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>$250,000 - $300,000 (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>
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<tr>
<td>Date Proposal Due:</td>
<td>June 23, 2022</td>
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<tr>
<td>Approximate Date Subcontract Issued</td>
<td>July 5, 2022</td>
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<td>Successful Bidder:</td>
<td></td>
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</tbody>
</table>

**Method of Submittal:**

Respond via e-mail with attached document in MS Word / 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

**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](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:

Background

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.

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
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):**

**I. 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 SA region. The Smart Grid Knowledge Center (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 (40% of the overall scope of work)

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:

a. 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 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) and 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. hub
   iv. Explore collaboration, partnership options, and handholding to SGKC and concern stakeholders to make the center incubation ready.
   v. Identify mentors, and steering committee members for the incubation hub; define their roles and responsibility; and support their onboarding.
   vi. Develop business plan, idea inventory and strategic roadmap for tech incubator with well-defined targets and milestones.
vii. Conduct a national event to launch the Incubation Hub to enhance the awareness and participation

b. Sub-task B: Onboarding of Startups for Incubation
   i. Prepare and roll out the call for applications by start-ups via EOI for onboarding startups
   ii. Develop social media and outreach content to socialize the call for applications via various mediums including SGKC, USAID/India and SAREP social media handles.
   iii. Support SGKC in evaluation, shortlisting, and selection of applicants

c. Sub-task C: Incubate startups (5 – 10 startups)
   i. Incubate first round of onboarded applicants by offering support in following illustrative areas based on requirements
      - Guidance and mentoring to design effective business processes, product development and refinement, marketing, pricing of product, etc.
      - Preparation of business plans
      - Assistance in procuring seed-funding, or loans by indicating various sources such as Government grants, angel investors, seed and early-stage funds or other sources.
      - Provide recommendation to strengthen management team
      - Support for creating the leads and strategic alliances for developing the business. Help in getting early connect to the market and customer validations.
      - 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
      - Assist in identifying testbeds in DISCOMs, and other power sector entities for startup to pilot technologies and expand

d. Sub-task D: Training, Capacity Building, Outreach and Knowledge Dissemination
   i. During the period of performance, support the Incubator within SGKC to develop a calendar of events and assist holding training events like Angel Mentoring Clinics, Sector specific workshops, entrepreneurship awareness camps and other workshops on IPR, how to start a company, scaling up, finance and accounting etc.

e. Sub-task E: Lessons Learned and Handover of Operations
   i. Develop a recommendations report basis the lessons learned for SGKC team to maintain business continuity, learn and improve work processes,
operation, quality, safety and cost effectiveness, etc. and help improve management decision making

II. **Task 2: Establish Innovation Park at SGKC campus (40% of the overall scope of work)**

Technical assistance for establishing physical innovation park to serve as a platform to demonstrate frontier technologies, products, and solutions at SGKC campus in the following manner –

a. **Sub-task A: Design and implement business model to ensure continuity** -
   i. Ensures continuous engagement of utilities, private sector and academia.
   ii. Increase footfall at the innovation park by two-fold every year
   iii. Secure with funding avenues to maintain business continuity and ensure sustainable operations
   iv. Explore public private partnerships and secure fund commitment from at least one private partner.

b. **Sub-task B: Selection of technologies for showcasing at the innovation park**
   i. Identify thematic areas of relevance that should be part of the park. The areas can align with the attributes of a smart city, net-zero city, internet of things, resilient distribution system, energy storage, renewable energy integration and artificial intelligence-enabled smart grid technologies.
   ii. Develop a robust data driven evaluation methodology for identifying technologies to be showcased at the innovation park.
   iii. Facilitate PGCIL in EOI process for shortlisting 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

c. **Sub-task C: Developing partnerships, communication, and outreach**
   v. Design and implement a strategy that includes a strategic communication and outreach plan for creating visibility, forging international partnerships and alliances, nationally and internationally with like-minded organizations, R&D labs and utilities
   vi. Establish SGKC value proposition in South Asia region through campaign, roadshows, and success stories
   vii. Develop flyers, brochures, compendiums and other marketing material as deem necessary to engage power sector stakeholders within and outside India
   viii. Conduct a national event to launch the innovation park to enhance the awareness and participation

d. **Sub-task D: Lessons Learned and Handover of Operations**
i. Develop a recommendations report on innovation park prior to close out along with recommendations for SGKC to take forward the initiatives

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. Assess thematic areas where SGKC should offer trainings. It can be through training need assessment or stakeholder consultations via workshops
b. Support SGKC to empanel training providers, expert faculty, etc.
c. Identify officers and/or faculty who can train and conduct training of trainer programs
d. Identify national and international conferences/technology events for collaboration and participation by SGKC
e. Handhold trainers to impart subsequent trainings
f. Develop a training plan and calendar after extensive stakeholder consultation process 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
g. 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
h. Develop packages for international and national delegations to choose training course with an option to customize training modules for few thematic areas
i. Develop well defined KPIs for ensuring trainings imparted are performance driven and scale in coming years.
j. Identify topics 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. The indicative topics are presented in Annexure 1.

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

III. **Reporting:** The subcontractor will report to SAREP.

IV. **Performance period:** The subcontractor performance period shall be twenty-four (24) months from the date of award of the subcontract.
**V. Payment**: Payments shall be processed upon satisfactory completion of the deliverables and in accordance with the 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>1. Action Plan accepted</td>
<td>T + 3 months</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2. Call for applications issued by SGKC</td>
<td>T + 4 months</td>
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<tr>
<td></td>
<td></td>
<td>3. Applicants selected by SGKC</td>
<td>T + 6 months</td>
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<tr>
<td></td>
<td></td>
<td>4. 15 business plans developed and accepted by SGKC</td>
<td>T + 8 months</td>
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<td></td>
<td></td>
<td>5. Term sheet signed with 7 start-ups that demonstrate secure funding.</td>
<td>T + 10 months</td>
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<td></td>
<td></td>
<td>6. Network developed and testbed identified for minimum 5 pilot technologies</td>
<td>T + 12 months</td>
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<tr>
<td></td>
<td></td>
<td>7. 3 training events completed, and 100 number of participants trained</td>
<td>T + 16 months</td>
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<td></td>
<td></td>
<td>8. Report on lessons learned prepared and national workshop delivered</td>
<td>T + 20 months</td>
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<td></td>
<td></td>
<td>9. Hand-over/ Take-over completed and accepted by SGKC</td>
<td>T + 22 months</td>
</tr>
<tr>
<td>2</td>
<td>Task 2: Establishment of Innovation Park at SGKC</td>
<td>1. Business model accepted by SGKC</td>
<td>T + 5 months</td>
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<td></td>
<td></td>
<td>2. 10 technology innovations</td>
<td>T + 7 months</td>
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<tr>
<td>2.3</td>
<td>Developing partnerships, communications &amp; outreach</td>
<td>4. Communication and outreach plan created</td>
<td>T + 11 months</td>
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<td>5. National event to launch innovation park</td>
<td>T + 14 months</td>
</tr>
<tr>
<td>2.4</td>
<td>Lessons learned and handover of Operations</td>
<td>6. Report on lessons learned prepared and national workshop delivered</td>
<td>T + 22 months</td>
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<tr>
<td>3. Structured Training calendar and training programs</td>
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<tr>
<td>3.1</td>
<td>Training Need Assessment</td>
<td>1. Training needs assessment (TNA) report accepted by SGKC</td>
<td>T + 3 months</td>
</tr>
<tr>
<td>3.2</td>
<td>Development of training calendar</td>
<td>2. Training calendar developed and accepted by SGKC</td>
<td>T + 6 months</td>
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<tr>
<td>3.3</td>
<td>Empanelment of Training Providers/Expert Faculty</td>
<td>3. National &amp; International training packages developed and approved by SGKC.</td>
<td>T + 8 months</td>
</tr>
<tr>
<td>3.4</td>
<td>Conduct Training of Trainers (TOT) programs</td>
<td>4. Deliver TOT program on 5 different topics training at least 150 utility trainers with pre and post assessment.</td>
<td>T + 18 months</td>
</tr>
</tbody>
</table>

The deliverable due dates listed above are tentative. Bidders are required to provide an alternative deliverable due dates under “Lead Time Availability” in the pricing section below, but the total performance period cannot exceed 24 months from the date of award of the subcontract. Activities may run in parallel or can be sequential.
Pricing

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

<table>
<thead>
<tr>
<th>Item #</th>
<th>Task /Activity</th>
<th>Description of Preferred Commodity or Services Specifications</th>
<th>Unit of Measure</th>
<th>Unit Fixed Price (Each)</th>
<th>Total Fixed Price (Each) (in INR)</th>
<th>Lead Time Availability (Number of Days)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Task 1 – Setting up of Technology Incubation Hub at SGKC Campus</td>
<td>Action Plan accepted</td>
<td></td>
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<tr>
<td>2.</td>
<td>Call for applications issued by SGKC</td>
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<tr>
<td>3.</td>
<td>Applicants selected by SGKC</td>
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<td>4.</td>
<td>15 business plans developed and accepted by SGKC</td>
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<td>5.</td>
<td>Term sheet signed with 7 start-ups to demonstrate secure funding.</td>
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<td>6.</td>
<td>Network developed and testbed identified for minimum 5 pilot technologies</td>
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<td>7.</td>
<td>3 training events completed, and 100 number of participants trained</td>
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<td>8.</td>
<td>Report on lessons learned prepared and workshop delivered</td>
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<td>9.</td>
<td>Hand-over/Take-over completed and accepted by SGKC</td>
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<td>10.</td>
<td>Task 2: Establishment of Innovation Park at SGKC</td>
<td>Business model accepted by SGKC</td>
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<tr>
<td>11.</td>
<td>10 technology innovations shortlisted by SGKC</td>
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<td>12.</td>
<td>Term sheet signed for 7 innovations to demonstrate secure funding.</td>
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<td>13.</td>
<td>Communication and outreach plan created</td>
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<td>14.</td>
<td>National event to launch innovation park</td>
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<tr>
<td>15.</td>
<td>Report on lessons learned prepared and workshop delivered</td>
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<tr>
<td>Item #</td>
<td>Task /Activity</td>
<td>Description of Preferred Commodity or Services Specifications</td>
<td>Unit of Measure</td>
<td>Unit Fixed Price (Each)</td>
<td>Total Fixed Price (Each) (in INR)</td>
<td>Lead Time Availability (Number of Days) *</td>
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<td>16.</td>
<td>Task 3: Structured Training calendar and training programs in Power Sector</td>
<td>TNA report accepted by SGKC</td>
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<td>17.</td>
<td>Training calendar developed and accepted by SGKC</td>
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<td>18.</td>
<td>National &amp; International training packages developed and approved by SGKC</td>
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<td>19.</td>
<td>Deliver TOT program on 5 different topics training at least 150 individuals.</td>
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Total Value
Add: GST if applicable** (mention %)
Total Value including GST (if GST applicable**)
Estimated intercity travel [Bidder to provide detailed breakdown]
Estimated GST on intercity travel [Bidder to propose if applicable**]

* The alternate delivery schedule or lead time availability should not exceed 24 months from the date of award of the subcontract
**If 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 “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 |

(insert full address of the office)

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 10 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.

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)

4) Past performance in similar or related work: Past performance information that must 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

Attachment B — Page 2
RFQ Template v7, December 2020
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
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 [(The SAREP Technical Evaluation Committee will assess whether the proposed methodology is clear; responds to the Scope of Work, Schedule of deliverables timeline.)]</td>
<td>30</td>
</tr>
<tr>
<td>2</td>
<td>Subject matter expertise</td>
<td>50</td>
</tr>
<tr>
<td>3</td>
<td>Specific experience in similar or related work</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Past performance in similar or related work</td>
<td>10</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) = \{\{(Commercial Bid of L1/Commercial Bid of the Bidder) \times 100\}%
Overall Scoring
The selection of the consultancy firm shall be based upon the methodology of Quality and cost-based selection (QCBS) with technical and financial weightage as decided by the SAREP Technical Evaluation committee.

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.
SMART GRID KNOWLEDGE CENTER

STRATEGIC ROADMAP

FOR BECOMING A CENTER OF EXCELLENCE

JUNE 2020
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 consumers. 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.

**BACKGROUND**

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.

2. Announced by Hon'ble Prime Minister of India in New York Climate Week in September 2019
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.
- **AC Microgrid**
Integration of different RE sources, generation forecasting, simulation under various operating conditions including storage.

- **Utility-Scale-Grid-Connected RE**
Utility-scale-grid-connected RE generators (wind and solar) demonstrate workings of wind farms and solar parks. Different configurations of wind turbines, solar panels and grid connections (including poling sub-stations, transmission lines and GSS) are deployed.

- **Outage Management System**
Model demonstrates fault location, isolation and service restoration technologies to reduce impact and duration of outages.

- **Training Infrastructure**
Conference room with advanced hardware and software systems, meeting rooms, computer laboratory for hands-on training of participants.

- **DC Microgrid**
Established with solar as the source of RE and integrated with battery storage - appliances operate on DC power, thereby reducing conversion loss.

- **Power Quality Measurement Laboratory**
Advanced laboratory set-up to demonstrate power quality parameters such as lux levels, harmonics, etc. for different light sources. Enables research and development, training on power quality management.

---

**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.
PROPOSED VISION OF SGKC: ESTABLISH INDIA’S LEADERSHIP IN SMART GRID

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: ONE-OF-ITS KIND RESOURCE CENTER

- Build institutional and human capacity on smart grid
- Build value proposition of smart grid for different stakeholders (power utilities, policy makers, regulators, etc.)
- Address market gaps in research and development in power distribution
**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 through 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-age 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 basis their relevance to address major needs of 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.
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 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 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.
POWERGRID ACADEMY OF LEADERSHIP

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.
**WORLD CLASS TRAINING INFRASTRUCTURE**

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
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.
ACCESS OUR TRAINING EXPERTISE

1. Custom made Program on Transmission Technology with a blend of Classroom, Hands on, Site visits/Outbound activities
2. Custom made Behavioural/Leadership Development Programs
3. Orientation Program for Graduate Engineer Trainees/New Joinees
4. Reserve seats in in-house calendar programs of POWERGRID
5. Long duration Certification Programs followed by tests
6. Open Programs
7. Power Sector Global Outreach programs
8. Consultancy in Designing a System and Process in Transmission

Be a part of our
Power Sector
Global Outreach Program
Training-cum-visit to Overseas Power Utilities

5 DAY TECHNICAL TRAINING UNDER WORLD BANK PROGRAM FOR PARTICIPANTS FROM CENTRAL ASIAN COUNTRIES AT POWERGRID GURGAON
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

1. Competency Studies
2. HR/HRD Policies/Processes
3. Training Audit
4. Online Training Need Assessment

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