

Notice Inviting Expressions of Interests No. NEWS/Tender 2026-2027/005,

DATE: 20.07.2026

Engagement of a Technical Training Agency for Nature-Positive Skill Development Trainings in Terracotta Products for Women's Livelihood Enhancement and Enterprise Readiness

Nature Environment and Wildlife Society (NEWS) invites Expressions of Interest (EOI) from competent organizations, training institutions, social enterprises and technical consultants with proven expertise in skill development, enterprise promotion, handicraft production and women-led livelihood development. The proposed intervention seeks to strengthen women's economic resilience by developing market-oriented technical skills in terracotta crafts while integrating entrepreneurship development, product innovation, business planning and market readiness.

The objective of this assignment is to engage a technically competent agency to design, organize, facilitate and successfully implement comprehensive nature-positive skill development trainings for women while supporting enterprise readiness and market-oriented product development. The selected agency shall ensure high-quality practical training, improved product quality, market linkage facilitation and institutional strengthening of participating women groups.

1. Scope of Work and Expected Deliverables-

The selected consultant or agency shall undertake, but not be limited to the following responsibilities:

Develop standardized training modules covering Terracotta products such as **Royal Bengal Tiger sculptures, Bonobibi idols, Mangrove-themed decorative items, Wildlife-inspired handicrafts, Eco-friendly home décor, Traditional clay artefacts, block-printing accessories etc.**

Besides terracotta work the selected consultant may also explore the scope of event decoration such as wedding items and *mandap* decorations etc and conduct such trainings in specific places with approval from NEWS.

A. Inception and Planning

- Conduct inception meetings with NEWS
- Develop a detailed implementation plan
- Prepare training methodology and execution strategy
- Finalize participant mobilization strategy
- Develop monitoring and reporting formats

B. Baseline Assessment

Conduct field-based assessments to:

- Assess existing skills of participants
- Identify training requirements
- Assess locally available raw materials
- Recommend suitable product lines

- Identify enterprise opportunities

2. Expected Deliverables

The selected agency shall deliver:

- Detailed Training Plan
- Training Modules and IEC Materials
- Pre- and post-training assessment reports
- Product catalogue
- Completion Report with photographs, case studies, recommendations etc.

3. Terms of Reference (TOR)

3.1 Eligibility Criteria

Interested agencies should demonstrate:

- Registration under applicable statutory provisions
- Minimum five years of experience in skill development, livelihood promotion, handicrafts or entrepreneurship training
- Experience working with women groups and rural communities
- Experience in conducting practical skill development programmes
- Availability of qualified master trainers
- Proven experience in market linkage and enterprise promotion
- Experience working with NGOs, government agencies, CSR programmes or development partners will be preferred

3.2 Training Delivery

The agency shall conduct practical hands-on trainings for **80 women** participants through cluster-based training following the programme schedule.

Training shall include:

- **Demonstration:** Live demonstrations will be conducted by expert trainers on the complete production process for terracotta products and handicrafts, enabling participants to observe and replicate the techniques. This will ensure that participants acquire practical, market-oriented technical skills and are capable of producing high-quality products that meet customer's expectations and support sustainable livelihood opportunities.
- **Practical exercises and Product Development:** participants will prepare and exhibit the products they have developed. Trainers will assess the products based on craftsmanship, quality, finishing, creativity and market readiness, providing constructive feedback for improvement.
- **Individual mentoring:** Each participant will receive individualized mentoring from the trainer to strengthen technical skills in terracotta product making, product finishing and quality improvement based on their learning needs.
- **Quality assessment:** Consultants will provide individual feedback on product quality, technical performance and areas requiring improvement, along with practical recommendations for enhancing future production.

3.3 Entrepreneurship and Market Readiness

1. **Group Management:** By adopting this group management approach, women will not only acquire technical production skills but also develop the financial and managerial capacities required to operate collective enterprises efficiently, maintain consistent product quality, access markets and generate sustainable livelihoods. This integrated approach enhances the long-term viability and scalability of women-led nature-positive enterprises.
2. **Cost and Pricing Calculation:** During the training, participants should learn how to identify all production costs and calculate the selling price that ensures a reasonable profit. Participants will understand how finishing adds value and affects the final product price.
3. **Record Keeping:** Records will enable women's groups to monitor production efficiency, control costs, maintain product quality, manage inventory effectively, assess business performance and build credibility with the buyers.
4. **Inventory Management:** Inventory management for these technical skills should ensure that raw materials, work-in-progress and finished products are efficiently monitored to minimize wastage, avoid stock shortages and meet market demand.
5. **Packaging:** Packaging for these products should focus on product protection, visual appeal, branding and market readiness. During the training, participants should be taught practical, cost-effective and eco-friendly packaging techniques suitable for different products.

3.4 Detailed Methodology

The assignment shall adopt a participatory, competency-based and market-driven methodology consisting of the following phases:

Phase I: Mobilization and Baseline Assessment

The consultants will work closely with NEWS and women led groups to identify eligible women participants interest and potentials through preliminarily training sessions and interactions. The assessment will capture participants existing skills, interests, livelihood status, enterprise aspirations and available local resources. Findings will guide the finalization of product selection.

Phase II: Training Need Assessment and Curriculum Customization

Based on the assessment, the consultants will customize practical training modules suitable to local contexts. The curriculum will integrate technical skills, enterprise development, environmental sustainability and market orientation. Product designs will reflect the ecological and cultural identity of the Sundarban while responding to market demand.

Phase III: Practical Skill Development Training

Trainings will follow a competency-based learning approach emphasizing "learning by doing." Each participant will receive four sessions in four cycles, structured practical instruction through demonstrations, guided practice, supervised production and continuous mentoring which also includes product development such as designing, durability, finishing, packaging etc.

Phase IV: Monitoring, Evaluation and Handholding Support

Continuous monitoring will be undertaken throughout the assignment using structured performance indicators. The consultants shall conduct periodic reviews, measure participant competency improvement, document outputs and provide post-training mentoring to strengthen enterprise readiness and sustainability.

3.5 Technical Bid -

Interested consultants / agencies shall submit:

- Organizational profile

- Registration certificates
- Personal Bank account details
- PAN and statutory documents
- Relevant experience and project portfolio
- Having Trade License is desirable
- Technical proposal detailing methodology and implementation strategy
- Team composition and CVs of key experts
- Financial proposal
- References from previous assignments

The bidder (s) qualifies the technical bid, will be eligible for the financial bid and the bidder with lowest rate, quoted by the bidder will be selected for the assignment, other bids will be regretted.

3.6 Financial Bid –

The financial proposal shall indicate the **consolidated cost per training session/day**, inclusive of the trainer's professional fees and the cost of training materials. The value of the training materials should be equivalent to the trainer's remuneration on a **1:1 basis**. The quoted amount should represent the **total all-inclusive cost per training session/day**, covering all expenses related to the delivery of the training.

3.7 Evaluation Criteria- Proposals shall be evaluated on:

Criteria	Weight (%)
Organizational experience	20
Understanding of the assignment	15
Technical methodology	25
Relevant experience of trainers	20
Work plan and implementation strategy	10
Financial proposal	10

3.8 Duration of Assignment

The assignment is expected to be implemented over approximately **four months**, in accordance with the approved training calendar and implementation schedule.

3.9. Training Locations:

The trainings will be imparted in the various locations of Sundarban regions (both North and South 24 Parganas)

4.Payment Terms

The consultancy fees include 50% of remuneration and 50% material support (out of four cycles, 25% of the total payment will be made after every cycle). The payment will be done in accordance to satisfactory completion of agreed deliverables.

5. Confidentiality

The selected agency/ consultants shall maintain confidentiality of all project information, data, training materials and community-related information obtained during the assignment.

6. Conflict of Interest

Applicants must disclose any actual or potential conflict of interest that could affect the impartial execution of the assignment.

7. Submission of Quotations

Interested consultants are requested to submit:

Technical and Financial Proposal -

- Including all supporting documents
- Quotations should be submitted in a sealed envelope clearly marked:

“Expression of Interest- Technical Training Agency for Nature-Positive Skill Development Trainings in Terracotta Products.”

to: 5, Bakul Bagan Row, Bhowanipore, Kolkata West Bengal 700025 by 24.07.2026 by 12pm noon.

Late submissions or incomplete applications may not be considered.

8. Contact for Clarification

For any clarification regarding this RFQ, please contact:

Project Manager – Papai Dubey

Address - Nature Environment and Wildlife Society (NEWS)

Email: papai.dubey@team-naturewildlife.org

Phone Number- 9934439992

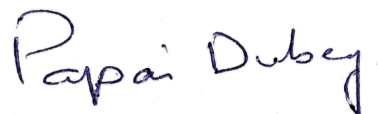
9. General Conditions

- NEWS reserves the right to accept or reject any or all Expressions of Interest without assigning any reason.
- Submission of an EOI does not constitute a commitment by NEWS to award the assignment.
- NEWS may cancel, modify or re-advertise the process at any stage without incurring any liability.
- The selected agency shall maintain confidentiality of all project-related information and comply with all applicable statutory and contractual obligations.

Schedule of the Bid

Sl.	Activity	Date
1	Date of issue of the Notice	20.07.2026
2	Date of uploading in the website	20.07.2026
3	Last Date and time for submission of Bids	Date: 24.07.2026 Time: 12 PM noon
4	Date and time for opening of Technical and Financial Bids	Date: 24.07.2026 Time: 2 PM

A formal agreement/contract shall be executed between NEWS and the selected bidder prior to the commencement of the assignment. The agreement shall clearly define the scope of work, technical specifications, delivery schedule, payment terms, quality standards, reporting requirements and the rights and obligations of both parties etc.



Papai Dubey
Project Manager,
Nature Environment and Wildlife Society (NEWS)