



**TERMS OF REFERENCE**  
**FOR**  
**GREEN HYDROGEN TECHNICAL CAPACITY BUILDING**  
**BY**

**EAST AFRICAN CENTRE OF EXCELLENCE FOR RENEWABLE ENERGY AND  
EFFICIENCY (EACREEE)**

**P.O.BOX 16775, KAMPALA, UGANDA**

<b>GREEN HYDROGEN TECHNICAL CAPACITY BUILDING</b>	
<b><i>Project Title</i></b>	<i>Promotion of Green Hydrogen in East Africa</i>
<b><i>Output</i></b>	<i>Output 2: Technical Capacities and Knowledge Dissemination</i>
<b><i>Type of Assignment</i></b>	<i>Two Consultants</i>
<b><i>Duty Station</i></b>	<i>Kenya (Training venue and Naivasha)</i>
<b><i>Duration</i></b>	<i>5 working days</i>
<b><i>Number of Positions</i></b>	<i>2</i>
<b><i>Application closes</i></b>	<i>13 March 2026 at 11:59 PM EAT</i>

**FEBRUARY 2026**

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## 1. BACKGROUND

The East African Centre of Excellence for Renewable Energy and Efficiency (EACREEE) is an institution established and mandated by the East African Community (EAC) to promote renewable energy and energy efficiency across the region. This mandate extends to EAC Partner States, including the Republic of Burundi, the Republic of Rwanda, the Republic of South Sudan, the Democratic Republic of the Congo, the United Republic of Tanzania, the Republic of Kenya, the Federal Republic of Somalia and the Republic of Uganda. EACREEE fulfils this mandate through Regional Policy Development and Harmonisation, Investment Promotion, Capacity Building, Awareness Creation, Knowledge Management and Research and Innovation.

EACREEE earmarked promotion of green hydrogen and sustainable use of critical energy transition minerals as one of the 10 technical areas of focus in its 2025 – 2030 strategic plan. EACREEE is implementing the project “**Promotion of Green Hydrogen in East Africa**”, which aims to improve framework conditions, coordination, and technical capacities to support increased adoption of green hydrogen in the region. The project is financed by GIZ-Kenya through the H2-diplo Project funded by the German Federal Foreign Office.

Under Output 2, EACREEE will organise a regional in-person capacity-building training for 20 participants drawn from EAC Partner States. The training will consist of two (2) days of workshop-based sessions in Nairobi, Kenya, and one (1) day of a field visit to Kenya’s first green ammonia plant in Naivasha, complemented by two (2) days of training materials preparation and contextualisation.

To support this activity, EACREEE seeks to engage one (1) **Senior Trainer** and one (1) **Junior Trainer (Assistant)**, hereinafter referred to as the consultants. The senior trainer should have strong expertise in green hydrogen technologies, policy, and market development, and their alignment with EAC regional frameworks and national priorities of partner states and have already conducted at least 4 trainings, including basic PtX trainings and sector-specific trainings. The Junior trainer should have undergone a PtX ToT training and has solid understanding of the green hydrogen sector to support the Senior Trainer.

## 2. OBJECTIVE

The objective of this assignment is to deliver a 3-day basic power-to-X training, including sector-specific training on different value chains as required, and deliver a high-level regional training programme on green hydrogen, ensuring technical depth, policy relevance, and practical applicability to the EAC context.

## 3. SCOPE OF WORK

Led by the Senior Trainer, the consultants will be responsible for the overall technical leadership of the training programme. The Consultants led by the Senior Trainer shall:

### i. Training Design and Preparation (1.5 expert days per trainer)

- There are already existing training materials. The consultant will update and customise the existing training materials according to the regional audience.
- Together with H2Diplo, ensure training materials are aligned with EAC regional priorities, National contexts of EAC Partner States and Project objectives and Output 2 indicators

- Integrate policy, regulatory, and investment perspectives into the technical content.
- Write a short inception report based on discussions from a kickoff meeting with EACREEE and GIZ.

**ii. Training Delivery (2 expert days per trainer)**

- Presentation of onsite training, including but not limited to:
  1. Green hydrogen value chains and applications
  2. Electrolysis or other production technologies and infrastructure requirements
  3. Industrial, transport, and power-sector use cases
  4. Policy, regulatory, and institutional frameworks
  5. Market development and investment readiness
  6. Sustainability criteria
- Facilitate high-level transfer workshop.

**iii. Field Visit Facilitation (1 expert day per trainer)**

- Conduct technical briefings before and after the field visit.
- Guide participants in analysing observed technologies, operational models, and lessons learned.
- Link field observations to regional replication opportunities.

**iv. Reporting (0.5 expert day per trainer)**

- Develop post-training report.
- Summarise key outcomes, lessons learned, and recommendations.

**4. EXPECTED DELIVERABLES**

The following constitute the expected deliverables:

- 2-pager inception report highlighting training approach.
- Field visit briefing and debriefing notes.
- Post-training report.

All deliverables shall be submitted in editable electronic format and approved by EACREEE.

**DURATION AND LEVEL OF EFFORT**

Activity	Expert days per trainer
<b>Training materials preparation</b>	1.5 expert days
<b>Classroom-based sessions</b>	2 expert days
<b>Field visit facilitation</b>	1 expert day
<b>Post-training report</b>	0.5 expert day
<b>Total</b>	<b>5 expert days</b>

## **5. LOGISTICS**

EACREEE will mobilise the participants and cover the logistics of the participation throughout the training. EACREEE will hire a bus for the field visit to transport the delegates and consultants.

## **6. REQUIRED QUALIFICATIONS AND EXPERIENCE**

### **7.1 Senior Trainer**

- Advanced university degree in Energy Engineering, Renewable Energy, Energy Policy, or related field.
- Minimum 10 years of professional experience in renewable energy and/or green hydrogen.
- Demonstrated experience delivering regional or international capacity-building programmes.
- Strong knowledge of green hydrogen technologies, value chains and markets, policy and regulatory frameworks, and East African Community or developing-country energy contexts.
- Excellent facilitation, presentation, and report-writing skills.

### **7.2 Junior Trainer**

- University degree (Master's or equivalent) in Energy, Engineering, Environmental Studies, or related field.
- 5 years of experience in academia, specifically university Experience supporting technical trainings, workshops, or capacity-building programmes.
- Basic to intermediate knowledge of renewable energy and green hydrogen.
- Strong facilitation, coordination, and communication skills.

The response to the TOR can come from a company or individual consultants partnering to execute the assignment. For companies, it should be registered with a certificate of incorporation, a trade license and TIN. For individual consultants partnering, the contract will be signed with the Senior trainer.

## **7. REPORTING AND COORDINATION**

The consultants will report to EACREEE and work closely with the Project Officer throughout the assignment.

## **8. PAYMENT MODALITIES**

Payment shall be made upon satisfactory completion of deliverables, in accordance with the contract and EACREEE financial procedures, including statutory deductions as applicable. All payments shall be made through bank transfers.

## **9. APPLICATION PROCEDURE**

Interested candidates shall submit:

- Technical proposal outlining understanding of the assignment, approach, methodology, experience of consultants with references, CV of trainers, academic documents, etc., as one document.

- Financial proposal (in EUR) with detail breakdown of cost items as a separate document from the technical proposal.

## 10. EVALUATION AND SELECTION CRITERIA

The selection shall consist of a technical and financial evaluation, with the technical proposal being assessed first.

No.	Criteria	Description	Max Score (%)
<b>Technical Evaluation Criteria (70%)</b>			
1	Understanding of the assignment	Demonstrated understanding of the objectives, scope of work, Output 2 requirements, and EAC regional context.	10
2	Methodology and approach	Clarity, relevance, and practicality of the proposed methodology for training design, delivery, field visit facilitation, and reporting.	20
3	Relevant experience of consultants	Demonstrated experience in green hydrogen, renewable energy, capacity building, and regional/international training.	15
4	Qualifications of Senior Trainer	Academic qualifications, years of experience, expertise in green hydrogen technologies, policy, and market development.	15
5	Qualifications of Junior Trainer	Academic qualifications, years of experience, and relevance of skills in supporting technical training.	10
<b>Total Technical Score</b>			<b>70</b>
<b>Financial Evaluation Criteria (30%)</b>			
1	Financial Proposal (cost reasonableness and completeness receives a full score).		30
<b>Total Financial Score</b>			<b>30</b>
<p>The final score shall be computed as follows:</p> <p>Final Score = (Technical Score × 70%) + (Financial Score × 30%)</p> <p>The consultant with the highest combined score shall be recommended for contract award, subject to due diligence.</p>			

## **11. SUBMISSION INSTRUCTIONS**

All proposals (pdf format) should be submitted not later than *13 March 2026 at 11:59 PM EAT* via this email address: [info@eacreee.org](mailto:info@eacreee.org)