



Terms of Reference (TOR) for Consultancy Services

SELCO Foundation seeks Research & Executive Assistant for a 'Systems change

Title	Research & Executive Assistant for a 'Systems change
Timeline	06 Months (possibility of Extension)
Expected area of expertise	<ul style="list-style-type: none">• Research & Executive Assistant• Experience conducting research, analyzing data, and presenting findings clearly• Written and verbal communication skills in English
Apply Link	https://forms.gle/LwUB4mZRmpD8twDg7 (Contact Procurement for Form Link)
Last Date for Apply	5th February 2025

learning program'

Do you have a passion for research and a desire to contribute to positive social change? Are you fascinated by systems thinking and their potential to address complex challenges? If so, then SELCO Foundation wants to hear from you!

Overview-

About SELCO Foundation

SELCO Foundation has been established with a mission of achieving rural development and conservation of the environment by promoting the use of decentralized renewable energy. The Foundation works on field-based R&D work and has developed various models, and processes, in sectors of basic energy access, health, education, livelihoods, financial inclusion, and built environment which can be replicated and scaled up to bring in social inclusivity and equity in the nation. Know more about our work through our [website](#).



Background:

SELCO Foundation is embarking on a crucial project to develop and prototype a cutting-edge leadership training curriculum focused on systems change. This initiative aims to equip leaders with the knowledge, skills, and mindset necessary to tackle complex social and environmental challenges effectively.

About the Role

We are seeking a highly motivated and detail-oriented Research Assistant to join our team and play a vital role in this project. You will be responsible for research, administration, communication, and coordination as the project engages with multiple individuals and organizations to design, prototype, and refine a leadership training program focused on systems change.

Key Activities

Key Responsibilities	Research & Analysis: <ul style="list-style-type: none">• Conduct thorough literature reviews on systems thinking, systems change methodologies, leadership development, and relevant social and environmental challenges.• Gather data and insights from various sources (academic journals, case studies, reports, interviews) to inform curriculum development.• Analyze existing training programs and frameworks to understand their effectiveness in fostering systems thinking and change leadership.• Stay updated on current trends and best practices in systems thinking and related fields. Content Creation & Support: <ul style="list-style-type: none">• Assist in developing tools and guides.• Prepare summaries, reports, and presentations based on research findings.• Contribute to the creation of engaging learning materials for the leadership training curriculum.
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	<p>Collaboration & Communication:</p> <ul style="list-style-type: none">• Work collaboratively with the project lead and other team members.• Maintain clear and concise communication throughout the research process.• Assist in organizing and facilitating meetings, workshops, or consultations with stakeholders (as needed) <p>Language and Translation Support (Preferred):</p> <ul style="list-style-type: none">• Provide translation support and assist with communication in multiple Indian languages (Kannada, Odia, Assamese).• Facilitate cross-cultural communication and interaction across diverse linguistic contexts.
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Qualifications

- Bachelor's degree in a relevant field (e.g., Social Sciences, Public Policy, Environmental Studies, Management, Visual Design, Communication etc) with a strong foundation in research methods. Master's degree is a plus.
- Proven experience conducting research, analyzing data, and presenting findings clearly and concisely.
- Excellent written and verbal communication skills in English.
- Strong organizational skills and the ability to manage multiple tasks effectively.
- Ability to work independently and as part of a team.
- A keen interest in systems thinking and its application to real-world problems.
- Knowledge of multiple Indian languages and translation capabilities would be an advantage (Kannada/ Odia/ Assamese preferably).
- Familiarity with social and environmental challenges in India is a plus.

What We Offer:

- The opportunity to contribute to a meaningful project that has the potential to create positive social change.
- Work in a collaborative and supportive environment with a team of passionate individuals.



- Gain valuable experience in research, systems thinking, and project management.
- Competitive compensation and benefits package

Timeline

The candidates will be onboarded for a period of **6 months** with a possibility of extension based on performance evaluation.

Location

The candidate will be based out of the Bangalore office.

To Apply

Interested consultants, with relevant experience (please include samples and/or references of the previous similar work as proof of experience) and based out of India are requested to reach out with a their detailed resume, cover letter and project experience and submit the same to google form <https://forms.gle/LwUB4mZRmpD8twDg7> on before 05th February 2025. (Rolling Basis Evaluation)

Any further queries please write to procurement@selcofoundation.org with a subject line: **“Research & Executive Assistant for a ‘Systems change.’** (Name of Project)

Join us and be part of the solution!

Refer Terms and Condition:

1. Sub-contracting:

In the event that the Candidates requires the services of subcontractors to perform any obligations under the Contract, the Candidates shall obtain the prior written approval of the Foundation. Any rejection or non-performance of the subcontractor shall not, in and of itself, entitle the Candidates to claim any delays in the performance, or to assert any excuses for the non-performance, of any of its obligations under the Contract, and the Candidates shall be solely responsible for all services, obligations and deliverables performed by its subcontractors



2. Quality Assurance

The data submitted to Selco Foundation should be accurate, complete, reliable and relevant. Consulting agency shall establish additional layers for data cleaning and submission.

3. Financials & Reporting

TDS will be deducted on the fixed amount as per Income Tax Act and Rate of Percentage. In accordance with the Central Board of Direct Taxes circular No. 7 of 2022 dated 30th March, 2022 in relation to the clarifications with respect to Section 114AAA of the Income-tax Rules, 1962, failure to link Aadhar number to the PAN card and/or failure by any person, who falls within the income tax bracket or otherwise, to file tax returns in relation to payment of TDS for any service (in accordance with Section 206AB and 206AA) and/or an inoperative PAN card will result in a 20% tax deduction.

4. Indemnification

Both parties shall indemnify and hold its Trustees, Directors and representative officers, employees, agents harmless from and against any and all claims, demands, actions, losses, liabilities, charges, damages, costs and expenses (including but not limited to reasonable attorney's fees) arising out of or resulting from (1) any claims arising in connection with activities undertaken by both parties in connection with the project or (2) Candidates's gross negligence or willful misconduct or breach of any undertaking, covenant, representation or warranty contained in this agreement and/ or the actual infringement of any patent, trademark, copyrights, trade secret or any other intellectual property right of the third party.

5. Patent, Copyright and other Proprietary Rights

- i. Except as is otherwise expressly provided in writing in the Contract, the Foundation shall be entitled to all intellectual property and other proprietary rights including, but not limited to, patents, copyrights, and trademarks, with regard to products, processes, inventions, ideas, know-how, or documents and other materials which the Candidates has developed for the Foundation under the Contract and which bear a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the performance of the Contract. The Contractor acknowledges and agrees that such products, documents and other materials constitute works made for hire for the Foundation.
- ii. Subject to the foregoing provisions, all documents, reports, recommendations, documents, and all other data compiled by or received by the Candidates under the Contract shall be the property of the Foundation, shall be made available for use or inspection by the Foundation at reasonable times and in reasonable places, shall be treated as confidential, and shall be delivered only to the Foundation's authorized officials on completion of work under the Contract
- iii. The Candidates will treat all information given to him/her as information with proprietary value and will not disclose the same to competitors or any outsiders. The Candidates will not at any time, except under legal



process, divulge any trade or business secret relating to the Foundation or any customer or agent of the Foundation, which may become known to him by virtue of his position as Candidates, save in so far as such disclosure shall be necessary in the interest and for the benefit of the said Foundation and will be true and faithful to the Foundation in all dealings and transactions whatsoever relating to the said Foundation.

iv. Reports or other data that are developed specifically for the performance of this Contract shall be the property of the Foundation and the Candidates shall deliver reports and data to the Foundation as per the milestones. Dissemination of the reports and any information from the said contracts shall be done with written approval from the Foundation.

6. Publicity, use of name & Logo of the Foundation:

The Candidates shall not advertise or otherwise make public for purposes of commercial advantage or goodwill that it has a contractual relationship with the Foundation, nor shall the Candidates, in any manner whatsoever use the name, emblem, logo or official seal of the Foundation or that of SELCO in connection with its business or otherwise without the written permission of the Foundation.

Observance of Law: The **Candidates** will comply with all applicable laws, rules, regulations and statutory requirements and amendments thereof, in the manufacture and distribution of products and supplies and in providing services to the SELCO and during the term of **Agreement**.

Child Labor- The Candidates will, its parent entities, partners or subcontractors nor any of its subsidiary or affiliated entities (if any) is engaged in any practice inconsistent with the rights set forth in the Child Labour (Prohibition and Regulation) Act of 1986, which, inter alia, requires that a child shall be protected from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development.

Forced Labor- The Candidates will not engage in any activity that will result in forced or compulsory labor under applicable laws including the Bonded Labour System (Abolition) Act, 1976,

Abuse of Labor- Candidates will act in accordance with applicable laws and regulations and will not violate the rights of labourers as stated in The Factories Act, 1948 and similar legislations.

Working Hours, Overtime, Wages and Other Benefits- Working hours, wages and benefits shall be provided by the Candidates to its staff and employees in accordance with applicable laws including the Minimum Wages Act, 1948.

- **Declaration of blacklisting-** Candidates represents and warrants to SELCO that, as on the date of signing of this Purchase Order, it is neither blacklisted/ debarred nor it is under a declaration of ineligibility by Central / State or Semi-Government Organization/Department or Institutions and Public Sector Undertakings in India and abroad Candidates further undertakes to duly inform SELCO in the event it is blacklisted subsequent to execution of this Purchase Order.

- **Compliance with Anti-bribery Laws:** Candidates and each of its directors, officers, employees, agents or other (collectively referred to as " Candidates ") represent and warrant that it shall not either directly or on behalf of SELCO Foundation give, offer, promise to offer, or authorize the offer, directly or indirectly (proxy bribing), anything of value (such as money, shares, goods or service, gifts or entertainment) to government officials, government customers, potential government customers or foreign government officials including officials of any public international organizations or officials of any political party either in India or abroad ("Officials") with an Intent to influence any act or decision in his or her official capacity



Induce the Official to do or omit to do any act in violation of his or her lawful duty to obtain any improper advantage, or Induce to use such Official 's influence improperly to affect or influence an act or decision.

The Candidates shall not provide any offering, promising, giving or receive, solicit or accept a financial or other advantage, or any other thing of value, with the intention of influencing or rewarding the behaviour of a person in a position of trust to perform a public, commercial or legal function to obtain or retain a commercial advantage.

Candidates understands and acknowledges that any non- adherence to the warranty as stated herein above will be violation of the provisions of the Indian Prevention of Corruption Act,1988 and other applicable laws and legislations("Anti-bribery Laws").

In addition, Candidates agrees to promptly report to SELCO Foundation of any incident of breach or potential breach of this section.

- **Compliance with Sexual Harassment of Women (Prevention, Prohibition & Redressal) Act, 2013 (PoSH):** The Candidates shall agree to adhere to the mandates prescribed under the Sexual Harassment of Women (Prevention, Prohibition & Redressal) Act, 2013, which requires all workplaces to have a Policy and Internal Committee to address complaints of sexual harassment that women may face at the workplace.

8. Termination:

Either party may terminate this contract by giving a notice in writing to the other party stating their intention to terminate the same on the expiration of Seven (7) days from the date of such notice. In addition, the Foundation may also terminate this contract forthwith in the event of any fraud, misconduct or neglect of duties on the part of the Candidates. Any notice to be given hereunder shall be sufficiently given to the Candidates if forwarded by registered post or by Courier Service to the last known postal address of the Candidates and shall be sufficiently given to the Foundation if similarly forwarded to the registered office. Upon the termination of this contract and payment of the said fees due up to such termination, and payment of all disbursements and out-of-pocket expenses incurred up to the date thereof (provided the same have been incurred after obtaining prior approval), the Candidates shall deliver all deeds, documents and paper in his possession relating to the business of the Foundation or as the Foundation shall direct, and shall continue to afford him all reasonable assistance for concluding pending matters at the date of such termination without making any charge thereof.

9. Force Majeure:

- Force majeure* as used herein means any unforeseeable and irresistible act of nature, any act of war (whether declared or not), invasion, revolution, insurrection, terrorism, or any other acts of a similar nature or force, *provided that* such acts arise from causes beyond the control and without the fault or negligence of the Candidates
- In the event of and as soon as possible after the occurrence of any cause constituting *force majeure*, the affected Party shall give notice and full particulars in writing to the other Party, of such occurrence or cause if the affected Party is thereby rendered unable, wholly or in part, to



perform its obligations and meet its responsibilities under the Contract. The affected Party shall also notify the other Party of any other changes in condition or the occurrence of any event which interferes or threatens to interfere with its performance of the Contract. Not more than fifteen (15) days following the provision of such notice of *force majeure* or other changes in condition or occurrence, the affected Party shall also submit a statement to the other Party of estimated expenditures that will likely be incurred for the duration of the change in condition or the event of *force majeure*.

- iii. On receipt of the notice or notices required hereunder, the Party not affected by the occurrence of a cause constituting *force majeure* shall take such action as it reasonably considers to be appropriate or necessary in the circumstances, including the granting to the affected Party of a reasonable extension of time in which to perform any obligations under the Contract.
- iv. If the Candidates is rendered unable, wholly or in part, by reason of *force majeure* to perform its obligations and meet its responsibilities under the Contract, the Foundation shall have the right to suspend or terminate the Contract on the same terms and conditions as are provided for in this Contract.
- v. Both the Foundation and the Candidates fully and freely intend to create an independent Contractor relationship under this Contract. Nothing herein shall be deemed to establish a partnership, joint venture, association or employment relationship between the parties. Both parties agree that the Candidates has the right to sole and exclusive control over the manner and means employed in performing their activities under this Contract.

10. Settlement of disputes:

- i. The Parties shall use their best efforts to amicably settle any dispute, controversy, or claim arising out of the Contract or the breach, termination, or invalidity thereof.

Any dispute, controversy, or claim between the Parties arising out of the Contract or the breach, termination, or invalidity thereof, unless settled amicably, within sixty (60) days after receipt by one Party of the other Party's written request for such amicable settlement, the matter shall be referred by either Party to arbitration in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be at Bangalore. Likewise, the jurisdiction will vest with courts in Bangalore.
