; institutional and human capacity building; implementation support; pilots demonstrating technology, regulatory and business models, building partnerships and alliances; and outreach and communication.

Firms with relevant experience are invited to participate in the request for proposal (RFP) issued by SAREP and task order will be awarded to the successful competent firm. The selected firm shall provide all requisite support and technical assistance in undertaking the activities mentioned in the scope of work.

Product or Service Expectations (both if applicable):

1. **Scope of Work and Objectives**

The Smart Grid Knowledge Centre (SGKC) is a state-of-the-art platform for demonstration and outreach of smart grid technologies. Established by the POWERGRID, with support from the Ministry of Power (MOP) and the National Smart Grid Mission (NSGM), the SGKC showcases smart grid technologies through demonstrations and provides training and capacity building support to power distribution companies. The SGKC is located within the POWERGRID Academy of Leadership (PAL) complex at Manesar, Haryana.

SGKC strives to become global leader in fostering innovation, entrepreneurship and research in smart grid technologies and create capacities in the power distribution sector.

Quality power supply, viability of DISCOMs, a consumer-centric approach, and the transition to clean energy are key priorities for countries in the south Asian (SA) region. The SGKC is
strategically positioned to address these needs, by showcasing advanced smart grid technologies, nurturing new ideas, training power sector professionals, and sharing best practices. The Government of India’s (GoI) INR-3 trillion DISCOM reform plan, called the Revamped Distribution Sector Scheme (RDSS), has earmarked a budgetary support of INR 300 million to strengthen and expand SGKC as a center of excellence (COE).

USAID - Smart Power for Advancing Reliability and Connectivity (SPARC) program has supported Ministry of Power (MOP), Power Grid Corporation of India Limited (PGCIL), National Smart Grid Mission (NSGM) to develop the long-term vision and roadmap of SGKC to foster innovation, entrepreneurship, and research in smart power systems. The program has helped SGKC in implementation of proposed strategies of the roadmap including setting up an innovation park. The program has also developed a virtual SGKC mirroring the physical SGKC set-up with a new element of an innovation park, as a demonstration platform for technology providers to showcase their smart grid solutions.

Refer to Annexure 2: SGKC Strategic Roadmap and Annexure 3: Powergrid Academy of Leadership (PAL) Brochure

Tasks

The subcontractor will undertake the following activities:

I. **Task 1: Set-up Technology Incubation Hub at SGKC campus** (60% of the overall scope)

   Strategic and implementation technical assistance to PGCIL, NSGM and MOP in setting up a Technology Incubation Hub in SGKC campus to nurture startups and promote continuous innovation in the power sector by providing access to infrastructure, mentorship, market, and funding. The assistance is expected to create a long-lasting structured approach for helping new business and technology ideas in power sector to transform into a commercial solution. Identified activities within this task are as follows:

   **Sub-task A: Design and Development of Tech Incubation Hub**
   
   i. Study the global incubation landscape, present the governance and best practices of successful tech incubation models in power sector worldwide
   
   ii. Analyze options on tech incubation models in Indian context, study facilities at SGKC including its operations from its premises and recommend the most suited one based on qualitative and quantitative assessments (ease of implementation, timelines, fund and sponsorship availability, etc.)
   
   iii. Prepare tech incubator guiding framework, governance (administrative, business, and legal), infrastructure requirements, organization structure, sustainability (revenue model, program structure), performance parameters (KPIs) and scale-up plan. The plan
would also identify the expectations of the entrepreneurs from the incubation hub and accordingly incorporate the feedback into the program structure.

iv. Develop business plan, operational structure, business model and strategic roadmap for tech incubator with well-defined targets and milestones.

Sub-task B: Onboarding of a Tech incubator

i. Develop RFP document including key objectives, outputs, role and responsibilities and commercial arrangements

ii. Obtain review, consensus on modifications to the RFP document with involved stakeholders

iii. Roll out the call for applications via RFP

iv. Develop social media and outreach content to socialize the call for applications via various mediums including SGKC, USAID/India and SAREP social media handles.

v. Support SGKC in tender management including evaluation, shortlisting, and selection of tech incubator

Sub-task C: Handholding support to SGKC

i. Facilitate contract/ MoU signing between selected incubator and SGKC

ii. Support SGKC in monitoring and review of business plans/ key outputs of the incubator

iii. Coordinate between SGKC and incubator for roll-out of first round of incubation including launch of the Incubation Hub and facilitate partnerships for different aspects of incubation like mentorship, marketing, investment, etc.

Subtask D: Outreach and Knowledge Dissemination

i. Showcasing and promotion of the incubatee on the SGKC website, and other possible places such as SAREP website, etc.; Provide high visibility to incubates at SGKC events, seminars and conferences, network with other incubates and network partners, to increase traction

ii. Develop outreach material including brochure (6 pager, 2-pager, etc., factsheet, best practice manual, success stories and/or case studies as required to disseminate accomplishments globally.

iii. Develop content for social media outreach of SGKC incubation hub.

II. Task 2: Support Establishment of Innovation Park at SGKC campus (20% of the overall scope of work)

Technical assistance for supporting physical innovation park to serve as a platform to demonstrate frontier technologies, products, and solutions at SGKC campus in the following manner –
Sub task A: Support SGKC in setting up of physical innovation park
   i. Support SGKC in development of relevant specifications, bill of quantity, cost estimates for procurement/set of hardware/software for physical innovation park.
   ii. Support SGKC in implementation activities

Sub task B: Selection of technologies for showcasing at the innovation park
   i. Identify new technologies and thematic areas in consultation with SGKC.
   ii. Develop technical specs, bill of quantity for new technologies demonstrations, and the content for AR/VR zones.
   iii. Develop and facilitate EOI process for shortlisting and selection of technologies, including communication and coordination with technology providers for setting up their innovative solutions at SGKC.
   iv. Ensure the virtual innovation park remains active through promotion campaigns and organizing virtual events

Sub task C: Develop communication, and outreach for innovation park
   i. Develop engagement plan/calendarized initiatives for promotion of the virtual SGKC.
   ii. Promote physical innovation park if set up within the period of contract by SGKC.
   iii. Establish SGKC value proposition in South Asia region through campaign, roadshows, and success stories.
   iv. Develop flyers, brochures, compendiums, case studies, success stories and other marketing material as deem necessary to engage power sector stakeholders within and outside India

III. Task 3: Enable structured training calendar and offer training programs in power sector (20% of the overall scope of work)

Given RDSS's ample focus on training and capacity building, SGKC with its established training facilities can play a vital role as a training provider to help achieve early success and build further confidence.

   a. Develop a training plan and calendar to facilitate systematic and regular trainings. The training calendar should provide yearly/half yearly/quarterly, region wise/utility wise and/or national scale training programs.
   b. The training calendar would also specify again based on expressed needs, mode of delivery i.e., physical mode or virtual mode. It may be desirable to have a suitable combination of the two depending on the nature and profile of participants.
   c. Organize site visits and trainings of delegation of utilities from South Asia.
   d. Identify national and international conferences/technology events for collaboration and participation by SGKC.
   e. Develop calendarized packages for international and national delegations to choose from.
training course with an option to customize training modules for few thematic areas.

f. Deliver trainings/workshops on tools hosted by SGKC including Smart grid readiness self-assessment tool and CBA investment analysis tool. Recommend new business features for inclusion in the tool to expand its utilization.

g. Develop well defined KPIs for ensuring trainings imparted are performance driven and scale in coming years.

h. Identify expert faculty to impart training, themes, and provide recommendations on training courses. Facilitate SGKC in delivery of first set of training courses/program (if required) and its socialization on multiple platforms.

II. Performance Indicators:

<table>
<thead>
<tr>
<th>S No</th>
<th>Performance Indicators</th>
<th>Targets (bidder to propose)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Number of people trained</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Number of start-ups onboarded for incubation</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Number of training programs delivered</td>
<td></td>
</tr>
</tbody>
</table>

III. Communications and deliverables: Since the overall SAREP Program is being executed by RTI International, it is imperative that the Consultant keeps the SAREP Leadership team fully informed. Further, any decisions that may have an impact on the deliverables, timelines and nature of activities being delivered under this contract need to be taken in consultation with the SAREP Leadership team. All deliverables shall be submitted to the SAREP team for review and feedback. Comments received shall be incorporated and thereafter finalized. All submissions to USAID shall be made by the SAREP team. Depending on the nature of deliverable, the Consultant may however submit documents to SGKC, after review and feedback from the SAREP team has been incorporated. In all cases, the Consultant shall keep the SAREP Leadership informed of any submissions being made to SGKC under the program.

IV. Meetings: All presentations, face to face or virtual meetings with USAID, SAREP and other agencies should be led by subcontractor’s team leader.

V. Reporting: The subcontractor will report to SAREP.

VI. Performance period: The subcontractor performance period shall be twenty-four (24) months from the date of award of the subcontract.

VII. Payment: Payments shall be processed upon satisfactory completion of the deliverables and in accordance Delivery Schedule below. For additional information, please refer to Section 8 of Attachment B. Advance payments are not authorized.
### Deliverables, Timelines, Special Terms and Conditions:

<table>
<thead>
<tr>
<th>CLIN</th>
<th>Activity</th>
<th>Program deliverable(s) linked to payment</th>
<th>Estimated Deliverable due date (T = date of issue of subcontract)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Task 1 – Setting up of Technology Incubation Hub at SGKC Campus</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1</td>
<td>Design and Development of Tech Incubation Hub</td>
<td>1. Action Plan accepted</td>
<td>T + 3 months</td>
</tr>
<tr>
<td>1.2</td>
<td>Onboarding of a Tech Incubator</td>
<td>2. Call for applications issued by SGKC</td>
<td>T + 5 months</td>
</tr>
<tr>
<td>1.3</td>
<td>Evaluation, shortlisting and selection of tech incubator</td>
<td>3. Tech incubator selected by SGKC</td>
<td>T + 9 months</td>
</tr>
<tr>
<td>1.4</td>
<td>Launch of Tech Incubator Hub</td>
<td>4. Launch Event and contract signing</td>
<td>T +14 months</td>
</tr>
<tr>
<td>1.5</td>
<td>Outreach and Knowledge Dissemination</td>
<td>5. Outreach strategy and materials prepared</td>
<td>T + 22 months</td>
</tr>
<tr>
<td>2</td>
<td>Task 2: Establishment of Innovation Park at SGKC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.1</td>
<td>Establishment of Innovation Park</td>
<td>1. Activities for physical innovation park agreed with SGKC.</td>
<td>T + 2 months</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. Procurement specifications developed</td>
<td>T + 5 months</td>
</tr>
<tr>
<td>2.2</td>
<td>Selection of technologies for showcasing at the innovation park</td>
<td>3. EOI launched and EOI process for selection of technology providers concluded</td>
<td>T + 6 months</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Engagement plan/calendarized initiatives for promotion of the virtual SGKC developed</td>
<td>T + 9 months</td>
</tr>
<tr>
<td>2.3</td>
<td>Communication and Outreach</td>
<td>5. Outreach strategy and materials prepared</td>
<td>T + 12 months</td>
</tr>
<tr>
<td>3</td>
<td>Structured Training calendar and training programs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.1</td>
<td>Development of training calendar</td>
<td>1. Training calendar developed and accepted by SGKC</td>
<td>T + 3 months</td>
</tr>
<tr>
<td>3.2</td>
<td>Empanelment of Training Providers/ Expert Faculty</td>
<td>2. National &amp; International training packages developed and approved by SGKC.</td>
<td>T + 8 months</td>
</tr>
<tr>
<td>3.3</td>
<td>Training programs/workshop on tools hosted by SGKC</td>
<td>3. Training program/workshop on Smart Grid Assessment Tool.</td>
<td>T + 12 months</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>4.</strong></td>
<td>Training program/workshop on CBA analysis tool</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note: Deliverable due dates may be subject to revision during the contract performance period. These revisions will be incorporated through a formal subcontract modification after consultations with the host institution, USAID and the subcontractor.*
Pricing

The following table presents the pricing break-up of deliverables identified under each task.

<table>
<thead>
<tr>
<th>CLI N</th>
<th>Activity</th>
<th>Program deliverable(s) linked to payment</th>
<th>Price in INR</th>
<th>Estimated Deliverable due date (T = date of issue of subcontract)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Task 1 – Setting up of Technology Incubation Hub at SGKC Campus</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1</td>
<td>Design and Development of Tech Incubation Hub</td>
<td>1. Action Plan accepted</td>
<td>T + 3 months</td>
<td></td>
</tr>
<tr>
<td>1.2</td>
<td>Onboarding of a Tech Incubator</td>
<td>2. Call for applications issued by SGKC</td>
<td>T + 5 months</td>
<td></td>
</tr>
<tr>
<td>1.3</td>
<td>Evaluation, shortlisting and selection of tech incubator</td>
<td>3. Tech incubator selected by SGKC</td>
<td>T + 9 months</td>
<td></td>
</tr>
<tr>
<td>1.4</td>
<td>Launch of Tech Incubator Hub</td>
<td>4. Launch Event and contract signing</td>
<td>T +14 months</td>
<td></td>
</tr>
<tr>
<td>1.5</td>
<td>Outreach and Knowledge Dissemination</td>
<td>5. Outreach strategy and materials prepared</td>
<td>T + 22 months</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Task 2: Establishment of Innovation Park at SGKC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.1</td>
<td>Establishment of Innovation Park</td>
<td>1. Activities for physical innovation park agreed with SGKC.</td>
<td>T + 2 months</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. Procurement specifications developed</td>
<td>T + 5 months</td>
<td></td>
</tr>
<tr>
<td>2.2</td>
<td>Selection of technologies for showcasing at the innovation park</td>
<td>3. EOI launched and EOI process for selection of technology providers concluded</td>
<td>T + 6 months</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Engagement plan/calendarized initiatives for promotion of the virtual SGKC developed</td>
<td>T + 9 months</td>
<td></td>
</tr>
<tr>
<td>2.3</td>
<td>Communication and Outreach</td>
<td>5. Outreach strategy and materials prepared</td>
<td>T + 12 months</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Structured Training calendar and training programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.1</td>
<td>Development of training calendar</td>
<td>1. Training calendar developed and accepted by SGKC</td>
<td>T + 3 months</td>
<td></td>
</tr>
<tr>
<td>3.2</td>
<td>Empanelment of Training Providers/ Expert Faculty</td>
<td>2. National &amp; International training packages developed and approved by SGKC.</td>
<td>T + 8 months</td>
<td></td>
</tr>
<tr>
<td>3.3</td>
<td>Training programs/workshop on tools hosted by SGKC</td>
<td>3. Training program/workshop on Smart Grid Assessment Tool.</td>
<td>T + 12 months</td>
<td></td>
</tr>
</tbody>
</table>
4. Training program/workshop on CBA analysis tool

<table>
<thead>
<tr>
<th>Total Value</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Add: GST if applicable* (mention %)</td>
<td></td>
</tr>
<tr>
<td>Total Value including GST (if GST applicable*)</td>
<td></td>
</tr>
<tr>
<td>Estimated intercity travel <em>(Bidder to provide detailed breakdown)</em></td>
<td></td>
</tr>
<tr>
<td>Estimated GST on intercity travel <em>(Bidder to propose if applicable</em>*)*</td>
<td></td>
</tr>
</tbody>
</table>

*If the bidder’s organization is subject to GST, provide proof of registration along with the bid submission.*

By signing this attachment, the bidder confirms he has a complete understanding of the specifications and fully intends to deliver items that comply with the above listed specifications.

Signature:  
Title:  
Date:  

---

Attachment A  
RFQ Template v7, December 2020
Attachment “B”
Instructions to Bidders/Sellers

1. **Procurement Narrative Description:** The Buyer (RTI) intends to purchase commodities and/or services identified in Attachment A. The Buyer intends to purchase the quantities (for commodities) and/or services (based on deliverables identified in a Statement of Work). The term of the Ordering Agreement shall be from Award Date to the Delivery date of the Offeror unless extended by mutual agreement of the parties. The Buyer intends to award to a single “approved” supplier based on conformance to the listed specifications, the ability to service this contract, and selling price. We reserve the right to award to more than one bidder. If an Ordering Agreement is established as a result of this RFP, supplier understands that quantities indicated in the specifications (Attachment A) are an estimate only and RTI does not guarantee the purchase quantity of any item listed.

2. **Procuring Activity:** This procurement will be made by Research Triangle Institute (RTI International), located at

| 3040 Cornwallis Road  |
| Research Triangle Park, NC 27709 |

who has a purchase requirement in support of a project funded by

| U.S. Agency for International Development (USAID) |
| U.S. Agency for International Development (USAID) |

(*insert client's name*)

RTI shall award the initial quantities and/or services and any option quantities (if exercised by RTI) to Seller by a properly executed Purchase Order as set forth within the terms of this properly executed agreement.

3. **Proposal Requirements.** All Sellers will submit a proposal which contains offers for all items and options included in this RFP. All information presented in the Sellers quote/proposal will be considered during RTI’s evaluation. Failure to submit the information required in this RFP may result in Seller’s offer being deemed non-responsive. Sellers are responsible for submitting offers, and any modifications, revisions, or withdrawals, so as to reach RTI’s office designated in the RFP by the time and date specified in the RFP. Any offer, modification, revision, or withdrawal of an offer received at the RTI office designated in the RFP after the exact time specified for receipt of offers is “late” and may not be considered at the discretion of the RTI Procurement Officer. **The Seller’s proposal shall include the following:**

(a) The solicitation number:

(b) The date and time submitted:

(c) The name, address, and telephone number of the seller (bidder) and authorized signature of same:

(d) Unique Entity ID in System for Award Management (SAM) (**in lieu of the DUNS number**): *If you already have an active or inactive registration in SAM.gov today, you’ve already been assigned a Unique Entity ID. It’s viewable on your entity registration record in SAM.gov. For*
those who don’t, a quick start guide to obtaining a SAM UEI number and a UEI Post-Transition Fact Sheet are attached to this RFP for reference.

(e) **Validity period of Quote:**

(f) **A Technical Proposal** in sufficient detail to evaluate compliance with the requirements in the RFP. The technical proposal must include the following:

1) **Approach and Methodology (A&M) (Not to exceed 15 pages):** This section shall provide details about the firm’s understanding of the objectives of the engagement and its management approach to accomplish the targets. The extent to which the consultant’s proposed A&M responds to the objectives indicated above shall be used for evaluation. In addition, the completeness and responsiveness of the proposed A&M and to the extent to which it responds exhaustively to all the requirements of all the scope shall also be considered for evaluation.

A workplan shall detail out all the activities required to be undertaken along with the timelines. The dependencies and activities requiring intervention/support of SAREP, USAID shall be clearly highlighted.

Based on their technical approach and interventions, the bidder must also propose the performance standards as indicated in the table below, in the A&M section of their proposal. The performance standards should include indicators like number of people trained, number of start-ups incubated, no of training programs delivered as part of this intervention.

**Performance Indicators**

<table>
<thead>
<tr>
<th>S No</th>
<th>Performance Indicators</th>
<th>Targets (bidder to provide)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Number of people trained</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Number of start-ups onboarded for incubation</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Number of training programs delivered</td>
<td></td>
</tr>
</tbody>
</table>

2) **Subject matter expertise:** Please include organizational chart, detail CVs including a summary page (not to exceed 1 page per person - ½ page for the summary of work to be assigned, followed by ½ page for bio sketch that highlights the individual’s direct experience with the subject matter). The ½ page bio sketch must include the education and professional expertise/experience of the individuals. Bidders should propose the best team suited for the work. At a minimum, the bidder must propose

<table>
<thead>
<tr>
<th>#</th>
<th>Post</th>
<th>Nos</th>
<th>Tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Team Leader</td>
<td>1</td>
<td>All</td>
</tr>
<tr>
<td>2</td>
<td>Content Manager/Content Writer</td>
<td>1</td>
<td>All</td>
</tr>
<tr>
<td>3</td>
<td>Manager – Incubation and Operations</td>
<td>1</td>
<td>All</td>
</tr>
<tr>
<td>4</td>
<td>Manager – Training and Capacity building</td>
<td>1</td>
<td>All</td>
</tr>
<tr>
<td>5</td>
<td>Financial Specialist</td>
<td>1</td>
<td>All</td>
</tr>
</tbody>
</table>

The proposed team members should be engaged with the bidder either as an existing employee or as an advisor/consultant. No subcontracting in part or full shall be allowed. All the proposed team members should have direct working experience as mentioned in scope of work.
3) **Specific experience in similar or related work:** Experience of working in the areas as mentioned in the scope like – technology park creation, technology showcasing platforms, design, development of incubation hub, outreach, training, other activities. The proposal should include recent and relevant contracts for the same or similar items and other references (including points of contact with telephone numbers, and other relevant information)

(g) If RTI informs Seller that the Commodity is intended for export and the Commodity is not classified for export under Export Classification Control Number (ECCN) “EAR99” of the U.S. Department of Commerce Export Administration Regulations (EAR), then Seller must provide RTI the correct ECCN and the name of Seller’s representative responsible for Trade Compliance who can confirm the export classification.

(h) **Terms of warranty describing what and how the warranties will be serviced.**

(i) **Special pricing instructions:** Price and any discount terms or special requirements or terms (special note: pricing must include guaranteed firm fixed prices for items requested.)

(j) **Payment address or instructions (if different from mailing address)**

(k) **Acknowledgment of solicitation amendments (if any)**

**Special Note:** The Seller, by his response to this RFP and accompanying signatures, confirms that the terms and conditions associated with this RFP document have been agreed to and all of its attachments have been carefully read and understood and all related questions answered.

4. **Forms:** Sellers (potential bidders or suppliers) must record their pricing utilizing the format found on Attachment “A”. Sellers must sign the single hardcopy submitted and send to address listed on the cover page of this RFP.

5. **Questions Concerning the Procurement.** All questions in regards to this RFP to be directed to

   Sumit Dutta, Senior Procurement Expert

   (insert name of procurement officer)

   at this email address:

   SAREP-Procurement@rti.org; and sdutta@sarep-southasia.org

   (insert email address of the procurement officer).

   The cut-off date for questions is (insert date).

   June 9, 2022, 1700 hours Indian Standard Time

6. **Notifications and Deliveries:** Time is of the essence for this procurement. Seller shall deliver the items or services no later than the dates set forth in the contract that will be agreed by both parties as a result of this RFP. The Seller shall immediately contact the Buyer’s Procurement Officer if the specifications, availability, or the delivery schedule(s) changes. Exceptional delays will result in financial penalties being imposed of Seller.

7. **Documentation:** The following documents will be required for payment for each item:

   (a) A detailed invoice listing Purchase Order Number, Bank information with wiring
instructions (when applicable)

(b) Packing List

(c) All relevant product/service documentation (manuals, warranty doc, certificate of analysis, etc.)

8. **Payment Terms:** Refer to RTI purchase order terms and conditions found in [https://www.rti.org/sites/default/files/standard_subaward_terms_and_conditions_v1_11.pdf](https://www.rti.org/sites/default/files/standard_subaward_terms_and_conditions_v1_11.pdf). Payment can be made via wire transfer or other acceptable form. Sellers may propose alternative payment terms and they will be considered in the evaluation process.

9. **Alternative Proposals:** Sellers are permitted to offer “alternatives” should they not be able to meet the listed requirements. Any alternative proposals shall still satisfy the minimum requirements set forth in Attachment A Specifications.

10. **Inspection Process:** Each item shall be inspected prior to final acceptance of the item. All significant discrepancies, shortages, and/or faults must be satisfactorily corrected and satisfactorily documented prior to delivery and release of payment.

11. **Evaluation and Award Process:** The RTI Procurement Officer will award an agreement contract resulting from this solicitation to the responsible Seller (bidder) whose offer conforms to the RFP will be most advantageous to RTI, price and other factors considered. The award will be made to the Seller representing the best value to the project and to RTI. For the purpose of this RFP, price, delivery, technical and past performance are of equal importance for the purposes of evaluating, and selecting the “best value” awardee. RTI intends to evaluate offers and award an Agreement without discussions with Sellers. Therefore, the Seller’s initial offer should contain the Seller’s best terms from a price and technical standpoint. However, RTI reserves the right to conduct discussions if later determined by the RTI Procurement Officer to be necessary.

The evaluation factors will be comprised of the following criteria:

(a) **PRICE.** Refer to Other Evaluation Criteria in (c) below
(b) **TECHNICAL.** Refer to Other Evaluation Criteria in (c) below.
(c) **OTHER EVALUATION CRITERIA.**

### 1. Technical Proposal

The scoring shall be undertaken using the following approach:

<table>
<thead>
<tr>
<th>Nos</th>
<th>Criteria</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Approach and Methodology (A&amp;M): Adequacy and quality <em>(The SAREP Technical Evaluation Committee will assess whether the proposed methodology is clear, responds to the Scope of Work, Schedule of deliverables timeline.)</em></td>
<td>40</td>
</tr>
<tr>
<td>2</td>
<td>Subject matter expertise</td>
<td>40</td>
</tr>
<tr>
<td>3</td>
<td>Specific experience in similar or related work</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td><strong>Total points</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

**Financial Proposal scoring**

The consultancy firm with lowest qualifying financial bid (L1) will be awarded 100% score. Financial Scores for other than L1 will be evaluated using the following formula:

Financial Score (Fn) = \{\frac{\text{Commercial Bid of L1}}{\text{Commercial Bid of the Bidder}}\} \times 100\%
12. **Award Notice.** A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful supplier within the time acceptance specified in the offer, shall result in a binding contract without further action by either party.

13. **Validity of Offer.** This RFP in no way obligates RTI to make an award, nor does it commit RTI to pay any costs incurred by the Seller in the preparation and submission of a proposal or amendments to a proposal. Your proposal shall be considered valid for 90 days after submission.

14. **Representations and Certifications.** Winning suppliers under a US Federal Contract are required to complete and sign as part of your offer RTI Representations and Certifications for values over $10,000.

15. **Anti-Kick Back Act of 1986.** Anti-Kickback Act of 1986 as referenced in FAR 52.203-7 is hereby incorporated into this Request for Proposal as a condition of acceptance. If you have reasonable grounds to believe that a violation, as described in Paragraph (b) of FAR 52.203-7 may have occurred, you should report this suspected violation to the RTI's Ethics Hotline at 1-877-212-7220 or by sending an e-mail to ethics@rti.org. You may report a suspected violation anonymously.

16. **The John S. McCain National Defense Authorization Act for fiscal year 2019 - section 889.** RTI cannot use any equipment or services from specific companies, or their subsidiaries and affiliates, including Huawei Technologies Company, ZTE Corporation, Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, and Dahua Technology Company ("Covered Technology"). In response to this request for proposal, please do not provide a quote which includes any Covered Technology. Any quote which includes Covered Technology will be deemed non-responsive. Additionally, if the United States Government is the source of funds for this RFP, the resulting Supplier shall not provide any equipment, system, or service that uses Covered Technology as a substantial or essential component.

**Acceptance:**

Seller agrees, as evidenced by signature below, that the seller's completed and signed solicitation, seller's proposal including all required submissions and the negotiated terms contained herein, constitute the entire agreement for the services described herein.

By: [Seller Company Name]

Signature: ________________________________
Title: __________________
Date: ____________________
Annexure I

Training Programs (Indicative topics)

- Change Management for Smart Grid Roll Out: Ensuring Stakeholders Buy In
- Public Advocacy for Electricity Consumers and Opinion Makers: Educating Them for Successful Roll Out of Smart Grid and Smart Meters
- Smart Grid Architecture and Technology: Enabling DISCOM employees acquire necessary knowledge and skills for efficient installation and operation
- Smart Meters and Regulatory Compliances with Specific Reference to Ensuring Protection of Consumers Data Privacy Guidelines
- Procurement Of Equipment and Technology for Implementing Smart Grid and Smart Metering Technology: A Critical Analysis of Options to optimize investment including experience sharing with those having implemented them successfully
- Smart Grid and Smart Meters: Critical Building Blocs towards DISCOM viability with improved revenue collection: Program for Utility Engineers and Managers
- Applications Of Artificial Intelligence, Machine Learning, and Information Technology Solutions for Efficient Power Distribution
- Smart Grid and Smart Metering as critical enablers for smart cities: Program for Utility Managers and Smart City Implementing Officers
- Basics of Smart Grid for Utility Engineers: Its Heterogeneity, Dynamics, Control, Security and Other Features
- Smart Grid for Effective Management of the Variability of Renewable Energy Penetration into Grid System: Program for renewable planners, executives and DISCOM Engineers
- Intelligent And Integrated Energy System in Transition with Smart Grid Solutions: An Introduction for decision makers
- Smart Grids: Towards A Digital Revolution in Electricity Delivery Value Chain: Program for Utility Engineers Handling Generation, Transmission and Distribution Functions
- Smart Grid and Critical Urgency to Ensure Cyber Security in the context of high vulnerability to external risk and threats: Program for IT Engineers and Utility Managers
- Experience Sharing with Relevant Case Studies Illustrating Challenges. Success Achieved, Innovations planned and applied
Annexure 2

Smart Grid Knowledge Centre: Strategic Roadmap

See next page.
BACKGROUND

The Indian power sector is amidst a paradigm shift as it transitions towards a more distributed consumer centric ecosystem. Two way power flows and enhanced intelligence are likely to become the norms of this new energy future. The key mandates shaping the power sector landscape are:

• **24x7 quality power supply and sustainability of Distribution Companies (DISCOMs):** Modernization of DISCOMs to improve their operational and financial sustainability are key strategic priorities of the Government of India (GOI). Recently, the GOI announced a slew of policy and regulatory reforms to boost efficiencies, promote competition and improve power supply to consumers1. These reforms, announced as a larger part of the economic package to rebuild the nation post the COVID-19 pandemic, are expected to inject new life into the power utilities and lead them on a sustainable path.

• **Consumer centricity:** Consumers are expected to become more demanding and embrace distributed energy resources. Proposed tariff policy reforms also emphasize protecting consumer rights and enhancing consumer service levels. To meet customer expectations, utilities need to develop consumer-focused strategies including innovative digital solutions for transparency and consumer empowerment.

• **Enhanced penetration of Renewable Energy (RE) into the grid:** The GOI has an aggressive target of 450 GW of RE capacity by 2030. This necessitates grid flexibility, and strong network visibility and control for dynamic grid operations.

• **Emergence of embedded generation and new loads:** Distributed energy resources and electric vehicles are expected to introduce challenges in peak load management and at the same time open up new opportunities for distribution companies.

---


---

NEED FOR A STRONG ECOSYSTEM

The policy and regulatory reforms are indeed a positive development. However, what will determine their success is the ability of stakeholders—utilities, technology providers, entrepreneurs, consumers, etc.—to play their critical roles in the roll out. DISCOMs will have to induct new processes, technologies and resources in consonance with their operational and financial sustainability. Thus, there is a need to build the capacity of stakeholders, develop a strong knowledge capital, and create an enabling ecosystem that will foster partnerships and innovations in the sector. Such multifaceted interventions can be accelerated by a platform that focuses on showcasing smart grid technologies, nurturing new ideas, training of power sector professionals & sharing best practices, etc. The Smart Grid Knowledge Center (SGKC) is strategically well positioned to address these gaps of the power sector.
ABOUT THE SMART GRID KNOWLEDGE CENTER

The SGKC is a state-of-the-art platform for demonstration and outreach of smart grid technologies. Established by the POWERGRID, with support from the Ministry of Power (MOP) and the National Smart Grid Mission (NSGM), the SGKC showcases smart grid technologies through demonstrations and provides training and capacity building support to power distribution companies. The SGKC is located within the POWERGRID Academy of Leadership (PAL) complex at Manesar, Haryana.

The smart grid demonstrations at the SGKC include smart meters, smart homes, microgrids, outage management, etc. Through multimedia visual aids, stakeholders can get first-hand experience of how these interventions function and what benefits they offer. The SGKC is also equipped with state-of-the-art training platform with hostel facilities.

EXISTING INFRASTRUCTURE AT THE SGKC

Live Demonstrations

• **Advanced Metering Infrastructure**
  Smart meter integration on different communication technologies, data acquisition and analytics for utilities and consumers, energy audits, protocol emulation, pre and post-paid meter functionalities, theft warnings, etc.

• **Smart Home Energy Management System**
  Enables monitoring and controlling of home appliances based on signals such as Time of Day tariffs. The setup is equipped with IP camera, safety and security sensors, modern appliances such as AC, TV, Refrigerator, etc.
Training Infrastructure

The PAL complex is home to state-of-the-art electrical and training facilities which the SGKC stakeholders can leverage to build their capacity. Some key features include:

- **National Transmission Asset Management Centre (NTAMC)**
  Remote asset monitoring center of POWERGRID. There are currently 160 sub-stations connected with the NTAMC.

- **400 kV GIS Sub-station**
  Technologically advanced sub-station of POWERGRID.

- **Laboratories for Research and Development (R&D)**
  Technical areas for R&D include sub-station automation, metering, material, oil testing, phasor measurement, etc.

- **Training Facilities**
  Equipped with varied configurations of training venues (seven 35-70 seater classrooms, 250 seater auditorium, 50 seater computer lab, six conference halls, six syndicate rooms), along with modern hostel and entertainment facilities for participants.
The SGKC aims to be one of the leading Centers of Excellence globally to foster partnerships, innovation and entrepreneurship in smart grid technologies and create capacities in the power sector. It will assist stakeholders embrace the new era of innovation, leverage collective knowledge, and make meaningful connections. The overall vision is to accelerate the deployment of smart grid technologies by providing enabling services and solutions under one platform for benefit to all.

The United States Agency for International Development (USAID), in partnership with MOP, under its bilateral program Smart Power for Advancing Reliability and Connectivity (SPARC), is providing technical assistance to the SGKC in developing it as a global Center of Excellence of Smart Grid.

Figure 1 showcases the existing features of the SGKC, and the strategic activities planned to take it forward.
**SGKC STRATEGIC ROADMAP**

**EXISTING INFRASTRUCTURE**
- Demonstration of Smart Grid Use Cases including Advanced Metering Infrastructure, Smart Home, Outage Management System, Microgrids, etc.
- State-of-the-art training facilities including simulation labs

**CENTER OF EXCELLENCE**

**PROPOSED ACTIVITIES**

**INNOVATION PARK**
Platform for live demonstration of innovative smart grid technologies with potential to address key sectoral needs and priority areas.

**TECHNOLOGY INCUBATION HUB**
Platform for innovative ideas to bridge the “concept to market” gap by providing mentorship support and facilitating access to national and international platforms.

**CAPACITY BUILDING AND OUTREACH**
Platform for workforce development though customized trainings and exchanges.
**Innovation Park**

The Innovation Park will serve as a platform to demonstrate frontier products and technologies relevant to the power sector. It will showcase cutting-edge solutions to varied stakeholders (utilities, researchers, policy makers, and consumers) through physical assets, technology or software solutions and virtual demonstrations. This will help in capacity building, knowledge sharing and innovation.

SGKC’s expert panel will select the technologies based on their relevance to address major needs of the power sector in India and similar emerging economies. They will also review the validity of technologies/solutions demonstrated periodically—the demonstrations will be showcased for a pre-specified period, post which the technologies will be updated, refurbished or replaced keeping the park at the cutting edge of innovative sustainability. The park will function as a networking and knowledge exchange hub for smart grid technologies.

**Technology Incubation Hub**

The Technology Incubation Hub will support innovative ideas to become commercially viable products/solutions. The core idea is to synergize startups, academia, technology developers, etc. to drive transformation and innovation for a more resilient, smart, and secure power sector.

The ideas will be selected based on their potential in the current and emerging power sector context. The SGKC will provide mentorship (through empowered groups comprising national and international experts) and facilitate access to national and international platforms through the lifecycle (technical, financing, challenge competitions, etc).
Capacity Building and Outreach

The SGKC will serve as the go-to platform for all power sector related trainings. Tailored training programs on relevant topics for stakeholders including utilities, policy makers and regulators will be supported by technical webinars, conferences, industry conclaves, international forums, etc.

The Augmented and Virtual Reality (AR and VR) setups proposed at the SGKC will provide hands-on knowledge building and experience sharing. This is critical for the post COVID-19 era where the focus of most capacity building initiatives will be online.

To realize this vision, the SGKC will partner with national and international entities and leverage collective expertise and experience. This will include technology providers, academia, technical institutes, amongst others.

**Approach**

**Course Design & Options**

- Menu of course options
- Course pedagogy (mix of classroom & site visits)
- Course certifications
- Annual training calendar

**Delivery**

- Online training through e-learning portal
- Classroom-based training
- Virtual site visits through AR/VR demonstrations
- Physical site visits

**Outreach**

- Digital & social media
- Knowledge sessions & conclaves
- Marketing collaterals
- Rewards & recognition programs
ABOUT THE POWERGRID ACADEMY OF LEADERSHIP

The Powergrid Academy of Leadership (PAL) is a state-of-the-art institute of learning set up by POWERGRID at Manesar, Haryana. The campus, spread over an area of 22 acres, is equipped with world class training infrastructure that includes smart class rooms, computer labs, auditorium, conference halls and modern hostel facilities. With dedicated subject matter experts, the institute offers best-in-class classroom training combined with hands-on learning and exposure visits. Experts of PAL are part of core apex level committees set up by Ministry of Power, Central Electricity Authority, Central Electricity Commission, etc.

ABOUT THE SMART GRID KNOWLEDGE CENTER

The Smart Grid Knowledge Center has been established by the POWERGRID with support of the Ministry of Power and the National Smart Grid Mission (NSGM) to act as a resource center for providing technical support to the NSGM. The Center is housed within the PAL campus at Manesar, Haryana and equipped with demonstrations of smart grid use cases. The Center is envisioned to be a hotbed of innovations in smart grid technologies.

ABOUT THE USAID SPARC PROGRAM

The Smart Power for Advancing Reliability and Connectivity (SPARC) is a key initiative under USAID’s Asia EDGE program. It is a three year bilateral program with the Ministry of Power, Government of India. The objective of the program is to modernize electricity distribution utilities to improve their operational and financial performance. The implementing partner of the USAID SPARC Program is KPMG Advisory Services Pvt. Ltd.

GET IN TOUCH

Vineeta Agarwal  
Sr. General Manager  
Powergrid Corporation of India Limited  
E-Mail: vineeta@powergridindia.com

Apurva Chaturvedi  
Senior Clean Energy Specialist  
USAID/India  
E-Mail: achaturvedi@usaid.gov

Vikas Gaba  
Partner  
KPMG Advisory Services Private Limited  
Email: vikasgaba@kpmg.com
Annexure 3

POWERGRID Academy of Leadership (PAL) Brochure

See next page.
Say

to your talent
PUSHING THE LIMITS

POWERGRID

An Overview

- One of the Largest Transmission Utilities in the World.
- Central Transmission Utility of India.
- Awarded prestigious “Navratna” status by Govt. of India.
- A listed company having 57.9% equity by Govt. of India.
- Recognized as ‘India’s Best Companies to Work For’ by Great Place to Work.
- Carries more than 51% of India’s total power generation.
- Global footprint in 18 countries; a leading consultant in the emerging economies of Asia, Africa & CIS.

At Present

- Transmission Lines 131728
  Inter-Regional capacity 61,150 MW
- Substation & MVA 213 Nos.
  & 266163 MVA
- Operating Parameters
  Availability >99%
  Reliability 0.66 tripping/line
- Telecom
  >36563 km fiber optic network NKN & NOFN implementation
- Grid Management
  Administering REC Mechanism
  Sub-Hourly Market
- Innovations
  Technology (1200kV)
  Market Design (Grid Mgt)

FY-2015-16

- Total Fixed Assets USD 22.4 Billion
- Turnover USD 3.18 Billion
- Net Profit USD 900 Million
- Man Power 8607
A 22-acre knowledge park in Manesar, Gurgaon, POWERGRID Academy of Leadership (PAL) is a state-of-the-art Institute of Learning in Management & Technology setup by POWERGRID at Manesar.

With dedicated subject matter experts having rich experience, the institute offers best in industry classroom and hands-on training in transmission technology and management to employees from power utilities of India and overseas. PAL offers exposure from concept to commissioning in transmission technology which include design, conception, operation and maintenance.
The PAL Complex Showcases

- Seven 35-70 seater smart class rooms with advanced video conferencing facilities
- One 250 seater auditorium with large panel LED projection and modern acoustics
- A modern electronic and hardbound library
- Wi-Fi enabled complex
- A 50 seater computer lab
- Six 15-25 seater conference halls
- Six 10-12 seater syndicate rooms
- Modern Hostel with hygienic canteen
- Gymnasium, Yoga, Indoor/Outdoor Games
PAL COMPLEX, CLASSROOMS & HOSTEL
KEY INFRASTRUCTURES WITHIN PAL COMPLEX

400 kV GIS Substation

National Transmission Asset Management Center

Aerial View PAL Knowledge Park
• We have a large pool of learned subject matter experts who have 20+ years of experience in working on equipments of different manufacturers. Their rich experience include handling critical contingencies and surprises that are a regular feature of managing one of the biggest transmission systems across the globe.

• Our senior subject matter experts have provided training support to overseas clients and have delivered research papers in global forums like IEEE, CIGRE etc.

• Our experts are a part of the core apex level committees setup by Ministry of Power, Central Electricity Regulatory Commission (CERC), Central Electricity Authority (CEA) etc.

• Besides above, their rich managerial experience from bidding to concept to commissioning of big projects makes them truly unique in the sector.

OUR LEARNING PARTNERS

IIT NEW DELHI  IIM BANGALORE  IIM LUCKNOW  IIT ROORKEE
IIFT NEW DELHI  FORE SCHOOL OF MANAGEMENT NEW DELHI  BIMTECH
NIT RAIPUR  JAIPURIA INSTITUTE OF MANAGEMENT  ASIA-PACIFIC INSTITUTE OF MANAGEMENT
THE NORTHCAP UNIVERSITY  O.P. JINDAL GLOBAL UNIVERSITY
CHOOSE A PROGRAM

- Power Systems: Concept to Commissioning
- Best Practices in Transmission System
- Regulatory Framework in Power Sector

- Power System Protection
- Emergency Restoration System Integrated Operation and Maintenance of Transmission Line & Substation

- Handling, Testing and Commissioning of Transmission Line Equipments

- Handling, Testing and Commissioning of Substation Equipments

- Hotline Maintenance in Transmission Line and SS maintenance

- E- Procurement; Contract Management

- Developing financial acumen for non-finance people
- Financial concurrence
- Strategic Finance Management

- The Secrets of creating a great customer experience

- Project Management Understanding, Leading and Managing People
- Bringing out the best in people
- Public speaking and Presentation Skills for Managers

- How leaders communicate:
- Learning the language of influence
- Strategic thinking and Decision-Making for Competitive Advantage

A batch of trainees from MAHATRANSCO for a General Management Program
ACCESS AN ORGANISATION DEVELOPMENT INTERVENTION

You can also access our expertise on a number of organisational development initiatives covering, Competency Mapping, HR/HRD Policies & Processes, Training Audit, Online Training Needs Assessment etc.

GREAT VALUE GREAT SERVICE
OVERSEAS CUSTOMERS

BHUTAN POWER CORPORATION
POWER GRID COMPANY OF BANGLADESH
KENYA ELECTRICITY TRANSMISSION COMPANY LIMITED (KETRACO)
NEPAL ELECTRICITY AUTHORITY
TANZANIA ELECTRIC SUPPLY CO LTD
US ENERGY ASSOCIATION

DOMESTIC CUSTOMERS

RECOGNITION

“3rd Fastest Growing Electric Utility Globally and Fastest in Asia” by PLATTS
“Best Companies to work for 2016” by GREAT PLACE TO WORK Institute
“ISTD National Award for Innovative Training Practices”
“Training Excellence in HR Gold Award” by Greentech
“Organisation with Innovative HR Practices Award” by Asia Pacific HRM Congress
MULTIPLY YOUR PEOPLE POTENTIAL FOR IMPACT

पावरग्रिड नेतृत्व अकादमी
POWERGRID Academy of Leadership (PAL)
Pachgaon, Manesar, Gurgaon-122413 (Haryana)
Tel:0124-2863205
Web:pal.powergrid.in, Email:pal@powergrid.co.in

Visit us at www.powergridindia.com