

Terms of Reference (TOR) for Consultancy Services



Capacity Building, Knowledge Sharing and Business Development for Millet Value Chain

Title	Millet Mentor Program Empower millet entrepreneurs with need-based solutions for millet post-harvest processing and value addition, including access to climate smart technologies, finance and capacity building—with an overall aim of enhancing the income of millet enterprises
Timeline	4 months - (December 2025 to March 2026)
Expected area of expertise	• Millet Technology Piloting, Scaling, Capacity building and research. • Creation of training modules, Media and Outreach etc.
Apply Link	https://forms.gle/XhiehBV2QrtUPH6LC6 (Contact Procurement for Form Link)
Last Date for Apply	10th November, 2025

About SELCO Foundation:

SELCO Foundation is an open-source, not-for-profit organization that engages in field-based R&D and ecosystem building for the deployment of clean energy solutions that alleviate poverty by improving access to sustainable energy to underserved communities in tribal, rural, and urban poor areas. The organization works in collaboration with practitioners in the social sector, energy entrepreneurs, NGOs from various developmental sectors, and educational institutions to link the benefits of sustainable energy to poverty eradication. The organization works across verticals such as energy access, health, and livelihoods with practitioners in the social sector, energy entrepreneurs, and partners from various developmental sectors. You can find more information about the SELCO Foundation on our organization's website. (Read more about SELCO here: <http://www.selcofoundation.org/>)

1. Background of the Program:

Millet Mentor is a consortium of experienced organizations that have developed a platform to provide comprehensive technical and business support services to decentralized small-scale millet processing units. These units are primarily operated by community-based organizations

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(such as FPOs, SHGs, etc.) and socially responsible for private enterprises. More information can be found on us [website](#).

2. Goal and Objective:

Goal:

To empower millet entrepreneurs with need-based solutions for millet post-harvest processing and value addition, including access to climate smart technologies, finance and capacity building—with an overall aim of enhancing the income of millet processors and millet enterprises across India.

Objectives:

- To strengthen 150+ millet processing value addition enterprises.
- 1500+ farmers to train on farm, processing, value addition, marketing, packing, branding across deep dive geographies.
- Knowledge sharing for millet stake holders via trainings, capacity building and exposure visits
- Focus to work with community institutions like FPO, SHG, PGs.
- Innovation and testing of new technology and scaling the successful models to potential end-users

3. Scope of Work

Travel Location: Engaging site located in the states of –
Karnataka, Maharashtra, Odisha and Rajasthan

Shortlisted Agency/consultants or enterprises will have to work on all or a part of the activities listed below-

1. Capacity Building & Knowledge Sharing: (400 Farmers in Each Location)

Conduct awareness programs, trainings, recipe demos, and stakeholder workshops. Training sessions- Awareness on DRE, on farm, processing, value addition, marketing, packaging, branding, schemes, etc.

2. AI Integration & Documentation: (50 Farmers in Each Location)

Collect field stories, voices, testimonials, case studies, and other knowledge assets.

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3. Technology Linkages: (40 potential end users in Each Location)

Identify potential end-users (FPOs, SHGs, Individual Entrepreneurs others) for further support appropriate implementations by SELCO Foundation.

4. Training Module Development: (Minimum of 5 modules based on Type of Training)

Module Includes like Good Agricultural practices, Machine Operation, Recipe and, process technology, DRE impacts and develop practical, scalable, and user-friendly modules.

5. Outreach: (Minimum of 2)

Event/Mela/Workshop organization, and outreach of existing work and partners

4. Expected Outcome

- Capacity enhancement of practitioners working with Millet Value chain
- Inclusive and sustainable value chain development.
- Better access to millet technologies
- Scale successful models to support potential entrepreneurs

5. Target Farmers

SHGs, Individual Entrepreneur, FPOs, Groups etc...

6. Deliverables:

(For each Location need to achieve below no's of deliverables)

Key activity	Deliverable	NO's in per Location
Training & Capacity Building	• Conduct training sessions on Millet value essentials for farming, processing, value addition, DRE awareness, Marketing, branding, events, melas, etc. • Deliver practical tool kits/templates usable by rural entrepreneurs, FPOs, SHGs and ecosystem organizations which can be commonly used.	400 (SHGs, IE, FPOs, Groups etc)
AI integration and documentation	• Collect field stories, voices, testimonials, case studies, processes and other knowledge assets	50 (Capture as per activities)

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Assessment, Deployment & Implementation	- Identify Potential end user (FPOs, SHGs, IE) through training and capacity for implementation - Conduct needs assessment and ground support for end users	40 (Potential end users)
Training Module Development	Module Includes like Good Agricultural practices, Machine Operation, Recipe and, process technology, DRE impacts and develop practical, scalable, and user-friendly modules.	Minimum of 5 modules based on Type of Training
Outreach	Event/Mela/Workshop and outreach of existing work and partners	Minimum of 2
Note: Monthly progress reports and documentation Final report with consolidated learnings and successful stories of digitally enabled enterprises Solution support is tailored on a case-by-case basis depending on the specific business mode Engagement of multiple agencies / enterprise based on Location and core expertise may also be considered		

7. Vendor Eligibility Criteria:

- Agency/consultants or enterprises working in millet value chain (On farm processing, value addition, marketing, consumption) in Karnataka, Maharashtra, Odisha and Rajasthan. Local presence will be given the preference.
- Agency/consultants or enterprises aiming to pilot/scale technologies (primarily for millets)
- Agency/consultants or enterprises working with small farmers, FPOs, SHGs, microentrepreneurs for livelihood technologies for millet processing and value addition
- Ability to travel and conduct in-person activities as required
- Excellent project management skills

8. Selection Criteria:

In addition to the filled application form, SELCO Foundation will also be evaluating the applications based on the following criteria:

The Agency/consultants or enterprises will be selected based on their:

- Proven experience in millet ecosystems (on-farm to consumption) at least 3-5 years

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- Experience working with smallholders' farmers, SHGs, women, FPOs, and rural entrepreneurs- preference
- Focus on mechanization, productivity, drudgery reduction, and value chain strengthening
- Capacity building in millet on farm to consumption
- For Technology support: Ability to identify and support enterprises in setting up or retrofitting millet-based business in collaboration with Millet mentor team
- The agency must have dedicated team members with an ability to work in millet value chain based on the end user needs
- The agency should be able to showcase past work experience with similar aspects
- SELCO Foundation reserves the right to engage agencies at its discretion. Engagement of multiple agencies as per core expertise may also be considered
- Ability to operate in low-resource, rural, or semi-urban areas
- Ability to meet the project timeline

9. Timeline: 04 Months

Duration of the Program: The program is planned up to **December 2025 to March 2026**

10. Financial Proposal

Submit a detailed proposal including

- Capacity building / Training (on farm to consumption), melas, demonstrations, exposure visits etc.
- Documentations - Voices, field stories, processes, formats, methodologies etc
- Month wise Breakdown of approach, deliverables with workplan
- Budget breakdown with budget across different activities and resources
- HR, Travel and lodging Expenses by the entity to be provided separately

Note: Applicants are required to submit **separate applications for each state**. Each application should provide detail the Sourcing Farmer & Training plan, methodology, and deliverables specific to the chosen state. Each Consultant / firm/ agency allowed to **apply for only one or two state**.

11. Proposal:

Please provide your proposal and quotation for the above-mentioned program requirements. Capture Timelines and Split cost wherever possible.

Submit a detailed proposal including:

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- Breakdown of approach, deliverables with workplan
- Budget breakdown with budget across different activities and resources
- Travel and lodging Expenses by the entity to be provided separately

Provide split costs as per deliverables based:

Please provide your proposal and quotation as per deliverables based and mentioned program requirements. Capture Timelines and Split cost wherever possible.

Provide the proposal in each state wise separately.

12. Payment Terms:

Payments will be made based on the completion of agreed deliverables. A payment schedule will be included in the contract and based on considered each party agrees.

13. To Apply:

Interested entity, meet the eligibility criteria with relevant experience and is interested in collaborating with the SELCO Foundation, (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 detailed proposal giving a brief on the methodology and the process they will uptake for this project, including budgets (with break-ups and explanation), timelines and milestones and submit the same to google form <https://forms.gle/2xbFB1pcnuKpYjod9> on before **10th November, 2025**.

Any further queries please write to procurement@selcofoundation.org with a subject line: **“Capacity Building, Knowledge Sharing and Business Development for Millet Value Chain”**
(Name of Project)

Note:

- Engagement of multiple agencies as per Location and core expertise may also be considered
- The application will be evaluated on a rolling basis.

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Refer Terms and Condition:

1. Sub-contracting:

In the event that the Consultant requires the services of subcontractors to perform any obligations under the Contract, the Consultant 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 Consultant 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 Consultant 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) Consultant'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 Consultant 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 Consultant 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 Consultant 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 Consultant 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 consultant, 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 Consultant 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 Consultant 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 Consultant, 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.

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7. Observance of Law:

Compliance with Laws and Regulations –The Consultant will comply with all applicable laws, rules, regulations and statutory requirements and amendments thereof during the term of this Contract.

The Consultant represents and warrants that at the Execution Date the Consultant is not engaged in any unethical business practices or any practice which is against the integrity or sovereignty of India. Consultant also represents and warrants that on the Execution Date there is no pending litigation or any other charge, whether civil or criminal, against consultant that will significantly impair the ability of the Consultant to perform its obligations under this Contract. The Foundation reserves the right to perform a background check at its discretion and the Foundation hereby waives any liability that may arise out of misrepresentation by the Consultant. Consultant also agrees to indemnify the Foundation for any liability that may arise out of such misrepresentation.

Child Labor- The Consultant 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 Consultant 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- Consultant will act in accordance with applicable laws and regulations and will not violate the rights of laborers 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 Consultant to its staff and employees in accordance with applicable laws including the Minimum Wages Act, 1948.

Declaration of blacklisting- Consultant represents and warrants to the Foundation 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. Consultant further undertakes to duly inform the Foundation in the event it is blacklisted subsequent to execution of this Purchase Order.

Compliance with Anti-bribery Laws: Consultant and each of its directors, officers, employees, agents or other (collectively referred to as "Consultant") represent and warrant that it shall not either directly or on behalf of the 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

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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 Consultant 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 behavior of a person in a position of trust to perform a public, commercial or legal function to obtain or retain a commercial advantage.

Consultant 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, Consultant agrees to promptly report to the 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 Service Provider 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 Consultant. Any notice to be given hereunder shall be sufficiently given to the Consultant if forwarded by registered post or by Courier Service to the last known postal address of the Consultant 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 Consultant 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.

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9. Force Majeure:

- i. *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 Consultant
- ii. 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 Consultant 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 Consultant 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 consultant 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.

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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.
