

Terms of Reference

Project Management Consultancy Services for Road Safety Activities to be implemented by UPPWD under Uttar Pradesh Core Road Network Development Program (UPCRNDP) (Firm)

1. Background

Uttar Pradesh (UP) has a road network under the UP Public Works Department (UPPWD) of 2,54,970 km, which comprises 11,487 km of National Highways (NHs), 8,322 km of State Highways (SHs), 5,550 km of Major Districts Roads (MDRs), 49,476 km of Other Districts Roads (ODRs) and 1,80,135 km. of Village Roads (VRs).

Uttar Pradesh's road safety performance needs improvement: with around a tenth of the nation's vehicles, it accounts for almost a sixth (15%) of India's road deaths. In 2019, the state recorded 22,655 deaths (highest across the country) and 28,932 serious injuries resulting from 42,572 road crashes. Out of the total state road fatalities, more than half (52%) of the fatalities were vulnerable road users (pedestrians, bicycles, two-wheelers, auto-rickshaws, other rickshaws, animal drawn carts and handcarts) and more than a third (36%) were of young road users (aged up to 25 years);¹ more than 70 percent of these occurred on NHs and state SHs.²

To sustainably reduce road crash deaths and serious injuries in Uttar Pradesh, scaled-up initiatives are required. The overarching state priority is to strengthen leadership and management capacity across implementing agencies to deliver the State Road Safety Policy (launched on 24 July 2014) engaging agencies, stakeholders and state and national media across eleven road safety themes.³

With specific regard to safer road infrastructure, the UP PWD seeks to enhance its road safety engineering, audit and research capacity to systematically and scientifically assess and identify safety risks, select, prioritize and implement road safety improvements, evaluate effectiveness of the implemented measures and formulate an action plan to eventually scale up the interventions to its entire core road network (CRN).

2. Project and Activity Description

The World Bank financed Uttar Pradesh Core Road Network Development Project (UPCRNDP), seeks to support GoUP in strengthening road safety leadership, policy and coordination arrangements across the state, through the application of the *Safe System* approach, which places the emphasis on results-focused road safety management, with agreed targets in reduction of road deaths towards *Vision Zero* and with public accountability of lead agency/ agencies in charge of road safety management.

¹Road Accidents in India 2019, Government of India, Ministry of Road Transport and Highways, Transport Research Wing, New Delhi

² 40% were on NHs and 32% on SHs

³ (i) awareness about road safety; (ii) strengthening institutional arrangements; (iii) establishing road safety information database; (iv) ensuring safe road infrastructure; (v) safer vehicles; (vi) safer drivers; (vii) safety for vulnerable road users; (viii) road safety education and training; (ix) enforcement of traffic laws; (x) emergency medical assistance to road accident victims; and (xi) research for road safety.

The road safety component of the UPCRNDP (Table 1) is targeted to address this leadership challenge and provides a focused platform to launch government initiatives and begin the process of building sustainable management capacity across the stakeholders and for improving overall road safety performance.

Table 1: UPCRNDP road safety component activities	
Agencies	Activities
Police/Home Department	Establishment of Uttar Pradesh Highway Police (UPHP) to implement proactive, highly visible, general deterrence enforcement operations targeting reductions in road crash deaths and injuries on two pilot corridors totalling 830km (NH2, entire stretch passing through UP, and NH25, Lucknow-Kanpur)
	Marketing and media campaigns to support UPHP enforcement operations in the pilot corridors
	Monitoring and evaluation of UPHP road safety performance in the pilot corridors
	Development and implementation of a state-wide crash database and analysis system for use by all road safety partners
Transport Department	Strategic management support to the Road Safety Cell
	State-wide media campaigns supporting the new State Road Safety Policy
	Driver licensing and vehicle testing policy reviews
	Establishment of low-cost vehicle testing and certification centres
	Commercial driver training programs
Public Works Department	Safety engineering management support to the Road Safety Division
	Design and implementation of systematic, cost-effective safety engineering improvements to high-risk junctions and selected stretches of state highways under the Core Road Network
	Research on effectiveness of safety engineering improvements
	Safety assessment of the road network

3. Objective

The objective of this consultancy is to efficiently manage the stand-alone component of “Road Safety Initiative by PWD” (Sub-component 3C) under UPCRNDP to be implemented by the UPPWD. The sub-component is aimed at scaling road safety interventions across the Core Road Network (SH) of the state prioritized based on safety risk assessments. Further, the activities also aim to enhance the capacity and capability of the UPPWD for RS in UP to improve road infrastructure safety for all road users, through related support for systematic road safety assessments, planning, implementation, monitoring and evaluation of road safety programs and activities.

4. Scope of work

The consultant will be responsible for entire project management consultancy support thereby effectively leading and taking initiative to manage, execute and implement the RS activities for the UPPWD. The Road Safety Division (RSD) under the UPPWD is responsible for implementing project activities. The UPPWD has already engaged a consultant to prepare detailed designs and bidding assistance of Phase 1 & 2 road upgradation/ civil works under the project (hereafter referred as PMC for civil works). Some of the RS activities under UPCRNDP shall be implemented by Transport and Police departments. The consultant shall effectively liaise with these agencies and their related consultants, if any, to synchronize and synergize implementation of all RS activities under the project.

The consultant shall plan and implement his work schedule such that each activity is completed within the agreed timeline, budgeted cost and in compliance with the WB guidelines and applicable Employer's acts, rules and regulations.

The Consultant is expected to guide and support the UPPWD to perform the following tasks and deliver outputs which are best suited to deliver outcomes for improved safer road infrastructure and management in the state as follows:

- i. Develop a Road Infrastructure Safety Management and Investment Strategy for PWD, with prioritized actions and investments to be undertaken in the short, medium and long-terms and support the selection and prioritization of short to medium-term actions (0-3 years).
- ii. Based on the investment strategy above, develop a Road Infrastructure Safety Action Plan for PWD in the short to medium term with support for network level risk assessments, identification, selection, design and implementation of low-cost engineering and International Road Assessment Program (iRAP) recommended measures on the CRN and a robust framework for assessing effectiveness of all implemented measures; provide operational support to PWD in periodic road safety audits/inspections of the CRN and implementation of suggested remedial actions.
- iii. Build capacity of Road Safety Division and UPPWD staff through preparation/update of safety engineering guidelines/manuals, periodic safety engineering training programs (including on iRAP) and domestic/international exposure visits.
- iv. Identify areas and explore engagement of UPPWD with reputed academic institutes/ organizations in the state to support research to identify innovative local solutions to state-specific issues, and to evaluate their effectiveness in the short to medium-term, and through a designated Centre of Excellence for encompassing all road safety research in the long term.
- v. Support the UPPWD in implementing activities under the upcoming MoRTH sponsored state support program on Road Safety

Specific tasks under each of the above are as follows:

4.1 Task 1: Develop Road Infrastructure Safety Management and Investment Strategy for PWD

- 4.1.1 Identify systemic constraints in UPPWD for mainstreaming road safety into all its road improvement/construction works.
- 4.1.2 Review current procedures for allocation of budget toward road safety activities, comment on the adequacy of the funds and explore ways to increase allocation of the road agency's investments in road safety
- 4.1.3 Assess structure, functions and resources needed for the RSD to become fully self-sufficient to comprehensively tackle road safety engineering issues across the state in the medium to long term.
- 4.1.4 Based on the above, formulate a road safety strategy for PWD, in line with Road Safety Strategy and Action Plan to be prepared by Transport Department, with prioritized actions and investments to be undertaken in the short, medium and long-term

4.1.5 Provide support in selection and prioritization of short to medium term actions during the project period.

4.2 Develop Road Infrastructure Safety Action Plan (RISAP) for PWD over the short-medium term and provide operational support (over project duration)

4.2.1 Conduct IRAP assessments of identified roads (~4000 km of CRN), which will include the following tasks:

4.2.1.1 Undertake video surveys as per iRAP specifications.⁴

4.2.1.2 Code the collected road attribute data as per iRAP specifications.⁵

4.2.1.3 Collate the following supporting data as per specifications⁶

- AADT, motorcycle percentage in AADT, intersecting road traffic volume, peak hour number of pedestrians walking along and across, and peak hour number of bicycles along and across at key locations on the network.
- 85th percentile and mean speeds at key locations on the network.
- These and crash data (fatality and serious injuries) on the selected 2000 km will be collected by a separate consultant and provided by RSD/UPPWD

4.2.1.4 Compile the road attribute coding and supporting data into an upload file as per iRAP specifications.⁷

- Collect road crash fatality and serious injury data for these roads from traffic police crash reports and/or related health sector emergency services data. Data for Phase 1 & 2 roads under the project will be collected by the PMC for Civil works.

4.2.1.5 Generate baseline star ratings for the selected roads along with recommendations for 3-star ratings

4.2.1.6 Prepare network-level Safer Road Investment Plans (SRIPs) to achieve a 3-star rating complete with details of countermeasures, locations, fatalities and serious injuries (FSIs) saved and benefit-cost ratios.

4.2.1.7 Prepare a technical report based on results generated in accordance with iRAP Star Ratings and Investment Plans: Data Analysis and Reporting Specification

4.2.2 Support in detailed designs for project roads

4.2.2.1 Generate star ratings for detailed designs of Phase II roads under UPCRNDP (~260 km, DPRs being prepared by PMC for civil works consultant engaged under the project) and recommend countermeasures to be incorporated into the designs (if any) to achieve a minimum 3-star rating for all road users on these roads. These include 'Missing link' between Rath-Garautha (SH-42; 35.8 km); Bahraich-Gonda-Faizabad (SH-30; 60.1 km); Bansi-Mehndawal-Khalilabad (SH-88; 32 km); Garh-Siyana-Bulandshahr (SH-65; 49.5 km); Hamirpur-Kuchesar (SH-100; 47.5 km); and Moradabad-Haridwar-Dehradun (SH-49; 36 km)

4.2.2.2 Work in tandem with the PMC for civil work consultant under the project to incorporate the iRAP recommendations in designs for highways selected for retrofitting safety upgrade features.

4.2.3 Build capacity within the RSD and/or UPPWD on iRAP methodology

⁴ Star Ratings and Investment Plans: Road Survey and Coding Specification (available at: <http://irap.org/about-irap-3/specifications>)

⁵ Star Ratings and Investment Plans: Road Survey and Coding Specification (available at: <http://irap.org/about-irap-3/specifications>).

⁶ Star Ratings and Investment Plans: Data Analysis and Reporting Specification and the Supporting Data Template (available at: <http://irap.org/about-irap-3/specifications>)

⁷ Star Ratings and Investment plans: Upload File Specification (available at: <http://irap.org/about-irap-3/specifications>).

- 4.2.3.1 *Undertake training of designated UPPWD/RSD staff in iRAP road attribute coding, analysis and reporting; the training should include needed webinars and in-country face-to-face⁸ training on all aspects needed to enable UPPWD/RSD staff to do in-house iRAP assessments with minimal supervision post-training.*
- 4.2.3.2 *Guide and support designated UPPWD staff through the IRAP accreditation process*
- 4.2.4 Support UPPWD to implement safety measures
- 4.2.4.1 *Based on the iRAP assessments done under Task 4.2.1 above:*
- Identify, design and monitor implementation of Mass Action Programs (MAP)⁹ for low-cost engineering measures on CRN (~4000 km – these will include, but not limited to, minor corrective works, junction improvements, installation of required road safety furniture, pedestrian facilities, signage etc.), including at selected junctions and along high-risk highway corridors. Submit a report on MAP identification, and design.
 - Identify road stretches for retrofitting recommended IRAP measures for the remainder of the network prioritizing the highest risk portion and submit a report on the same.
- 4.2.4.2 *Identify, design and monitor¹⁰ implementation of safety measures on selected urban arterials (~100 km), in accordance with safe street guidelines. Submit report on the identification and design of the measures.*
- 4.2.4.3 *Support UPPWD in procurement of contractor(s) for implementation of MAP on the selected CRN network, safety measures in selected urban arterials and for retrofitting of the IRAP measures on designated roads.*
- 4.2.5 Evolve a framework for monitoring and evaluation of all safety improvements for effectiveness. This should include periodical collection and integration of crash data into UPPWD decision making and prioritization of road improvement works. Submit periodic reports on monitoring of implementation of measures under 4.2.4 above.
- 4.2.6 Support UPPWD with safety audits and procedures:
- 4.2.6.1 *The Consultant is responsible for conducting Road Safety Audit (RSA) at design and construction stages (for the assessed network, including for the MAP) by empaneled third-party auditors¹¹, and to incorporate related audit recommendations into design/construction;*
- 4.2.6.2 *Review of inspection reports of blackspots (done by CRRI/IIT and other third-parties) and assess their effectiveness*
- 4.2.6.3 *Formulation of standard operating procedures (SOPs)/processes for RSA/road safety inspections and for incorporation of their findings into road designs.*

4.3 Build capacity of RSD and UPPWD

The consultant shall initiate activities to build capacity of the RSD and the UPPWD in road safety engineering/management and achieve effective transfer of knowledge, on-the-job mentoring and training of participating staff. Specifically, the consultant shall:

⁸ *With particular reference to the ongoing pandemic, any tasks involving travel shall be assessed by the WB and Consultant using WBG advice at the time of travel. These tasks are contingent on travel being deemed safe and allowed by the origin and destination governments*

⁹ The Consultant should note that monitoring includes quality checks of the safety implementation works done as well as monitoring of the effectiveness of the measures through a before-and-after crash data analysis

¹⁰ Same as footnote 9

¹¹ The auditors will be selected by UPPWD based on a list of 3 certified road safety auditors submitted by the Consultant. The proposed road safety auditors will all be empanelled by the MoRTH.

- 4.3.1 Prepare safety engineering guidelines and manuals to address strategic priorities and specify related staff training requirements based on safe system principles to reduce the road safety risks to all VRUs on NHs, SHs and MDRs as follows:
- 4.3.1.1 *Review of existing guidelines for road safety audit (RSA) and identification of sites for road safety improvement works, and manuals for road safety improvement and traffic management, pavement and geometric design; benchmark these against international best practices; identify related gaps.*
- 4.3.1.2 *Review of existing procedures and practices and identified gaps in:*
- road safety audits in terms of their use, quality, compliance and effectiveness
 - blackspot identification and management in the last 5 years and their effectiveness
 - incorporating road safety into contract documents for road designs, construction and maintenance
 - design and posted speeds used for highways in urban areas benchmarked against best practices
- 4.3.1.3 *Specific recommendations on updating codes, guides/manuals for road safety audits, engineering design and safety treatments.*
- 4.3.2 Conduct training needs analysis (TNA), identify short- and long-term comprehensive training needs and prepare periodic training plan for UPPWD operational staff (Head Quarters and divisions) in road safety. The plan should at a minimum include: modules on safe system approach, crash risk assessments using road safety audits and iRAP methodology. Ensure that at least 2 UPPWD staff in each district are trained on road safety audits and inspections
- 4.3.3 Identify training opportunities (national & international) related to road safety (and provided by partner agencies), plan and organize one international exposure visit (to a middle-income country which has demonstrated good progress in addressing similar road safety challenges and has implemented interventions that could be relevant for UP). The cost associated with travel and participation of the officials shall be borne by the project.
- 4.3.4 Conduct knowledge exchange activities such as workshops/seminars/webinars, conferences, etc. as identified by the UPPWD/RSD.

4.4 Enhance research capacity towards local solutions

- 4.4.1 Review status of road safety research, especially with respect to infrastructure interventions for VRUs, identify needs and recommend how these could be progressed.
- 4.4.2 Explore engagement of UPPWD with reputed academic institutes/organizations in the state to support research and evaluation of effectiveness of engineering interventions to identify innovative local solutions and/or to adapt proven international countermeasures to state-specific road safety issues;
- 4.4.3 Assess such engagements over a one year period and evolve a value proposition in setting up/designating a Centre of Excellence (COE) for encompassing research and training into all aspects of road safety engineering and management, along with possible structure, mandate, functions and resources.

4.5 Support the UPPWD to implement the proposed MoRTH sponsored state support program on Road Safety

- 4.5.1 Identify actions on safer infrastructure (proactive road safety risk assessments on SH network and road safety audits on all new road infrastructure projects) that could be incorporated in to the RISAP (under Task 2)

4.5.2 Support PWD in complying with the mandatory and optional performance indicators under the program.

5. Time-Schedule of Deliverables:

The Consultant shall submit the deliverables as per the following table:

S.No.	Deliverables	By when (Months)
1.	Date of signing of Contract	T
2.	Submission of inception report	T + 1
Task 1 – Develop Road Safety Infrastructure Management & Investment Strategy		
3.	Completion of Task 4.2.2.1 – star rating of designs for Phase II roads under UPCRNDP	T + 2
4.	Report on completion of Task 1 – sub-tasks 4.1.1 to 4.1.4 – assessment, strategy and action plan	T + 3
5.	Task 4.1.5 - support UPPWD in selection and prioritization of short to medium term actions	Continuous
6.	<i>Consultation Workshop 1</i>	T + 6
Task 2 – Develop Road Infrastructure Safety Action Plans		
7.	Report on completion of iRAP-related Task 4.2.1	T + 9
8.	Report on completion of iRAP training and accreditation, Task 4.2.3	T + 10
9.	Task 4.2.2.2 – Support to DSC on incorporating iRAP recommendations into detailed designs for selected roads and Task 4.2.4 - Support identification and implementation of Mass Action Programs for CRN, safety measures on selected urban arterial(s) and iRAP countermeasures on identified high-risk stretches of CRN and related reports	Continuous
10.	Task 4.2.5 – Report on M & E framework for road safety	T + 11
11.	Task 4.2.6.1 – Support UPPWD on RSA and inspections	Continuous
12.	Tasks 4.2.6.2 and 4.2.6.3 – Review of blackspot reports and SOPs/processes for RSAs and inspections	T + 12
Task 3 – Build Capacity of RSD and UPPWD		
13.	Report on Tasks 4.3.2 (TNA) and 4.3.3 (training opportunities)	T + 6
14.	Undertake international exposure visit#	T + 9
15.	Task 4.3.1 – Report on safety engineering guidelines and manuals based on safe system principles	T + 13
16.	Consultation Workshop 2 on iRAP assessments and safety manuals	T + 13
17.	Task 4.3.4 - Organize domestic training courses, workshops and knowledge exchanges for UPPWD	As needed
Task 4 – Enhance research and capacity toward local solutions		
18.	Tasks 4.4.1 and 4.4.2 – Report on review of road safety research and possible tie-ups with other entities	T + 14
19.	Task 4.4.3 – Report on set-up of a COE for road safety	T + 24
20.	Consultation Workshop 3 on research and COE	T + 20
Task 5 – Support UPPWD to implement MoRTH program on road safety		
21.	Task 4.5.1 - Identify actions on safer infrastructure that could be incorporated in to the RISAP	Continuous
22.	Task 4.5.2 - Support PWD in complying with the mandatory and optional performance indicators under the program	As needed

General Support		
23.	Monitoring and Evaluation Report on implementation of the State road safety action plan/project road safety activities	Annual for State RSAP/6 months after completion of each project activity
24.	Support to UPPWD on implementation of engineering aspects of the State road safety action plan	As needed
25.	Support UPPWD in partnerships with reputed academic institutes/organizations on road safety research	As needed
26.	Support for procurement of any civil works and/or consulting services for implementation of road safety activities under the project	As needed
27.	Report on training completed and dissemination workshops/conferences undertaken	Annual
28.	Progress report on support provided and tasks accomplished including on procurement, M&E, implementation of activities and construction supervision.	Every 6 months
29.	Draft final report on all tasks incorporating all reports above	T+34
30.	Final report after incorporation of UPPWD comments	T+36
<i>Note: # - With particular reference to the ongoing pandemic, all international travel shall be assessed by the WB and Consultant using WBG advice at the time of travel. These tasks are contingent on travel being deemed safe and allowed by the origin and destination governments.</i>		

- i. The Consultant shall report to the CE, EAP along with SE/ EE, RSD of the UPPWD
- ii. The Inception Report will detail the timeline for implementation of the various RS activities and deployment of personnel as per the scope of work.
- iii. All the deliverables are required to be submitted in hard copy and soft copy format.

6. Duration and Location of Services

- 6.1 The duration of the consultancy services will be **thirty-six (36)** months from the date of signing the contract.
- 6.2 The services shall be delivered mainly in Lucknow, Uttar Pradesh. However, in order to perform services as per scope of work, the consultants might have to visit other locations in UP as directed by the RSD/UPPWD.
- 6.3 The consultant will be required to make their own arrangements for an office. Deployment arrangement to be made in consultation with the RSD/UPPWD.
- 6.4 On their part, UPPWD/RSD will attend to the following Client responsibilities:
 - 6.4.1 Provision of counterpart personnel to assist the consultant as required
 - 6.4.2 Facilitating access to relevant documents/records/files to carry out the services
 - 6.4.3 Assistance to the consultant in establishing essential contacts in concerned GOUP areas and in gaining the cooperation of other GOUP departments, agencies, and consultants as required for this assignment.
 - 6.4.4 Vetting of the consultants' main outputs and deliverables
 - 6.4.5 Conduct of review meetings as and when required within Lucknow.

7. Professional qualifications, skills and experience required:

Sr. No	Position	Minimum qualifications	Specific Required Expertise
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Sr. No	Position	Minimum qualifications	Specific Required Expertise
1	Road Safety Engineering and Management specialist cum Team Leader	<p>Graduation in Civil/Engineering with Post graduate qualification in Transportation/Highway Engineering. Specialist high-level qualifications relevant to Road Safety management and coordination functions is preferable.</p> <p>Minimum overall professional experience: 20 years</p> <p>Team Leader should be on payroll of the bidder for not less than 1 year.</p>	<p>The specialist should have minimum 15 years of experience in Road Safety domain including at least two years of international exposure in Road Safety. He/she should have experience of at least 2 comparable assignments and should have sound in-depth knowledge of South Asian or similar international best practices in road safety strategies and action management, particularly in the engineering, regulatory, monitoring & evaluation, planning and advocacy aspects and the “safe system” approach to road safety; extensive national and international experience in road safety action planning, design and management, and in facilitation of related training, capacity-building and institutional initiatives including on WB/ADB or similar donor projects; high-level skills in strategic and technical advising, and in coordinating complex multi-agency action in a public sector environment.</p>
2	Highway Engineer	<p>Graduate qualification in Civil Engineering with Post Graduate qualification Civil/Highway/Traffic and Transportation is mandatory</p> <p>Minimum overall professional experience: 12 years</p>	<p>Minimum 12 years of professional experience in road sector is required. He should have 10 years’ experience either as site project manager or in design of highway projects. He should have extensive experience in highway designs having flexible and/or rigid pavements of at least 5 highway projects and fully familiar with international ‘best practices’. Should have completed at least two major highway assignments with road safety interventions in similar capacity in developing country.</p>
3	Road Safety Audit and iRAP Specialist	<p>Graduate qualifications in Engineering, certification in road safety audit plus other specialist high-level qualifications or demonstrable experience relevant to road safety</p> <p>Minimum overall professional experience: 15 years</p>	<p>Should have demonstrated experience (10 years) in road safety audits of national highways or similar class of roads in South Asia. Should be familiar with best practices of road safety audit and blackspot management. Should have at least 5 years of experience in using iRAP or similar systematic assessment tools for identification and proactive management of road user risks on highway corridors.</p>
4	Coding/IT/Data Analyst	<p>Graduate qualifications in Management, Computer Science, Data analysis/or Administration, with specialization in road safety data analysis.</p>	<p>Extensive experience in applying modern data management and analysis applied in road safety, with special reference to iRAP coding. Minimum 5 years of sound experience and skills in coding and analyzing video data in large road safety network assessments (at least 2000 km).</p>

<i>Sr. No</i>	<i>Position</i>	<i>Minimum qualifications</i>	<i>Specific Required Expertise</i>
		Minimum overall professional experience: 10 years	Completion of at least two major comparable assignments in Nepal or countries in the South Asian Region.
5	M&E Specialist	Graduate qualifications in Management /Engineering/Economics and/or Business, with additional specialist qualifications relevant to Performance Monitoring and Evaluation programs (Relevant post-graduate qualifications are also desirable). Minimum overall professional experience: 10 years	He should have at least 10 years extensive experience in project / program management systems and applications specific to Road Safety assessment programs. Minimum 5 years extensive technical experience, preferably in a developed country, with systems and processes dedicated to project-based progress / performance / results monitoring and outputs / outcomes evaluation. Proven expertise in the development of process frameworks and specifications for IT-supported Monitoring and Evaluation (M&E) functions and resources for technical and operational environments, interfaced with other MIS and decision-support systems and having multi-level reporting capability. Completion of at least two comparable assignments in Asia is essential.
6	Road Safety Training Specialist	Graduate qualifications in engineering, Communications, Public Relations and/or Information Management. Relevant experience in road safety advocacy and training is preferable. Minimum overall professional experience: 15 years	Should have at least 10 years extensive experience in developing and imparting training road safety programs in South Asia. At least 5 years' experience in designing and delivering technical programs to engineering officials in South Asia. Completion of at least one comparable assignment in India is essential.