

Pre-Qualification Document (PQD)

For

Hiring of Consultant Firm Having Foreign Experts for Technology Transfer through Hands-on Training under Development Project, "Aquaculture: Shrimp Farming in Punjab"



November 2024

DIRECTORATE OF SHRIMP AQUACULTURE

**DEPARTMENT OF FISHERIES
GOVERNMENT OF THE PUNJAB**



This pre-qualification document includes the following sections:

Section 1: Introduction

Section 2: Instructions to Interested Applicants

Section 3: Project Background and Description of Works

Section 4: Evaluation Criteria

Section 5: Application Form

Section 1: INTRODUCTION

The Punjab province has immense untapped land resources, particularly in saline and brackish areas, which hold significant potential for aquaculture development. There is an urgent need to explore and harness the productivity of these lands. One promising avenue is the cultivation of salinity-tolerant aquaculture species, such as shrimp and fish, in these saline and brackish environments a practice that has gained stature and proven successful globally.

The farming of high-value white leg shrimp (*Litopenaeus vannamei*) in saline and brackish waters has become a thriving industry in countries like Ecuador, China, India, Thailand, and Vietnam. This emerging sector offers a significant opportunity for Punjab to transform its underutilized lands into productive resources. By developing aquaculture in these areas, the province can enhance food security, combat malnutrition, and create job opportunities, along with contributing to a positive trade balance through product exports.

Keeping in view, the Department of Fisheries, Punjab seeks to engage a competent firm with specialized expertise across the shrimp value chain. This includes areas such as hatchery operations, feed and nutrition, farming practices, health management, post-harvest processing and value addition, certification, and marketing/export. The selected foreign experts of shrimp will support the development of planned shrimp farms, shrimp hatchery and research centers, provide training to local stakeholders, and furnish comprehensive assistance throughout the shrimp value chain. The detailed scope of this engagement is outlined in the following sections.



Section 2: Instructions to the Interested Applicants

A. General

1. The applicant (local leading firm) must have a consortium/joint venture (JV) with foreign firm/partner that has vast experience of establishment and operation of shrimp value chain development (shrimp breeding and nursing, shrimp farm design & culture, shrimp pathologist/ shrimp health management, shrimp processing, food safety & quality certification and shrimp market competitiveness). The term 'applicant' used hereinafter would, therefore, apply to both 'an individual entity' and 'joint venture/consortium'.
2. In JV, all partners should be jointly and severally liable for implementation and operation of the project in accordance with the terms and conditions specified in the upcoming Request for Proposal (RFP). The JV shall nominate an authorized representative who shall have the authority to conduct all business for and on behalf of any and all the members of JV during the bidding process (in the event the JV submits a bid) and during the implementation and operation (in the event the JV is awarded the project). **Provide details of JV.**
3. An applicant shall submit only one application in the same pre-qualification process.
4. The ownership structure of each member of the applicant entity must be in accordance with the laws in respect of capital, equity participation in a joint venture, nationality and registration/ licenses.
5. The number of members of a consortium will be limited to three.
6. A qualified consortium may only bid with the same initial members and no substitutes shall be allowed in the bidding stage.
7. Confidentiality
 - a- Information relating to the evaluation of Applications, and recommendation for pre-qualification, shall not be disclosed to Applicants or any other persons not officially concerned with such process until the notification of prequalification is made to all Applicants.
 - b- From the deadline for submission of Applications to the time of notification of the results of the prequalification in accordance with relevant provision, if any Applicant wishes to contact the Procuring Agency on any matter related to the prequalification process, it may do so in writing.



E-Submission of proposal	Online submission on E-Pak Acquisition and Disposal System (EPADS)
Deadline of proposal submission	Last date of submission of online proposal is 11-12-2024 (Wednesday) till 11:00 am online proposal shall be opened on the same day 11-12-2024 (Wednesday) at 11:30 am
Bid submission	Online submission on EPADS
Contact details for submitting clarifications/queries	Asif Ali Deputy director Fisheries (VCD&BIO) O/o Director Shrimp Aquaculture Lahore Contact: 03324348643 Address: 9-A Bahawalpur Road, Chauburji, Lahore

B. Selection method

Only applicant who achieve the minimum 65% shall be invited for upcoming RFP.

Section 3:

Project Background and Description of Works

1. Background

Punjab province has huge resources of land comprising of saline and brackish areas which are lying untapped and there is a dire need for exploring the productivity of such lands. Farming of salinity-tolerant aquaculture species (shrimp/ fish) in saline and brackish areas is a new trend and is being successfully implemented in the world. The production of high-value white leg shrimp (*Litopenaeus vannamei*) in saline and brackish waters is a growing industry on a commercial scale in several countries including Ecuador, China, India, Thailand, Vietnam, etc. The table below shows the annual exports of top six (06) leading exporters of shrimps, the exports (marine catch) of Pakistan, and the total annual global shrimp exports.

Ecuador exported shrimp of value exceeding USD 8 Billion and India exported over USD 5.5 Billion worth of shrimps in 2022. Five (05) out of the top six (06) exporters of shrimps are Asian countries, with India and China being direct neighboring countries to Pakistan. This shows that there is huge potential to produce and export shrimp in Pakistan as well, further the study conducted by World Bank also backs this claim.



study and understand the challenges faced, strategies formulated, policy initiatives taken, schemes launched and the success stories of these countries. The study of these cases has aided in developing some of the interventions and strategies which have been fruitful for the respective countries in uplifting the shrimp aquaculture sector, and to help Department of Fisheries in learning lessons from other countries rather than reinventing the wheel.

Development of aquaculture in saline and brackish areas of Punjab will provide an opportunity to convert untapped lands into valuable resources to produce quality protein not only to support the trade balance through the export of products but also to address the issues of food security, malnutrition and unemployment. The Department of Fisheries, Punjab successfully conducted the trials of Shrimp Culture in saline areas of Sargodha and Muzaffargarh districts during 2017-18, through imported shrimp seed and feed. Private farmers of Muzaffargarh and Jhelum districts have also successfully cultured the shrimp during 2018-19. Later on, the shrimp farming was discontinued due to adverse impacts of Covid-19 on the imports of shrimp seed and feed. Various farmers are in touch with the Department and have shown interest in restarting shrimp farming in Punjab.

The most basic issue faced by the shrimp aquaculture sector in Punjab is lack of technical know-how of entire value chain of shrimp aquaculture including but not limited to breeding, nursing, health management, farming, processing, marketing, etc. This lack of expertise and technical knowledge is the first and foremost hurdle in development of the shrimp aquaculture in Punjab, as well as all other areas of Pakistan. However, such expertise is available internationally in countries with long history of shrimp aquaculture. In order to overcome this gap and to assist the farmers and other stakeholders of the shrimp aquaculture and value chain, it is proposed to engage consultant firm with qualified foreign experts for technology transfer of shrimp value chain development (Shrimp breeding, nursing, farming, live feed production, health management, post-harvest management and quality control).



2. Objectives of the consultancy

The main objectives of this assignment are as under:

1. Establishment of the nauplii center at SWARC and provision of technical guidance for establishment of shrimp hatchery.
2. Provision of guidelines for designing, establishment and operations of shrimp farms as per international standards.
3. Establishment and operation of Shrimp Health Management System.
4. Enhancing post-harvest management and certification for shrimp export.
5. Improving marketing competitiveness of locally produced shrimp in domestic and international markets.

3. Scope of services for key foreign experts

1. Establishment of Shrimp Breeding and Nauplii Rearing Facility through International Expert

- Conduct a detailed survey and site analysis for the suitability of establishing a nauplii Centre at SWARC Muzaffargarh and shrimp hatchery at any other suitable sites.
- Preparation of layout designs for shrimp hatchery with all allied facilities/infrastructure as per international standards.
- Organize and conduct hands-on training on shrimp breeding, rearing, and feed management for local stakeholders.
- Monitor and provide technical oversight during the construction and operation phases of the shrimp hatchery
- Prepare a comprehensive manual for the establishment of infrastructure, machinery, and operation of the shrimp hatchery/nauplii center, including breeding, larval rearing, and disease management protocols.

2. Provision of Guidelines for Designing, Establishment and Operation of Shrimp Farms as per International Standards

- Conduct detailed topographic and technical surveys of potential sites for shrimp farms, followed by the design of shrimp farms based on international best practices.
- Develop a standard manual with design guidelines for extensive, semi-intensive, intensive, and super-intensive shrimp culture systems.
- Provide training materials and conduct hands-on training sessions on shrimp farming techniques, feed management, and the application of health care products.
- Oversee the operations of government shrimp farms to assist with pond preparation, stocking, rearing, feeding, and disease management.
- Prepare a comprehensive manual for shrimp farm operations, covering all key aspects of farm management, from site preparation to harvesting.



3. Establishing and Strengthening of Shrimp Health Management Systems

- Visit and guide regarding establishment of a shrimp health laboratory at Muzaffargarh and oversee the upgradation of existing labs at SWARC and Quality Control Lab, Lahore.
- Assessment of risks of potential health challenges to shrimp in future.
- Prepare a list of laboratory equipment with specifications and layout plans for the new and upgraded labs.
- Conduct field visits to provide technical support during laboratory construction, equipment setup, and calibration.
- Conduct training sessions on shrimp health management, including disease diagnosis, prevention, and treatments, in collaboration with local and international experts.
- Develop a comprehensive health lab manual, including diagnostic protocols and treatment options for common shrimp diseases.

4. Enhancing Post-Harvest Management and Certification for Shrimp Export

- Assess current shrimp harvesting, post-harvest management, and processing methods and facilities, to identify gaps and suggest improvements for export quality production.
- Provide stakeholders with guidelines, and support to achieve quality certification and compliance with export standards, including food safety and value addition techniques.
- Conduct capacity-building training on shrimp processing, food safety, and adherence to international certification standards for export.
- Develop a comprehensive manual covering post-harvest management, processing, and certification procedures for shrimp production
- Facilitate stakeholder engagement in workshops and awareness programs focusing on meeting international shrimp export requirements.

5. Improving Marketing Competitiveness of Locally Produced Shrimp in Domestic and International Markets

- Identification of International potential markets for shrimp export
- Conduct a market competitiveness study comparing the potential of locally produced shrimp in national and international markets.
- Identify challenges, bottlenecks, and market gaps, and propose strategies to improve shrimp competitiveness in targeted international markets.
- Provide stakeholders with market analysis and recommendations for short, medium, and long-term export strategies.
- Develop guidelines for enhancing competitiveness in shrimp production, pricing, and marketing at both domestic and international levels.
- Submit a comprehensive report on shrimp market competitiveness, including strategies for boosting production and export revenues.



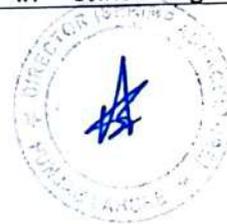
4. Tasks of consultant firm

The following section identifies the principal activities that need to be carried out, but not limited to: -

Sr. No.	Expert wise Deliverables
1	<p>Shrimp Breeding & Nursing Expert</p> <ul style="list-style-type: none"> • Submission of survey and analysis report on suitability of shrimp hatchery/ nauplii centre at SWARC, Muzaffargarh and other potential sites. • Development of design document that includes infrastructure, machinery & equipment, and a manual for operation of shrimp hatchery/ nauplii centre. • Monitoring the construction and operation of shrimp hatchery/ nauplii centre and related facilities, both in public and private sectors. • Conduction of field visits as and when required during the construction phase for identification of defects and to suggest the necessary improvements. • Supervision during upgradation of existing infrastructure of SWARC and hands-on training on shrimp breeding and rearing, feed and feeding (including live feed production) and research activities tailored to local conditions. • Performance of lead training sessions in collaboration with local experts in Muzaffargarh or other locations in Punjab, with each session lasting a minimum of one week. • Preparation of a comprehensive manual for establishment and operations of a shrimp hatchery/ nauplii centre. • Submission of annual & final report of assigned tasks and any other report/analysis required by the client.
2	<p>Shrimp Farm Design & Culture Expert</p> <ul style="list-style-type: none"> • Submission of survey report (topographic and other aspects) of the requisite sites and designing of shrimp farms as per international standards with allied structures, equipment etc. both in public and private sectors. • Preparation of standard design, guidelines and an instruction manual for development and operation of extensive, semi-intensive, intensive and super intensive shrimp culture system with allied equipment and facilities. • Development of training materials (in English) and conduct hands-on training of public and private professionals in shrimp farming, feed & feeding and application of health care products. • Conduction of visit at the sites identified by the Department to address culture issues related to shrimp farming raised by farmers and the Fisheries Department. • Operation of Govt. Shrimp Farms (10+1000 acres) during each shrimp growth cycle annually to assist the Department and stakeholders for pond preparation, post-larvae stocking, rearing, feeding, disease management and harvesting. • Preparation of a comprehensive manual for establishment and operation of a shrimp farm • Submission of annual & final report of assigned tasks and any other



Sr. No.	Expert wise Deliverables
	report/analysis required by the client.
3	<p>Shrimp Pathologist/ Shrimp Health Management Expert</p> <ul style="list-style-type: none"> • Site visit and provision of guidance for establishing a new shrimp health laboratory at Govt. Shrimp Farms, Muzaffargarh, upgradation of the existing Laboratory at SWARC, Muzaffargarh and QCL, Lahore. • Preparation list of Lab equipment for Health Lab with specifications and placement plans. • Conduction of field visits during the construction and equipment placement in the laboratories to identify defects and recommend improvements for rectification. • Conduction of training sessions with foreign and local experts at Muzaffargarh or other locations in Punjab, ensuring each session at least one week, covering shrimp health management and quality improvement for export markets. • Visit of the identified sites and investigation of shrimp health issues in Punjab. • Preparation of comprehensive Shrimp Health Lab Manual and hands-on training of Departmental lab staff for diagnosis of shrimp diseases and their treatments • Submission of annual & final report of assigned tasks and any other report/analysis required by the client
4	<p>Shrimp Processing, Food Safety, & Quality Certification Expert</p> <ul style="list-style-type: none"> • Identification of gaps/ issues and suggestion of solutions regarding harvesting, post-harvest management and shrimp processing/ value addition and export certification. • Guidelines and assistance to the stakeholders for obtaining quality certification for shrimp production and export. • Conduction of awareness and capacity-building training sessions for departmental professionals and other stakeholders, focusing on shrimp processing, food safety, quality certification, and adherence to international standards for shrimp export. • Submission of comprehensive manual for post-harvest management and quality certification, shrimp processing/ value addition, and other requirements for export. • Submission of annual & final report of assigned tasks and any other report/analysis required by the client.
5	<p>Marketing Competitiveness Expert</p> <ul style="list-style-type: none"> • Submission of report on study/ analysis of the competitiveness for locally produced and captured shrimp export comparing it to local and international/ regional markets. • Identification of gaps, issues, and bottlenecks, and suggest marketing strategies to improve shrimp competitiveness in potential international markets. • Identification of target markets for the short, medium, and long term export, taking into account local conditions. • Provision of guideline to the stakeholders in enhancing their



Sr. No.	Expert wise Deliverables
	<p>competitiveness in shrimp production, sales, and exports in both local and international markets.</p> <ul style="list-style-type: none"> • Submission of annual & final report of assigned tasks and any other report/analysis required by the client.
6	<p>Local Shrimp Aquaculture Expert</p> <ul style="list-style-type: none"> • Deliverance of technical guidance to the stakeholders through assisting foreign/ international experts. • Management and completion of shrimp growth cycle at Govt. Shrimp Farms for shrimp production. • Assistance to the foreign consultancy for technical services to the stakeholders for development of shrimp value chain. • Submission of annual & final report of assigned tasks and any other report/analysis required by the client
7	<p>Veterinarian or Aquaculture Health Specialist</p> <ul style="list-style-type: none"> • Deliverance of technical guidance to the stakeholders through assisting foreign/ international experts. • Assistance to the foreign consultancy for technical services to the stakeholders for development of shrimp health management system. • Submission of annual & final report of assigned tasks and any other report/analysis required by the client
8	<p>Farm Assistant Assistance to the foreign consultant for technical services to the stakeholders for establishment and monitoring of shrimp farms</p>
9	<p>Architect Assistance to the foreign consultant for technical services to the stakeholders for designing and layout of shrimp farms</p>
10	<p>Civil Engineer Assistance to the foreign consultant for technical services to the stakeholders for construction of civil works</p>

5. Deliverable with time line and payment schedule:

Payment will be made on monthly basis after completion of each training course.

Sr. No.	Deliverables	Timeline
1	<p>Submission of inception report regarding</p> <ol style="list-style-type: none"> 1. Development of detailed project plan including tasks, schedules, budget, resources and milestones to achieve project goals 2. Submission of resource management Plan. 	1 st month
2	Submission of monthly progress reports, including financial reporting, issues faced, and proposed mitigation measures to avoid delays.	Monthly
3	Submission of regular reports on project management as per implementation schedule	Monthly
4	Submission of training reports of each foreign experts.	Monthly



5	Submission of monthly progress report of each expert as per expert's deliverables.	Monthly
6	Submission of final reports each experts as per deliverables at the end of visit of each year	Annually
7	Submission of Annual Report of all deliverables.	Annually
8	Final compile/complete report of all years at the end of the project (June 2027)	Final year

6. Reporting arrangement

The Consulting Firm shall report to Director Shrimp Aquaculture, Punjab, Lahore

7. Required HR

The core team of experts for the proposed Consultancy services would be as under but not limited to:

Sr.	Qualification Requirements – Foreign Experts
1	<p>Shrimp Breeding & Nursing Expert</p> <p>Qualifications:</p> <ul style="list-style-type: none"> Educational Background: The Breeding Expert should have at least Master's degree in Aquaculture OR Fisheries Science OR Marine Biology OR relevant field. <p>Experience:</p> <ul style="list-style-type: none"> Shrimp Hatchery Experience: The expert must have a minimum 10 years post qualification experience in shrimp hatchery operations i.e. brood stock management, spawning, nursing, live feed production, water quality management, disease management, etc. Experience in South Asian countries will be preferred. <p>Job Description:</p> <ul style="list-style-type: none"> Submission of survey and analysis report on suitability of shrimp hatchery/ nauplii centre. Development of design/document for operation of shrimp hatchery/ nauplii centre. Monitoring the construction and operation of shrimp hatchery/ nauplii center Supervision during upgradation of existing infrastructure of SWARC and hands-on training on shrimp breeding and rearing, feed and feeding. Performance of lead training sessions in collaboration with local experts. Preparation of a comprehensive manual.
2	<p>Shrimp Farm Design & Culture Expert</p> <p>Qualifications:</p> <ul style="list-style-type: none"> Educational Background: The expert must have at least a Master's degree in Aquaculture OR Fisheries Science OR Marine Biology OR relevant field. <p>Experience:</p> <ul style="list-style-type: none"> Farm Design & Operations: Expert must have a minimum 10 years of hands-on experience in designing and operating shrimp farms. This experience should encompass various aspects of shrimp farming, including pond design, construction, water supply and drainage system,



Sr.	Qualification Requirements – Foreign Experts
	<p>water preparation, stocking, feeding, water quality management, disease management and harvesting. Experience in South Asian countries will be preferred.</p> <p>Job Description:</p> <ul style="list-style-type: none"> • Submission of survey report (topographic and other aspects) of the requisite sites and designing of shrimp farms. • Preparation of standard design, guidelines and an instruction manual for development and operation shrimp culture system. • Development of training materials (in English) and conduct hands-on training of public and private professionals. • Conduction of visit at the sites identified by the Department to address culture issues related to shrimp farming raised by farmers and the Fisheries Department. • Operation of Govt. Shrimp Farms (10+1000 acres) during each shrimp growth cycle annually to assist the Department and stakeholders for pond preparation, post-larvae stocking, rearing, feeding, disease management and harvesting. • Preparation of a comprehensive manual.
3	<p>Shrimp Pathologist / Shrimp Health Management Expert</p> <p>Qualifications:</p> <ul style="list-style-type: none"> • Educational Background: The expert must have at least a Master's degree in Aquaculture Pathology OR Aquatic Pathobiology OR Fisheries Science OR Pathology OR Microbiology OR relevant field. <p>Specialized Training:</p> <ul style="list-style-type: none"> • Aquatic Animal Health: Expert must have minimum 10 years' experience of Shrimp Health Lab, with specialized training or coursework in aquatic animal health, focusing on shrimp disease (bacterial, viral, fungal, nutritional, environmental etc.) diagnosis and treatment. • Knowledge of Regulatory requirements: Knowledge of regulatory requirements related to aquatic animal health and biosecurity is ensuring compliance with national and international standards. Experience in South Asian countries will be preferred. <p>Job Description:</p> <ul style="list-style-type: none"> • Site visit and provision of guidance for establishing a new shrimp health laboratory at Govt. Shrimp Farms, Muzaffargarh, upgradation of the existing Laboratory at SWARC, Muzaffargarh and QCL, Lahore. • Preparation list of Lab equipment. • Conduction of field visits during the construction and equipment placement in the laboratories. • Conduction of training sessions on shrimp health management with local experts at Muzaffargarh or other locations in Punjab. Visit of the identified sites and investigation of shrimp health issues in Punjab. • Preparation of comprehensive Shrimp Health Lab Manual.
4	<p>Shrimp Processing, Food Safety & Quality Certification Expert</p> <p>Qualifications:</p> <ul style="list-style-type: none"> • Educational Background: The expert must have at least Master's degree in Seafood OR food sciences OR food technology OR food engineering OR fisheries science OR marine biology OR aquaculture OR a related



Sr.	Qualification Requirements – Foreign Experts
	<p>field.</p> <p>Experience:</p> <ul style="list-style-type: none"> • Food Safety: At least 10 years' experience of solid foundation in food safety, quality assurance, and seafood processing principles, product development, and post-harvest management. • Seafood Processing and Quality Control: Hazard Analysis and Critical Control Points (HACCP) principles, food safety regulations, cold chain management, and seafood packaging. • Regulatory Knowledge: A thorough understanding of food safety regulations, labelling requirements, and export/import regulations related to seafood products is essential for market access and consumer trust. <p>Job Description:</p> <ul style="list-style-type: none"> • Identification of gaps/ issues and suggestion of solutions regarding harvesting, post-harvest management and shrimp processing/ value addition and export certification. • Guidelines and assistance to the stakeholders for obtaining quality certification for shrimp production and export. • Conduction of awareness and capacity-building training sessions. • Submission of comprehensive manual for post-harvest management and quality certification, shrimp processing/ value addition, and other requirements for export.
5	<p>Shrimp Market Competitiveness Expert</p> <p>Qualifications:</p> <ul style="list-style-type: none"> • Educational Background: The expert must possess Master's degree in Aquaculture/ Fisheries marketing/ Economics OR Business Administration OR Marketing OR in a related field, with a strong foundation in business principles, marketing strategies. An advanced degree in business administration, marketing or a related field with a focus on seafood processing and marketing is preferred. <p>Specialized Training:</p> <ul style="list-style-type: none"> • Seafood Processing and Marketing: Preference will be given to expert having specialized courses or training programs in seafood processing, marketing, and business management. Relevant topics include seafood product development, market analysis, branding, sales strategies, and supply chain management. <p>Experience:</p> <ul style="list-style-type: none"> • Practical Experience: The expert must have a minimum of 10 years of practical experience in marketing research methods and analysis techniques to assess consumer preferences, market trends, and competitive offerings. <p>Job Description:</p> <ul style="list-style-type: none"> • Submission of report on study/ analysis of the competitiveness for locally produced and captured shrimp export comparing it to local and international/ regional markets. • Identification of gaps, issues, and bottlenecks, and suggests marketing strategies to improve shrimp competitiveness in potential international markets. • Identification of target markets for the short, medium, and long term export,



Sr.	Qualification Requirements – Foreign Experts taking into account local conditions. <ul style="list-style-type: none"> • Provision of guideline to the stakeholders in enhancing their competitiveness in shrimp production, sales, and exports in both local and international markets.
Sr.	Qualification Requirements – Local Experts
1	Team Leader Educational Qualifications: <ul style="list-style-type: none"> • The expert must possess Master's degree in Zoology, Fisheries OR Aquaculture OR Fisheries & Aquaculture OR Biology OR Marine Biology, OR equivalent Experience Requirements: <ul style="list-style-type: none"> • The expert must have a minimum of 10-year experience in Project Management. • The expert must demonstrate the capability to manage a team of both foreign and local experts, ensuring that project milestones are delivered within the stipulated timelines. Job Description: <ul style="list-style-type: none"> • Development of a detailed project plan including tasks, schedules, budgets, resources, and milestones to achieve project goals. • Submission of resource management plan. • Submission of monthly progress reports, including financial reporting, issues faced, and proposed mitigation measures to avoid delays. • Maintenance of the work quality produced by establishing quality standards and ensuring they are met through regular monitoring and evaluation. • Identification of potential risks and preparation of mitigation strategies. • Record keeping and compliance to relevant laws, regulations, and standards. • Submission of regular reports on project management as per implementation schedule. • Submission of final report
2	Local Shrimp Aquaculture Expert Educational Qualifications: <ul style="list-style-type: none"> • The expert must have Master's degree in Aquaculture OR Fisheries Science OR Fisheries & Aquaculture OR Marine Biology OR Animal Science OR Zoology with Fisheries as a special subject. • Preference will be given to expert who have completed specialized training programs in Fisheries/ Aquaculture in relevant topics include hatchery management, pond culture techniques, health management, and feed formulation. Experience Requirements: <ul style="list-style-type: none"> • The expert must have a minimum of 10 years of hands-on experience in aquaculture or fish hatchery operations. • The expert should possess a deep understanding of aquaculture principles and practices, including pond management techniques, feeding strategies, water quality monitoring, and disease control measures specific to Fish/ shrimp farming. • Experience in shrimp farming will be preferred.



Sr.	Qualification Requirements – Local Experts
	<p>Job Description:</p> <ul style="list-style-type: none"> • Deliverance of technical guidance to the stakeholders through assisting foreign/ international experts. • Management and completion of shrimp growth cycle at Govt. Shrimp Farms for shrimp production. • Assistance to the foreign consultancy for technical services to the stakeholders for development of shrimp value chain.
3	<p>Veterinarian or Aquaculture Health Specialist</p> <p>Educational Qualifications:</p> <ul style="list-style-type: none"> • Doctor of Veterinary Medicine (DVM) or a Master's degree in Aquatic Animal Health, Fish Pathology OR related fields. <p>Experience Requirements:</p> <ul style="list-style-type: none"> • 3-5 years of experience in aquatic animal health management, with shrimp health management preferred. • Practical experience in disease prevention, diagnostics, and treatment in aquaculture systems. <p>Job Description:</p> <ul style="list-style-type: none"> • Deliverance of technical guidance to the stakeholders through assisting foreign/ international experts. • Assistance to the foreign consultancy for technical services to the stakeholders for development of shrimp health management system.
4	<p>Farm Assistant</p> <p>Educational Qualifications:</p> <ul style="list-style-type: none"> • Master's degree in Zoology OR Fisheries & Aquaculture OR Fisheries Science, Marine Biology OR related fields. <p>Experience Requirements:</p> <ul style="list-style-type: none"> • 2-3 months hands-on practical experience at shrimp Farms • Experience with pond management, water testing, and feed management. <p>Job Description:</p> <ul style="list-style-type: none"> • Assistance to the foreign consultant for technical services to the stakeholders for establishment and monitoring of shrimp farms.
5	<p>Architect</p> <p>Educational Qualifications:</p> <ul style="list-style-type: none"> • Minimum Bachelor's degree in Architecture from an accredited institution. <p>Professional Certification:</p> <ul style="list-style-type: none"> • Licensed/registered architect (as per local or national requirements). Membership in a professional body (such as the Pakistan Council of Architects and Town Planners - PCATP) would be an advantage. <p>Experience Requirements:</p> <ul style="list-style-type: none"> • Years of Experience: Minimum 5 years of professional experience in architecture, with at least 2-3 years working on projects related to agricultural, aquaculture, or industrial facility design. • Relevant Projects: Experience in designing aquaculture facilities such as shrimp farms, hatcheries, processing plants, or other agricultural infrastructure is highly preferred. <p>Job Description:</p> <ul style="list-style-type: none"> • Assistance to the foreign consultant for technical services to the stakeholders for designing and layout of shrimp farms.



Sr.	Qualification Requirements – Local Experts
6	<p>Civil Engineer</p> <p>Educational Qualifications:</p> <ul style="list-style-type: none"> • Minimum Bachelor's degree in Civil Engineering from an accredited institution. <p>Professional Certification:</p> <ul style="list-style-type: none"> • Professional Certification: Licensed/registered as a Professional Civil Engineer (PEC - Pakistan Engineering Council registration is mandatory). <p>Experience Requirements:</p> <ul style="list-style-type: none"> • Minimum 5 years of experience in civil engineering, with at least 2-3 years working on projects related to aquaculture, agriculture, or water management infrastructure. <p>Job Description:</p> <ul style="list-style-type: none"> • Assistance to the foreign consultant for technical services to the stakeholders for construction of civil works.

8. Additional Services:

The department will be at liberty to increase or decrease the quantum of the work without assigning any reason.

9. Special Terms and Conditions: -

- i. The Consultant Firm (local leading) will be responsible for achievement of all technical, and physical targets/objectives within due course of time as per agreement.
- ii. The Consultant Firm (local leading) will be sole responsible for all its requirements i.e. members of core team, experts of technical team and their supporting staff, sample analysis, office space, computers, stationary, furniture, conveyance, scientific equipment etc.
- iii. The Consultant Firm (local leading) will be liable to pay all taxes livable to pay to the Government including IT/PST/GST etc.
- iv. The authenticity of data analysis and feasibility report shall be the sole responsibility of the consultant firm.
- v. Firm will (local leading) be responsible for:
 - (a) Preparation and presentation of monthly progress report or any review/report requested by the client of the project.
 - (b) Preparation of survey and data collection forms and reports templates.
 - (c) Preparation of design and operating manual of each unit
- vi. With one months' notice from either side, contract may quit.

In case of any dispute, the decision of the Director General Fisheries, Punjab will be the final one.



Section 4: EVALUATION CRITERIA

Only applicant who achieve the minimum 65 % shall be invited for up-coming RFP

A) Mandatory Requirement

Mandatory documents required for qualification (Both Local and foreign firm) single/JV:

1.	Each applicant must constitute of at least one local firm duly registered and incorporated in Pakistan, and one foreign firm registered in their respective country.
2.	Certificate of Company's/Firm's Registration/Incorporation under the laws of country of origin of local firm in Pakistan, and same documents of foreign firm.
3.	Proof of registration with professional bodies if any
4.	Valid Income Tax Registration and Active Status
5.	Valid Sales Tax Registration and Active Status Audited financial reports of last three years of both foreign and local firms
6.	Undertaking regarding no litigation & blacklisting with any public sector organization on judicial stamp paper
7.	At least one project of foreign firm of similar nature and complexity to be supported with contract agreement and completion certificate.
8.	Letter of association and JV agreement

B) Evaluation Criteria

	Salient Features	Scoring Criteria	Marks
1	Company's Profile		10
1.1	Provide company profile and location of regional and international offices.	1. National and International Quality Management System (QMS)	3
		2. Firm Organogram	3
		3. List of Permanent Staff	4
2	Experience		40
2.1	Similar Project of Foreign Firm	20 marks will be awarded to the foreign firm having similar project in last five years supported with contract agreement and completion certificate. Total 4 marks will be	20



		awarded to firm with experience in south Asian Countries for each intervention i.e. (shrimp breeding and nursing, shrimp farm design & culture, shrimp pathologist/ shrimp health management, shrimp processing, food safety & quality certification and shrimp market competitiveness) However, firm with experience of above-mentioned interventions in countries other than South Asian Countries will be granted 3 marks.	
2.2	Similar Project of Local Firm	20 marks will be awarded to the Local Firm having similar project in last five years supported with contract agreement and completion certificate. Total 4 marks will be awarded to firm for each intervention i.e. (shrimp breeding and nursing, shrimp farm design & culture, shrimp pathologist/ shrimp health management, shrimp processing, food safety & quality certification and shrimp market competitiveness)	20
3	Team Required (Foreign)		40
3.1	Shrimp Breeding & Nursing Expert	The Expert should have at least Master's degree in Aquaculture OR Fisheries Science OR Marine Biology OR relevant field with minimum 10 years post qualification experience in shrimp hatchery operations i.e. brood stock management, spawning, nursing,	2+3



		live feed production, water quality management, disease management, etc. Experience in South Asian countries will be preferred.	
3.2	Shrimp Farm Design & Culture Expert	The expert must have at least a Master's degree in Aquaculture OR Fisheries Science OR Marine Biology OR relevant field with minimum 10 years of hands-on experience in designing and operating shrimp farms.	2+3
3.3	Shrimp Pathologist / Shrimp Health Management Expert	The expert must have at least a Master's degree in Aquaculture Pathology OR Aquatic Pathobiology OR Fisheries Science OR Pathology OR Microbiology OR relevant field. With minimum 10 years' experience of Shrimp Health Lab, with specialized training or coursework in aquatic animal health, focusing on shrimp disease (bacterial, viral, fungal, nutritional, environmental etc.) diagnosis and treatment.	2+3
3.4	Shrimp Processing, Food Safety & Quality Certification Expert	The expert must have at least Master's degree in Seafood OR food sciences OR food technology OR food engineering OR fisheries science OR marine biology OR aquaculture OR a related field with minimum 10 years' experience of solid foundation in food safety, quality assurance, and seafood processing principles, product development, and post-harvest management.	2+3
3.5	Shrimp Market Competitiveness Expert	The expert must possess Master's degree in Aquaculture/ Fisheries marketing/ Economics OR Business Administration OR Marketing OR in a related field with minimum 10 years practical experience in marketing research methods and analysis techniques to assess consumer preferences, market trends, and competitive offerings.	2+3



Team Required (Local)			
3.6	Team Leader	The expert must possess Master's degree in Zoology, Fisheries OR Aquaculture OR Fisheries & Aquaculture OR Biology OR Marine Biology, OR equivalent with minimum 10-year experience in Project Management.	2+3
3.7	Local Shrimp Aquaculture Expert	The expert must have Master's degree in Aquaculture OR Fisheries Science OR Fisheries & Aquaculture OR Marine Biology OR Animal Science OR Zoology with Fisheries as a special subject with minimum of 10 years of hands-on experience in aquaculture or fish hatchery operations.	2+3
3.8	Veterinary or Aquaculture Health Specialist	The applicant must have Doctor of Veterinary Medicine (DVM) or a Master's degree in Aquatic Animal Health, Fish Pathology OR related fields with minimum 3-5 years of experience in aquatic animal health management, with shrimp health management preferred.	2+3
4	Financial		10
4.1	The average annual turnover for the applicant from last three years shall be PKR 200 Million. The document shall be certified by registered independent auditors.	7 marks will be given if the available average annual turnover for the last three years is equal to minimum Rs.100 million or above (Rs.100.00 million=3 marks, Rs.150.00 million=5 marks, Rs.200.00 million=7 marks) of both local and foreign firms	7
4.2	Financial resources: The applicant shall demonstrate by a bank statement from his bank, that he/she has available or has access to liquid assets. (asset that can be readily converted to cash)	Cash in hand/liquid assets should not be less than PKR. 50 million.	3



Section 5:

Application Form

Form 1

Letter of Application

[Letterhead of the Applicant, or partner responsible for a joint venture, including full postal address, telephone no, fax no., and e-mail address].

Date:

To:.....

[Name and address of the employer]

Sirs,

1. Being duly authorized to represent and act on behalf of.....(herein after "the Applicant"), and having reviewed and fully understood all the prequalified as an applicant for the following contract (s) under the[name of the Project to be listed by the User /Employer] project:
2. Attached to this letter are copies of original documents defining:
 - a. The Applicant's legal status;
 - b. The principal place of Business; and
 - c. The place of incorporation (for applications who are corporations); or the place of registration and the nationality of the owners (for applicants who are partnerships or individually-owned firms).
3. DOF and its authorized representatives are hereby authorized to conduct any inquiry or investigation to verify the statements, documents, and information submitted in connection with this application, and to seek clarification from our bankers and clients regarding any financial and technical aspects. This Letter of Application will also serve as authorization



to any individual or authorized representative of any institution referred to in the supporting information, to provide such information demand necessary and requested by yourselves or the authorized representative to verify statements and information provided in this application, or with regard to the resources, experience, and competence of the Applicant.

4. Applicants and its authorized representatives may contact the following persons for further information. If needed.

Malik Muhammad Ramzan Director Shrimp Aquaculture, Lahore	Telephone :03006083484 Email: mraheer@gmail.com
Asif Ali Deputy Director Fisheries, (VCD & Biosecurity), Lahore	Telephone :03324348643 Email: asifali8647@gmail.com

5. This application is made with the full understanding that:
- Bids by prequalified applicants will be subject to verification of all information submitted for prequalification at the time of bidding;
 - DoF reserves the right to:
 - Amend the scope and value of any contract under this project; in such event bids will only be called from pre-qualified applicants who meet the revised requirements; and
 - Reject or accept all application, cancel the pre-qualification process, and reject applications; and
 - DoF shall not be liable for consequence of, and shall be under no obligation to inform the applicant of the grounds for, actions taken under para 5(b) here above.



Applicants who are not joint ventures / consortium should delete para 6 & 7 and initial the deletions.

6. Appended to this application, we give details of the participation of each party, including capital contribution and profit / loss agreements to the joint venture or association. We also specify the financial commitment in terms of the percentage of the value of the (each) contract, and the responsibilities for execution of the each contract.

7. We confirm that in the event that we bid, that bid as well as any resulting contact will be.
- (a) Signed so as to legally bind all partners, jointly and severally; and
 - (b) Submitted with a joint venture / consortium agreement providing the joint and several liabilities of all partners in the event the contract is awarded to us.
8. The undersigned declare that the statements made the information provided in the duly completed application are complete, true, and correct in every detail.

Signed	Signed
Name	Name
For and on behalf of (name of Applicant or lead partner of a joint venture / consortium)	For and on behalf of (name of Applicant or lead partner of a joint venture / consortium)



Profile Form 2:

Name of Company			
Address of Company			
		Primary Contact	Secondary Contract
	Name		
	Title		
	Phone Number		
	Email Address / Skype		
Year of Registration	Applicant shall submit valid business license.		
Copy of Trade License of Certificate of Incorporation			
Name of parent Company (if Applicable)			
Country of Registration of parent Company (if applicable)			
Countries of operation			



Name:

Title:

Form 4:

Details of Contracts of Similar Nature with Evidence

Name of applicant or partner of a joint venture

Use a separate sheet for each contract.

1	Name of Contract
	Country
2	Name of Employer
3	Employer Address -----
4	Nature of works and special features relevant to the contract for which the applicant wishes to pre-qualify ----- -----
5	Contract Role (Tick One) (a) Sole Contractor (b) Sub-contractor (c) Partner in a Joint Venture
6	Value of the total contract (in specified currencies) at completion, or at date of award for current contract Currency..... Currency..... Currency.....
7	Equivalent in Pak/Rs.
8	Capacity of work
9	Date of Award
10	Date of completion
11	Contract duration (years and months) _____ years _____ months
12	Specified Requirements _____ _____ _____



Description of project or other comments

Form 5:

Curriculum Vitae (CV) for proposed professional Staff

1. Proposed position: (within this project) _____
2. Name of Firm: _____

3. Name of Staff: _____
4. Name of Birth: _____
5. Nationality: _____
6. Passport No: _____
7. Education

Degree	Major/Minor	Institution	Date (MM/YYYY)

8. Membership of Professional Associations: _____

9. Other Training _____

10. Languages: _____
11. Employment record (reverse order):

Employer	Position	From (MM/YYYY)	To (MM/YYYY)

12. Detailed

[List all tasks to be performed under this project.]



13. Work undertaken that best illustrates capability to handle the tasks assigned.

1) Name of assignment or project: _____

Year: _____

Location: _____

Client: _____

Main project features: _____

Positions held: _____

Activities performed: _____

2) Name of assignment or project: _____

Year: _____

Location: _____

Client: _____

Main project features: _____

Positions held: _____

Activities performed: _____

3) Name of assignment or project: _____

Year: _____

Location: _____

Client: _____

Main project features: _____

Positions held: _____

Activities performed: _____



Form 6:

JOINT VENTURE FORM

[Name and address of the leading Member firm] who for the purpose of this Agreement shall herein after called "Lead Member"

[Name and address of the member firm] Who for the purpose of this agreement shall hereinafter called "Member ". They hereby declare:

1. That they will legalize a joint venture in case that a Contract (for the feasibility reports) _____ is awarded to their group.
2. That they have nominated (name of the Lead member) as the Lead Member of the Joint Venture.
3. That they authorized to act as the Representative on behalf of the Joint Venture) to act as the JV's Repetitive in the name and on the behalf of their Joint Venture.
4. That all members of the Joint Venture shall be liable jointly and severally for the execution of the Contract.
5. That this Joint Venture is constituted for the purpose of the execution of the assignments assigned to them under this contract.
6. That if the Employer accepts the Bid of this Joint Venture it shall not be modified in its composition or constitution until the completion of Contract without the prior consent of the Employer.

