



**GREEN  
CLIMATE  
FUND**

29 October 2018

Reference: RFP 2018/C/033

**CLARIFICATION NO. 1**

**REQUEST FOR PROPOSAL - CONSULTANCY SERVICES FOR PROVISION OF  
RECRUITMENT AND PLACEMENT SERVICES OF THE EXECUTIVE DIRECTOR  
OF THE GREEN CLIMATE FUND**

The GCF is hereby communicating to all potential Proposers answers to the requests for clarifications received.

<b>Clarification requested</b>	<b>GCF Response</b>
In Annex 2 of the technical proposal you require that the successful team will come from the firm’s Headquarters and not from country offices or from their Korean office. As a global partnership our HQ is one amongst many offices but not a center for excellence in the field you are asking us to look into. Therefore could you please let us know how binding this is as none of the global top 5 search firms in the world work under your proposed operating model. We would seek to compose an international team of experts working across the geographies you are most interested in seeking talent from.	Our main requirement is that the search firm conducts a global search, the location of the team is not as important.
Compensation: could you please provide us with a view on how compensation is structured for the ED. This would allow us to bench mark against top leaders in this space	We are offering a salary and benefits that are comparable to that of an ASG in the UN system or a VP in the World Bank.
Under Section B of the consultants experience: could you please help us understand the reasoning for the estimate in consultant fees and types of assignments. We would in a lot of cases require to obtain approval from clients to do this as this confidential information and as a privately owned firm we would not want to disclose this much detail either. We are happy to provide credentials and historic experiences on similar assignments. Please let us know how you want to proceed.	That’s for determining the firms previous related experience. We are happy to accept information that will be clear enough to give us an indication of nature of previous assignments, scope and size of previous assignments and how much effort was provided so we determine the suitability of the firms previous experience.

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<p>Our firm does not operate on a time-based invoicing model and therefore we do not have hourly or daily rates for our consultants. Our team of consultants, associates and researchers put in any number of hours needed to make a successful placement. Additionally, as the context and complexity of the search will be clearer after the assignment is awarded to a firm, we would propose working with a flat fee rather than an hourly/daily rate. Could you please confirm it would be acceptable to propose an alternative structure based on flat-fees?</p>	<p>Yes that would be acceptable considering the nature of contract. This information is used to determine possible cost in situations where there is need to extend time.</p>
<p>On point 10. Performance Security: There is a section in the contract whereby GCF may request the supplier to provide the Fund with a guarantee “deposit” for those situations where the supplier breaches the agreement, for example. Our internal policies do not allow for this type of a guarantee, so we would like to understand whether this is an essential element of the contract.</p>	<p>Performance Security will not be required.</p>
<p>On point 12. Liquidated Damages: GCF stipulates a fine at a rate to be determined for every day of delay after the expected completion date. Due to the nature of our services, any “completion date” is an estimate given the fact that after the presentation of individuals to GCF, it is mostly GCF’s and the candidate’s availability that determines the timing of the process. Could you confirm this point can be revised?</p>	<p>Liquidated Damages will not be applicable.</p>
<p>On taxes: We would like to check which taxes would be applicable to the services if invoiced out of Korea (in order to be able to take this into account in our financial proposal).</p>	<p>The firm should comply with their own tax laws. For instance, if the firm is located in one of the European countries, it should comply with EU tax laws.</p>
<p>On the use of the name and logo: would it be possible to include an exception in the use of the name and logo of GCF in our client presentations?</p>	<p>Pursuant to Clause 22 of the General Conditions applicable to the contract, “Contractor shall not advertise or otherwise make public for purposes of commercial advantage or goodwill that it has a contractual relationship with the Fund, nor shall the Contractor, in any manner whatsoever use the name, trademark or logo of the Fund, or any abbreviation of the name of the Fund in connection with its business or otherwise without the written permission of the Fund”.</p>

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In the event the bidder/contractor intends to use the GCF name or logo, it must submit a written request to the GCF indicating the scope and purpose of use, as well as a sample of the material where the GCF name or logo is proposed to be used. The GCF will assess requests to use the GCF name and/or logo on a case by case basis and in accordance with the applicable GCF policies and procedures. Depending on circumstances, the permission for use of the GCF name and/or logo may be subject to specific instructions for its placement and display, or the inclusion of specific disclaimers.

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