



**Ministry of Environment and Energy**  
Republic of Maldives

**ACCELERATING RENEWABLE ENERGY INTEGRATION AND  
SUSTAINING ENERGY (ARISE) PROJECT**

**Terms of Reference for Electrical Engineer**

**1. BACKGROUND**

The Republic of Maldives is a low lying, atoll based, archipelagic nation in the central Indian Ocean. It comprises 1,190 islands grouped into 26 atolls that together occupy a land area of 298 km<sup>2</sup> and form a chain over 820 km in length, spread over an area of around 90,000 square kilometers. With a total population of the Maldives is 324,992<sup>1</sup>, it is the smallest Asian country in terms of area and population. It is also amongst the most susceptible to climate change. The country is with an average elevation of 1.5 meters above ground level. The two most important sectors of the economy are tourism and fisheries, which contribute nearly 80% of the country's Gross Domestic Product (GDP). The Maldives is regularly exposed to multiple natural hazards such as storms, droughts, heavy rains and high waves caused by cyclones in the southern Indian Ocean – and the disaster risk scenario for the country can be described as moderate<sup>2</sup>.

Demand for electricity has risen steadily in Maldives over the past decade, reflecting robust economic growth. Between 2007 and 2017, total electricity consumption grew by 6.2 percent annually on average, outpacing average annual GDP growth of 5.4 percent over the same period. Total electricity consumption amounted to 750 Giga Watt-hour (GWh) in 2018—much higher on a per capita basis than other countries in the region but lower than the average upper-middle-income country.<sup>3</sup> The increase in electricity demand partly reflects the growth of the tourism sector, the mainstay of the Maldivian economy.

Electricity is generated and distributed through a patchwork of independent isolated island-based grid systems. Each island has its own powerhouse and distribution facility, effectively operating as single, isolated island power grids.<sup>4</sup> There are 186 powerhouses on inhabited islands (excluding industrial islands and islands used exclusively as resorts or where service is provided by Island Councils) collectively generating 319 Mega Watt (MW) from diesel and 21.52 MW from solar. The highly dispersed nature of these power systems poses system operation and flexibility challenges. Two major state-owned utilities, State Electric Company Limited (STELCO) and FENAKA Corporation Limited (FENAKA), are responsible for delivering power supply to most of the inhabited islands. STELCO is the utility serving

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<sup>1</sup> *Statistical Yearbook Maldives 2010*. Department of National Planning. Republic of Maldives.

<sup>2</sup> UNDP. 2006. *Developing a Disaster Risk Profile for Maldives*.

<sup>3</sup> Per capita electricity consumption is about 1.8 MWh in the Maldives, compared to 0.7 MWh per person in the average South Asian country and 3.5 MWh per person in the average upper-middle-income country. Source: World Development Indicators and U.S. Energy Information Administration (EIA).

<sup>4</sup> With two exceptions (a) the interconnection between the power grids of Malé, Hulhulé, and Hulhumalé, which is nearing completion under the Fifth Power Project financed by the Exim Bank of China, and (b) the central powerhouse in Addu.

Greater Malé and manages 35 powerhouses in 35 islands. FENAKA was formed in 2012 as a merger of six regional utilities to serve the outer islands, except resort islands. FENAKA operates 148 powerhouses to serve 152 outer island communities and FENAKA handles sewage, water, and waste treatment for these islands.

The Strategic Action Plan of the GoM have a key priority in promoting green energy use. This includes creating an enabling environment for the growth of sustainable energy use in the sector. Thus, the GoM had been taking measures under this policy to address the issues faced within the sector and promote renewable energy in power generation side as well at the consumer end. As a result, through donor support GoM had, since 2014 started to invest, through both the private sector and public sector mode, in renewable energy technology.

The Accelerating Sustainable Private Investments in Renewable Energy (ASPIRE) Project, hence had become one of the key projects, that had commenced. The project kick started private investments in solar PV technology under Independent Power Produce (IPP) model, through the development and use of an investment framework in conjunction with a comprehensive risk mitigation package to address investment risks for Private Sector in the Maldives.

The framework has been appraised taking into account government and institutional considerations and informed by feedback from potential private investors. As of date 1.5MW had been installed with an ongoing 5MW installation in Male' region under this model.

Furthermore, the more recently approved Accelerating Renewable Energy Investments and Sustainable Energy (ARISE) Project will complement the ASPIRE Project by further assisting to scale up PV installations through provision of Battery Energy Storage Systems (BESS) and complementary grid upgrades for Variable Renewable Energy integration through EPC contracts funded through the ASPIRE Project. The new project is expected to add another 36MW of solar PV into the national energy mix.

Since the proposed Project would reduce the islands' financial exposure to oil price volatility, and generate savings by replacing higher cost, imported diesel fueled generation, with cleaner PV generation. The Project also reduces the need for public investment in the power sector, and helps reduce the operating and capital expenses of the state utility companies. Not only would this get the GoM closer to its stated goal of carbon neutrality, but it would also free up resources to fund key social needs such as education and health.

## **2. PROJECT DESCRIPTION**

The main objective of ASPIRE and ARISE Project is to increase renewable energy generation capacity and enhance the financial and environmental sustainability of the power sector in the Maldives. The initial subprojects under ARISE will target larger outer islands and will consider potential sub-projects for Male' region. The consumer base would later expand to other islands in Maldives, and would receive improved electricity services, with lower local environmental externalities.

The ARISE project would support solar PV generation through IPP sub-projects; support BESS deployment and grid modernization to enable VRE integration; and provide technical assistance (TA) for institutional capacity building, pipeline development, and support for early stage feasibility work associated with the development of other sustainable energy sources (including electric mobility, wind and wave energy, and green hydrogen). The project

has been specifically designed to address various risks associated with project development and deployment.

The key areas of project include solar PV risk mitigation (Component 1) which aims to support the Government in mobilizing private sector investment to deploy solar PV generation capacity by providing a risk mitigation package for private sector IPPs. Where feasible, particularly in smaller islands, IPPs may be requested to invest in solar PV and BESS.

The Battery Energy Storage System component (Component 2) will support deployment of BESS in Addu City and other large islands to enable a high penetration of solar PV in the power system while ensuring reliable supply in a cost-efficient manner. The component will support approximately 50 MWh of BESS in the selected grid systems, subject to market price trends. In the case where BESS is required for VRE integration, storage will be introduced to provide ancillary services, load shifting, and other benefits. Project is expected to finance the procurement of the BESS and its short-term operation and maintenance (O&M) contract to build O&M capacity of the utilities.

The grid modernization for VRE component (Component 3) will support grid upgrades and reinforcement to accommodate an increasing volume of renewable energy and BESS, in selected grid systems. This will be implemented in close coordination with STELCO and FENAKA. The primary scope of Component 3 will include strengthening network capacity; deploying supervisory control and data acquisition (SCADA) systems; and optimizing interactions among renewable energy generations, BESS, and existing conventional power plants. In particular, this will include upgrades in Low Voltage and Medium Voltage distribution lines, transformers, and distribution boxes, to facilitate optimization between solar PV, distributed generation, and BESS. In addition, ME will also lead the co-ordination on site preparation while defining parameters for design configurations, engineering and functional requirements including retrofitting rooftops and developing land for renewable energy generation sites. As the penetration of solar PV and renewable energy increases, interconnection among islands will also be considered to improve system balancing and flexibility.

### **3. OBJECTIVE OF THE ASSIGNMENT**

The objective of this assignment is to support the overall implementation of the ASPIRE and ARISE project to ensure timely delivery of project milestones and the respective sub-projects through provision of technical and other necessary support to all activities undertaken under the projects.

### **4. SCOPE OF WORK**

The consultant is expected to provide support in all areas of the projects where applicable in general, inclusive of PV systems, electrical grid upgrades, Battery Energy Storage System (BESS) design and integration, and all activities related to power system expansion planning and execution works under the project.

The consultant will be working under the guidance of Senior Energy Specialist, and will be supporting the project under the following broad key activities.

- Oversight of assigned key tasks and coordinate implementation of studies and/or consulting works under the project;
- Provide support to the Project Management Unit (PMU) in power system planning aspects and various other electrical aspects to support development of sub-projects, and provide technical and operational advice to PMU during the implementation stages;
- Determine & carry out all technical assessments requirements particularly for the electrical systems and electrical engineering needs to integrate hybrid renewables into the grid, and any other activities related to the project, particularly taking into account the relationship between key project components (Solar PV, BESS and complementary grid upgrades);
- Review and approve electrical systems designs developed for the project to ensure alignment with the relevant regulations, standards and guidelines, and ensuring safety and reliability of overall electrical system designs and its parts;
- Provide support in standardization of electrical systems designs taking into local and international standards, in collaboration with international experts, utilities, PMU and other relevant government agencies. Furthermore, support in developing monitoring manuals and troubleshooting procedures in coordination with utilities, contractors and other consultants;
- Provide support in all aspects related to tendering, including but not limited to, developing technical specifications for tendering, setting qualification criteria, overall bid document review, handling bidder queries, bid evaluations, contract reviews and drafting, etc. in coordination with local & international experts and in consultation with the PMU;
- Supervision of construction, testing and commissioning of PV-BESS hybrid in consultation with key experts and with utilities;
- Oversee & track implementation of the sub-project contracts and ensure achievement of key milestones/deliverables completion of contracts in the required timeframes and quality;
- Monitor contractor progress of activities on site and do necessary site inspections and verifications where applicable, and report issues and resolve any matters on site and issue supervision reports, completion certificates and other approvals as needed;
- Identify and address technical and implementation issues faced during project and sub-project implementations, particularly in relation to electrical aspects and address the same during sub-project design stages and contract execution stages. Furthermore, assistance to PMU and utilities to troubleshoot technical issues related to overall running of hybrid system installed under the project, and identify any impacts on safety and reliability of electricity services in project areas;
- Facilitate the delivery of component activities assigned and support tracking of the overall implementation plan, liaise with project stakeholders and advisors to ensure timely and coordinated implementation of the project's activities;

- Timely generation of (i) Terms of References (ToR) for consultancy and non-consultancy service providers and (ii) specifications for goods and equipment to be procured under the Project;
- Coordinate with other team members and external consultants to review project reports, system designs, and other aspects related to the overall project design, and address any technical issues relating to the project and provide support in resolving them;
- Participate in document review, evaluations and Project Technical Committees, and various other activities that will be carried out routinely under the project; and
- Align all work carried out with the objectives, delivery mechanisms and time-frames that must be followed stringently in World Bank-supported projects.
- Travel frequently to islands within the scope of the project to monitor aspects on site.

In general, the consultant is expected to work closely with all PMU team members, other local and international consultants, utilities, and is expected to undertake administrative and coordination aspects related to the scope of work. Furthermore, the consultant is expected to work with minimal supervision and is expected to assist the PMU in overall implementation activities (through both technical and non-technical support) across the whole project in general. Furthermore, input would need to be provided on a need basis that are relevant to sector activities, particularly on technical and regulatory aspects relevant to Ministry and Utility Regulatory Authority.

## **5. REPORTING**

The Consultant is expected to report to PMU and work closely with the Ministry, ASPIRE/ARISE PMU, Utility Companies, and other stakeholders in all project related matters and will report directly to the Senior Energy Specialist or any designate during the course of the assignment, and provide support Project Manager in implementation of project activities. The consultant will also be required to submit monthly timesheets, which describes the work done during the month and the corresponding invoices.

## **6. KEY QUALIFICATIONS AND EXPERIENCE**

- Minimum Master's degree in Electrical Engineering or related field applicable to the scope of work and minimum three (3) years of related work experience to the scope of work.

***OR***

- Minimum Bachelor's degree in Electrical Engineering or related field applicable to the scope of work and minimum seven (7) years' work experience with five (5) years of related work experience to the scope of work;

***AND***

- Hold an Electrical Engineer license issued by Utility Regulatory Authority.
- Work experience in donor-funded activities/projects, experience in similar assignments will be an added advantage.

- Experience in renewable energy installations designs will be an added advantage.
- Qualification for MV system designs & installations (preferably with the MV category license) will be an added advantage.

***In addition, the following shall be considered:***

- Strong communication skills and ability to present, coordinate and resolve difficult issues;
- Demonstrate professional working proficiency for English and Dhivehi language;
- Computer literate in the use of work specific software/applications status quo within the market.
- Ability to work efficiently and effectively in a multidisciplinary team and willingness to work in a team environment;
- Demonstration of specialized knowledge in the area and capacity to carry out all tasks specified in the scope of work, inclusive of field work;
- Reputation of integrity and impartiality routed independent from third parties.
- Be flexible to emerging or changing conditions and undertake initiative in the candidate's broad field of action;
- Willingness to work for extended periods without direct supervision; and
- Willing to travel frequently to islands within the scope of the project.

## **7. SCHEDULE FOR THE ASSIGNMENT**

The duration of the assignment is initially for **24 months** from the commencement of the consultancy with potential extension based on performance and need. The selected candidate will have to fulfill the requirement for **3 months'** probation.

The Consultant should report to work on weekdays from 08:00AM to 02:00PM, other than public holidays. Depending on the workload Consultant may need to spend time beyond official hours.

## **8. FACILITIES TO BE PROVIDED BY THE CLIENT**

The Client shall make available to the Consultant office space and other facilities such as a workstation with a PC at the Ministry PMU Office.

## **9. REMUNERATION & LEAVES ENTITLEMENTS**

Successful candidate will be paid a fixed monthly remuneration within the range of MVR 26,000.00 to MVR 36,000.00 (Basic Salary 60% and Allowances 40%). Basic Salary shall be subject to deduction for pension and/or any other statutory requirement as may be applicable.

Ramadan allowance shall be compensated at the government prevailing rates. Local transport for official travel between Male', inter-atolls, inter-islands, food, and accommodations for the trips will be provided from the project.

Leave entitlement shall be as per ARISE Project Labour Management Procedures (LMP).

<https://www.environment.gov.mv/v2/wp-content/files/2020/downloads/20200311-pub-labour-management-procedures-arise-project.pdf>

Remuneration shall be adjusted based on performance review.

## 10. EVALUATION

Evaluation of the applications will be done by a committee selected by the PMU. Evaluation will be based on the following point scheme. Contract will be awarded to the substantially responsive application with highest score above the 70% pass marks.

No.	Criteria	Points
1	<b>Key Qualification</b>	<b>25</b>
a)	- Meets qualification requirement	20
b)	- Qualification(s) meet core or preferred discipline	2.5
c)	- Qualification(s) exceeds minimum requirement	2.5
2	<b>Key Experience</b>	<b>45</b>
a)	- Meets work experience requirement	35
b)	- Meets specific work experience requirement as per scope of work	5
c)	- Work experience exceeds minimum requirement	5
3	Meets added advantage requirement(s)	<b>5</b>
4	Responsiveness to other considerations	<b>5</b>
5	Interview / Assessment (exam and/or practical)	<b>20</b>
<b>Total Points</b>		<b>100</b>

### *Submission Requirements:*

Applicants should submit the following documentation to demonstrate their eligibility for the consultancy.

1. Cover Letter for Expression of Interest in English Language;
2. CV including information that demonstrates that the applicant is qualified to undertake the scope of work;
3. Copies of academic certificates;
4. Reference letters from current and/or previous employers; and
5. A copy of National Identity Card.