
**Islamic Republic of Afghanistan
Ministry of Mines and Petroleum (MoMP)**

**Terms of Reference
Afghanistan Gas Sector Project (AGASP)**

Terms of Reference

**Technical, Legal and Commercial Support and Training Consultancy Services for
Private-investment-enabling Oil & Gas Sector Reforms**

Consultancy Services-Time based contract

I. BACKGROUND

The development of Afghanistan’s oil & gas resources has been identified as a critical catalyst for long-term economic diversification and growth, lower fiscal dependence, and energy security, supply growth and stability. Over the short term, indigenous hydrocarbon resources offer opportunities for increased energy access and for the deployment of variable, intermittent renewable energy.

Since 2002, the Ministry of Mines and Petroleum (MoMP) has been strengthening the enabling environment for private sector investment in the sector, targeting further development of the currently producing and discovered fields in northern Afghanistan and testing untapped potential in other prospective basins. Internationally competitive natural gas tender rounds have confirmed investor interest, but unaddressed institutional, contractual and regulatory impediments to investment across the gas value chain remain an obstacle to continued sector development.

A new Hydrocarbons Law was approved in mid-2018, establishing clear mandates and areas of responsibility for the ministry and the newly created independent regulator, AOGRA. In addition to the traditional provisions for hydrocarbons development and the institutional roles regarding policy development and sector oversight by the ministry and contractual and regulatory compliance by the regulator, the law provides clarity on AOGRA’s governance mechanisms, establishing a largely independent Board of Directors, a Hydrocarbons Register, and data bank to be administered by AOGRA. The law also provides for the construction of a private sector-enabling contractual and regulatory framework, stipulating the exclusive use of model contracts and international competitive tenders for the award of contracts along the business value chain. Subject to the development of an attendant regulatory framework, the law effectively lays the groundwork for the modern governance of Afghanistan’s hydrocarbons sector.

The GoA’s new Mining Sector Road Map (which addresses both mining and hydrocarbons), approved by the High Economic Council (HEC) of the GoA in January 2018, expresses its commitment to transparent and accountable mining and hydrocarbon

sector development. The Government considers these sectors as critical for economic growth to benefit Afghanistan's citizens, for the generation of fiscal resources for the Government, and for increased prosperity across generations.

The Sector Road Map specifically points to the importance of having strong institutions and good sector governance, recognizing that if poorly managed, Afghanistan's extensive natural resource endowments could contribute to a political economy with increased levels of conflict and lower rates of economic growth. With this understanding, the Government has taken a long-term view for the development of the country's natural resource endowment and has set out to establish an institutional framework aimed at creating the conditions for Afghanistan to promote the development of the extractives sector as a source of growth over the coming decades.

The World Bank's five-year AGASP project, approved in November of 2019, is aligned with the Country Partnership Framework (CPF) (2017–2020) for Afghanistan, which was extended by two years to FY22 during the 2019 Performance Learning Review (PLR). The CPF focuses on (a) building strong and accountable institutions, (b) supporting inclusive growth, and (c) deepening social inclusion which remains relevant in maintaining the balance between protecting the poor and laying the foundations for longer-term growth. The pillar on inclusive growth indicates that “support for extractive industries aims to improve governance and increase revenues, and to provide a base for more diversified growth in the longer term along key resource corridors.” The Afghanistan Development Update (2018) notes that over the medium-term, economic development progress will depend on mobilizing the sectors with greatest capacity to support increased growth, job creation, exports, and government revenues. The development of Afghanistan's hydrocarbons potential supports a balanced growth strategy through improved energy access and energy security.

There is a need over a medium-term framework to improve sector policy and regulatory capacity and enable ‘proof of concept’ investments that would stress-test the governance, contractual, and regulatory regimes for oil & gas. The framework commits the World Bank Group to supporting the creation of an enabling environment for private sector participation in the hydrocarbons value chain through improvement in policies, institutional and regulatory capacity, and infrastructure for a transparent and sustainable development of the sector.

It is well recognized that gas power plants by independent power producers (IPPs) with medium-to long-term power purchase agreements (PPAs) can serve as an anchor for gas sector development. The development of IPPs also presents the government with an opportunity to enhance institutional capacity in a variety of functions and skills required across the gas-to-power value chain.

Two main gas-to-power projects are currently being implemented: (a) a 58.6 MW gas power plant in Mazar-e-Sharif (‘the Mazar IPP’) (project agreements, including PPA, signed in January 2018) to be commissioned around mid-2022 and (b) a 40 MW gas power plant in Sheberghan (‘Sheberghan IPP’) (project agreements signed in March 2018) commissioned in November of 2019. The successful implementation and sustainability of

both projects will be dependent on confirmed access to sufficient gas supply from currently productive gas fields, sustained investment in the development of upstream gas production and processing capacity to ensure long-term gas supply to existing and prospective off-takers.

The GoA faces an urgent challenge to increase gas production and transportation from the current 350 thousand standard cubic meters per day (Mscmd) to 920 Mscmd to supply fuel gas for the Sheberghan and Mazar IPPs and for existing off-takers, including the Northern Fertilizer and Power Plant (NFPP).

As existing production wells begin to deplete in approximately five years, the sustainable supply of natural gas into the long term will be dependent on continued development of the Yatimtaq gas field and of discovered but yet un-developed surrounding gas fields and blocks in the Sheberghan area as well as from successful new exploration and development of new hydrocarbons frontiers. The current estimates based on projected demand and on the existing field development plan for Yatimtaq indicate that beginning in 2023, it will be necessary for the government to bring new wells into production to meet the needs of the IPPs as well other off-takers.

Yatimtaq has sufficient resources to fulfil these supply needs for perhaps an additional nine years -until 2032-, but by 2030 at the latest, major investments will be needed in field exploration and development to sustain currently contracted supply commitments. It is expected that future exploration and development investment costs will be assumed by the private sector.

The Totimaidan gas block contains significant accumulations of already discovered natural gas that, to date, have not been developed. As supplies from older fields begin their normal decline, it is expected that Totimaidan resources will be needed to replace them. The Totimaidan block, located west of Sheberghan, covers 7,130 km² in the Afghan portion of the Amu Darya basin. It includes the undeveloped Juma and Bashikurd gas fields. Consultants commissioned by USAID estimated that the two fields hold 580 BCF of gas resources.

It is expected that development of the Totimaidan gas block will be awarded to private investors through an international competitive tender to be launched by June of 2022.

A second competitive tender for hydrocarbons exploration and development to be launched by June of 2023 is expected to represent an additional springboard for the private-investment-led sustainable development of the sector into the long term.

By supporting the investments needed to ensure sustained gas supply to the IPPs currently under development, the AGASP aims to provide a critical link needed to ensure their viability and stimulate the growth of domestic gas production and gas markets. The investment and TA components of the project are intended ‘de-risk’ the proposed investments and increase security of energy supply through reduced reliance on electricity imports; promote the development of gas-to-power linkages; and increase the availability of grid electricity to meet growing demand for a robust and reliable source of power for

households, institutions, and commercial and industrial enterprises. The project's TA component aims to ensure that 1) the required private-investment-enabling institutional, contractual and regulatory framework is in place in anticipation of the mentioned competitive tenders and 2) sufficient gas is available to support the two IPPs during their initial operations and that the Afghanistan gas sector has the capacity to sustainably serve longer-term demands for natural gas.

II. ASSIGNMENT OBJECTIVE

The objective of the assignment is to provide Ministry of Mines and Petroleum (MoMP) and the Afghanistan Oil & Gas Regulatory Agency (AOGRA) with the necessary specialized technical, legal and commercial support and training to build and gradually consolidate a resilient and sustainable private investment enabling institutional, contractual and regulatory framework for oil & gas sector development by (a) establishing an efficient institutional capacity to effectively guide, promote, manage and regulate sector development to international standards; (b) successfully preparing, evaluating and implementing competitive international tenders to be conducted, first, for the exploration and development of the Amu Darya basin (Totimaidan gas block) (proposed for Q3 or Q4 2021), and second, for a next round of exploration and development contract awards (proposed for Q3 or Q4 2023); and (c) preparing, evaluating and implementing geological surveys, airborne gravity and magnetic surveys, seismic surveys, reservoir assessments and evaluations, reservoir development plans, etc.

III. SCOPE OF WORK

The assignment will include the following components:

A. Executive Baseline Assessment and Recommendations: Conduct an executive assessment of the existing legal, institutional, contractual and regulatory framework for sector development. The objective of this component will be to 1) identify any legal, institutional, contractual, regulatory and capacity gaps that may interfere with the effective private-investment-led development and the efficient management of Afghanistan's oil & gas sector in the short to medium term and 2) provide recommendations to address them. The assessment must be conducted through stakeholder's consultations, face to face meetings, and desk research. Emphasis will be placed on MoMP's and AOGRA's central functions as established in the Hydrocarbons Law (2018) and the Government's Mining Sector Road Map (2018), as well as on the operationalization of AOGRA.

Activities will include:

- i) Legal framework: Brief assessment of the 2018 Hydrocarbons Law to establish its adequacy and competitiveness in the current and short- to medium term sector context from a recommended international practice perspective.
- ii) Institutional framework: Assessment of the existing institutional framework for oil & gas sector development, including a) the adequacy of the sector-specific institutional organization and structure of the MoMP and AOGRA to meet current and short to medium term objectives; b) any deviations of MoMP's and AOGRA's institutional

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- organization and structure from recommended international practice, keeping in mind the long term role of the organizations; c) the identification of capacity gaps in both institutions in terms of personnel and expertise requirements to, first, meet their legally mandated roles and responsibilities in the current and short- to medium term sector context and, second, prepare and implement the two competitive international tenders mentioned above; and d) recommendations to address any identified issues.
- iii) Contractual framework: Assessment of the sector's existing contractual framework, its adequacy in terms of its financial and commercial competitiveness in the current and short- to medium term regional and international sector context, including a) a comprehensive, forward-looking internationally benchmarked assessment of the currently applicable fiscal regime for the sector, of currently applicable contract templates and their terms and conditions, b) the identification of contractual framework gaps against expected short- to medium term needs (e.g. gas sale contract templates, oil & gas transport contracts, etc.), and c) a set of prioritized recommendations to address any identified issues or gaps.
 - iv) Regulatory and licensing framework: Assessment of the sector's regulatory and licensing framework, its adequacy and competitiveness in the current and short- to medium term regional and international sector context, including a) the identification of inconsistencies and/or regulatory gaps to be addressed in anticipation of immediate and short- to medium term needs, particularly related to the proposed tenders; b) the assessment of licensing processes applicable to the oil & gas value chain, including interinstitutional coordination mechanisms where applicable (e.g. environmental, social, health and safety requirements); c) prioritized recommendations to address any identified issues or gaps.
 - v) Competitive tendering framework : Assess the current procurement law, methods and procedures and provide recommendations as per the international best practices. Provide detailed competitive tendering methods and procedures that can be implemented to fulfil the needs of the industry including service contracts, concession contracts, design, installation, and commissioning of facilities, procedures for procuring consumables for the oil and gas processing facilities, and other procurements needed for the industry.

B. Implementation: Deploy the necessary specialized international technical, legal, commercial and financial expertise to support MoMP and AOGRA in a) prioritizing and addressing any issues or gaps identified in component A. above, particularly those related to the preparation and implementation of the technical aspects of proposed international tenders, and b) in incrementally developing a competitive, private-investment-enabling institutional, regulatory, contractual, fiscal and commercial framework for sector development based on international recommended practice, benchmarks and standards.

Activities will include:

- i) Institutional optimization and coordination: Support for the implementation of recommendations to address any organizational shortcomings and capacity gaps identified in component A. ii. above to enable the effective operationalization of oil & gas sector functions assigned by law to MoMP and AOGRA in the short- to medium term, including the implementation of any needed adjustments to their organizational structures to handle the current, medium and long term needs, the optimization or

supplementation of their staffing and onboard expertise requirements, and the definition and adoption of coordination mechanisms to jointly discharge their legally mandated roles and responsibilities.

- ii) Contractual framework: Support for the implementation of recommendations to address any deficiencies identified in component A. iii. above, including a) the detailed revision, if needed, of existing contractual templates and their approval; b) the prioritized development, drafting and formal adoption of new contract templates for oil & gas value chain activities (e.g. gas sales, transport capacity, commercialization and distribution, etc.); c) the detailed revision, if needed, of the sector's fiscal regime and other contractual terms and conditions for oil & gas business chain investments and their formal approval; d) the financial and commercial modelling of fiscal and contractual terms.
- iii) Regulatory and licensing framework: Support for the implementation of recommendations to address any deficiencies identified in component A. iv. above, including a) the prioritized revision and, if needed, amendment and/supplementation existing regulations and their approval; b) the drafting and approval of new, prioritized oil & gas value chain regulations -particularly those that would support the proposed tenders-, ensuring their consistency with existing laws and their complementarity with existing and newly developed contract templates and in the same time also develop regulations for specific activities in the upstream and midstream such as seismic activity, drilling, completion, well cementing, casing water tables during drilling, workovers, production, spilling, etc. ; c) development of license models and licensing procedures and timelines, including those requiring interinstitutional coordination (e.g. environmental, social, health and safety licenses).
- iv) Investment promotion: Support for the development and implementation of oil & gas sector investment promotion strategies including a) the assessment and definition of prospective exploration blocks, including their geological characteristics and their strategic and commercial prospects; b) the assessment and segmentation of prospective investor sets; c) the organization and management of modern data rooms; d) the preparation and management of international competitive tender processes including the definition of bidding parameters and tender rules, the preparation of tender documents, etc.
- v) Tender implementation: Support for the implementation (including preparation, promotion, launching, management, bid assessment, award of contracts, etc.) of a) the exploration and development of the Amu Darya basin (Totimaidan gas block (proposed for Q3 or Q4 2021), and second, for a next round of exploration and development contract awards (proposed for Q3 or Q4 2023); including c) the needed preparation, evaluation and implementation of geological surveys, airborne gravity and magnetic surveys, seismic surveys, reservoir assessments and evaluations, reservoir development plans, etc.
 - a. Preparation – the Consultant will assist the Client in developing the technical requirements and scope of works/services for the tenders, and detailed costs estimates; will advise the Client on the most appropriate procurement method.
 - b. Promotion and market assessment – the Consultant will assist the Client in promoting the bids in the most appropriate platforms (websites, conferences etc.) as per the international acceptable standards and also assist in

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- conducting market assessment when needed.
- c. Launching, management, bid/proposal assessment – the Consultant will assist the Client in launching the whole procurement process, manage it, and evaluate the bids, provide comments on the bids/proposals received, and recommend the best bidder for contract award.
 - d. Award of contracts – the Consultant will assist the Client in awards of contracts such as reviewing the final contracts to be signed, adjusting the costs with taxes and other terms and conditions.
- vi) Contractual and regulatory oversight: Support for the introduction of modern oil & gas sector oversight and management practices and detailed procedures including a) contractual compliance and regulatory oversight, b) contract management and registration, d) assessment and control of investment programs and commitments, e) field inspection and auditing procedures, f) verification of financial reporting practices, g) verification and compliance of contractual reporting requirements, h) publication of sector reports and statistics, and i) interinstitutional coordination mechanisms and procedures.

C. Strengthening Capacity: The component will entail strengthening institutional capacity of the Ministry and AOGRA to discharge their functions and responsibilities as mandated in the Hydrocarbons Law, related to, respectively, a) the development of policy and strategies to achieve short- to medium-term sector objectives and exercise its legal mandate and authority for sector oversight and coordination, and b) the operationalization of AOGRA as independent regulator to discharge its designated functions and responsibilities over contractual compliance and management, and regulatory oversight of hydrocarbons sector value chain investments and activities.

Capacity strengthening activities are intended to enhance a) the level of understanding of the theoretical foundations and the conceptual rationale of effective oil & gas sector management practices and b) the practical skills to discharge day-to-day functions and tasks and c) the medium to long-term sustainability of institutional capacity of MoMP and AOGRA to effectively discharge their assigned mandates in support of sector development.

Capacity strengthening activities:

- Will be conducted in parallel to- and throughout the implementation of activities of components A. and B. above,
- Will take advantage of every training opportunity these activities may provide,
- Will consist of both theoretical and on-the-job, practical training elements,
- will be structured and scheduled in terms of location and duration with due consideration for the work responsibilities and time demands of trainees (particularly applicable to theoretical training activities),
- Will be conducted at installations of MoMP and AOGRA in Kabul, other than in exceptional circumstances and subject to sound justification and World Bank approval.

Capacity strengthening activities will include:

- i) An executive, baseline skills and training needs assessment (TNA) of MoMP and AOGRA civil service (TASHKEEL) personnel formally nominated by both institutions to participate in the AGASP project training program.
- ii) Support to MoMP and AOGRA leadership in the selection and organization of trainee teams according to their skills and their designated organizational functions (e.g. technical, legal, financial, commercial, etc.)
- iii) Development of a Capacity Strengthening Program reflective of the implementation plan for activities previously prioritized under components A. and B. above.
- iv) Implementation and monitoring of the proposed Capacity Strengthening Program.

The scope, rationale, modality and content of training activities will be fine-tuned and finalized following a joint review of overall planned activities under components A. and B. above in consultation with MoMP, AOGRA and World Bank counterparts.

IV. DELIVERABLES

In addition to Monthly Activity Reports to be submitted by the Consultant during the assignment period starting one month after contract effectiveness, deliverables will be due as stipulated in the following table:

Component	Deliverables	Due
A. Executive Baseline Assessment and Recommendations	Executive Baseline Assessment and Recommendations Report	2 months after contract effectiveness
B. Implementation	Institutional optimization and coordination status reports	Quarterly starting 3 months after contract effectiveness
	Contractual framework development and activities reports	
	Regulatory framework development and activities reports	
	Investment promotion support activities reports	
	Contractual and regulatory oversight activities reports	
	Tender implementation activities executive report	Monthly starting from the date of implementation/launching of the first tender
	Implementation Component Completion report	36 months after contract effectiveness
	Competitive tendering methods and procedures– the Consultant must provide a detailed report on the recommended methods of	3 months after contract effectiveness

Component	Deliverables	Due
	and procedures to be followed for the current and future contracts. It must contain a step by step approach along with the expected duration for each method.	
C. Strengthening Capacity	Executive baseline skills and training needs assessment	2 months after contract effectiveness
	Capacity Strengthening Program	2 months after contract effectiveness
	Selection and effectiveness status of trainee teams reports	Quarterly starting 3 months after contract effectiveness
	Training activities reports	
	Strengthening Capacity Completion report	36 months after contract effectiveness

Format of the reports: All the reports and documents should be submitted to the Client in both hard copies and soft copies. The number of color printed hard copies to be submitted must be at least three (3) to MoMP, three (3) to AOGRA, and two (2) to WB.

V. ESTIMATED TIMELINE FOR COMPONENT COMPLETION

Component	Duration¹
A. Executive Baseline Assessment and Recommendations	2 months from contract effectiveness
B. Implementation	36 months from contract effectiveness
C. Strengthening Capacity	15 months from contract effectiveness

VI. METHODOLOGY

The Ministry of Mines and Petroleum will be the designated client for the assignment. The Consultant will report to designated MoMP counterparts. The Consultant will be expected to work closely with MoMP and AOGRA counterparts on location in Kabul and report periodically to MoMP, AOGRA and World Bank during the course of the assignment. MoMP, AOGRA and the World Bank will designate appropriate operative counterparts for the Consultant in Kabul and Washington, respectively.

The Consultant will be expected to submit draft and finalized deliverables to designated MoMP, AOGRA and World Bank counterparts.

¹Including 1 month for preparation and mobilization to location in Kabul

Travel, lodging, transport and security arrangements, if any, will be the Consultant's responsibility. The MoMP and AOGRA will provide office space for the consultants during the day along with internet access.

Any advice, comments or recommendations produced by the Consultant in the performance of the assignment will be expected to take into consideration any potential environmental and social impacts and ensure that the advice provided is consistent with the World Bank Operational Policy (OP) 4.01 on Environmental Assessment. Specifically, environmental impacts such as air pollution and GHG emissions, accidental release/spills, emergency response, consideration of alternative sites for development or for gas commercialization should be considered in line with OP 4.01. Finally, any technical assistance output and contract model should also be consistent with the International Finance Corporation (IFC) Environmental Health and Safety (EHS) industry-sector guidelines for Natural Gas Processing, as found online.

VII. TEAM COMPOSITION

The assignment's core team is expected to consist of a cadre of international experts specialized in specific assignment component and content areas. If necessary, the Consultant may resort to evidently qualified local expertise and support. MoMP and AOGRA will be expected to designate local core team counterparts.

The core (key) team in charge of management, coordination and supervision of assignment activities is expected to be supported on a temporary basis by specific expertise specialists as required and by local staff as required. Indicative assignments and competencies of team members are described below. Nonetheless, it is recognized that the assignment of responsibilities among core team members may be different based on their particular areas of specialization and prior experience profiles.

Subject to reasonable rotation, the Consultant's core team lead experts will be expected to be largely based in Kabul for the duration of the assignment to ensure client (designated MoMP and AOGRA personnel) access to them and to ensure the active planning, supervision and coordination of specialized support and on-the-job training activities. There will be no flexibility shown in regards to the number and type of Key Experts and Key Experts are expected to remain in Kabul for at least 60% of their time input.

The Non-Key Experts are not subject to scoring and the Consultant shall have flexibility in adding any position which they considered required to fulfil the ToR.

The estimated staff-months are indicative. The proponents would be expected to fine-tune the required staff-months in the proposals.

The Consultant's core team will be composed of:

Key Experts:

K-1, Team Leader

Beyond leading the core team of international specialists and formally representing the core team vis-à-vis MoMP and AOGRA, it is expected that the Team Leader will be responsible for overall project planning, implementation, coordination, supervision,

management and related tasks. He/she should have at least a Master's degree in economics, business administration, public administration or a similar field, with a minimum 15 years of prior explicit public and private sector experience in the oil & gas sector and a minimum 10 years of experience in successfully managing large, complex technical assistance projects. Prior experience from more than one country and familiarity with the South Asia region will be an advantage.

K-2, Lead Legal Expert

The Legal Expert will report to the Team Leader and will be responsible for planning, prioritization, implementation, coordination, supervision, management, training and other tasks related to assignment activities requiring specialized oil & gas sector legal expertise, including, inter alia, the assessment of the existing legal, contractual and regulatory oil & gas sector framework and for the supervision of assignment activities related to the preparation of amendments or supplementations to existing sector contract templates and regulations, for the development of new contract templates, regulations and licence templates and for providing guidance to the Team Leader and the Lead Training Expert on the design, planning and implementation of training activities under component C. above. He/she should have at least a Master's degree in oil and gas law, commercial law, or corporate law with a minimum of 10 years of prior explicit public and private sector experience in the oil & gas sector and a minimum 7 years of experience in large, complex projects. Prior experience from more than one country and familiarity with the South Asia region will be an advantage.

K-3, Lead Technical Expert

The Technical Expert will report to the Team Leader and will be responsible for planning, implementation, coordination, supervision, management, training and other tasks related to assignment activities requiring specialized oil and gas sector technical expertise, including, inter alia, the assessment, processing and management of geological data, the evaluation of exploration and development plans and budgets, understanding of exploration and field operations, etc. and for providing guidance to the Team Leader and the Lead Training Expert on the design, planning and implementation of training activities under component C. above. He/she should have at least a Master's degree in petroleum engineering, chemical engineering, geology, process engineering and other related degree with a minimum of 10 years of prior explicit public and private sector experience in the oil & gas sector and a minimum 7 years of experience in large, complex projects. Prior experience from more than one country and familiarity with the South Asia region will be an advantage.

K-4, Lead Financial/Commercial Expert

The Financial/Commercial Expert will report to the Team Leader and will be responsible for planning, implementation, coordination, supervision, management, training and other tasks related to assignment activities requiring specialized financial analysis, modelling and commercial expertise, including, inter alia, the assessment and benchmarking of fiscal regimes, the assessment of contractual financial and commercial terms, etc. and for providing guidance to the Team Leader and the Lead Training Expert on the design, planning and implementation of training activities under component C. above. He/she should have at least a Master's degree or equivalent in the business administration or

finance or other related field with a minimum of 10 years of prior explicit public and private sector experience in the oil & gas sector and a minimum 7 years of experience in large, complex projects. Prior experience from more than one country and familiarity with the South Asia region will be an advantage.

K-5, Lead Training Expert

The Training Expert will report to the Team Leader and will be responsible for planning, implementation, coordination, supervision, management and other tasks related to assignment activities detailed in component C. above. He/she should have at least a Master's degree or equivalent in the related field with a minimum of 10 years of prior explicit public and private sector experience in the oil & gas sector and a minimum 7 years of experience in large, complex projects. Prior experience from more than one country and familiarity with the South Asia region will be an advantage.

Specialists

The Consultant is expected to bring in specialized expertise from its own organization or otherwise as required in support of the lead experts mentioned above. These specialized resources would be made available for specific time periods as needed during project implementation.

International specialist team (INDICATIVE)

Position	Estimated staff-months	Minimum academic qualification	Minimum years of relevant experience
Key-Lead Experts			
K-1, Team Leader	36	Master's degree in petroleum engineering, geology, economics, business administration or similar field	15
K-2, Lead Legal Expert	24	LLM or equivalent	10
K-3, Lead Technical Expert	36	Master's degree in geology, petroleum, process engineering or similar	10
K,4, Lead Financial /Commercial Expert	18	Master's degree in, Finance, economics, or similar field or having professional qualification CA, CPA, CFA	10
K-5, Lead Training Expert	12	Master's degree in human resource administration, organizational management or similar field	10
TOTAL	126		
Non- Key Experts			
Geotechnical /geological engineer	30	Bachelor's degree in geology, petroleum, process engineering or similar	10
Petroleum / process engineer	30	Bachelor's degree in petroleum, process engineering or similar	10

Position	Estimated staff-months	Minimum academic qualification	Minimum years of relevant experience
Legal specialist	18	JD or equivalent	10
Finance / commercial specialist	18	Bachelor's degree in Business Administration, Finance or similar field	10
Human resource management / training specialist	12	Bachelor's degree in human resource administration, organizational management or similar field	10
TOTAL	108		

VIII. LENGTH AND LOCATION OF ASSIGNMENT

The assignment will have duration of thirty-six (36) calendar months from the date of contract effectiveness. The location of project activities will be Kabul.

IX. LIST OF ANNEXES

Annex I	Afghanistan Gas Sector Project – abridged Project Appraisal Document
Annex II	Draft Administrative Regulation on chapters II and III of the HC Law
Annex III	Draft Hydrocarbons regulations
Annex IV	Draft Gas Pricing and Gas Allocation regulations