

Tender For Supplying Qualified Engineering Labors (AICT & AQCT)

(T/HUT/ENG/01/2026)

Requested process, selection criteria, experience, and qualifications.

Technical Inquiry Deadline: **3 Business Days prior to the Tender Closing Date**

Supplying Qualified Engineering Labors (AICT & AQCT)

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1. Purpose of the Tender

HUT proposed to contract a professional contractor to provide technical and engineering services using trained and professional engineering team to work in its terminal In Alexandria in both AICT & AQCT

2. Service Provider Scope of Work

The contractor to provide the maintenance personnel to HUT involves various technical preventive and corrective maintenance activities.

The contractor shall provide a well-trained professional engineering team to conduct various maintenance and engineering activities of terminal equipment and cranes.

the service includes supplying skilled, trained workers equipped with full personal safety gears. And it also includes transportation to and from the work sites, as well as obtaining port entry permits and health insurance.

3. Service Provider Obligation and Liability

- a. Only Service Providers with former experience in the same field in the container terminals are permitted to participate in this tender. And all tenderers must provide their former experience in the technical submittals.
- b. The contractor shall supply their maintenance personnel with full personal safety protection gear, which includes but not limited to safety helmets, high visibility overalls, gloves, and safety shoes which need to be replaced on a regular basis subjected to their safety condition.
- c. The Service Provider shall comply with the company's health and safety rules as well as the internal rules and instructions. Failure by the Service Provider and/or his labors to do so, corrective actions will be applied as seen appropriate by the company's Safety Department.
- d. The contractor's team is responsible for maintaining the equipment in good condition. Financial consequences of any excess use, negligence or damage that occurs to the equipment will be deducted from the service provider's payment after investigation by the AICT and or AQCT notification to the service provider.
- e. The labor provided by the service provider must pass the technical interview for both AICT and AQCT.
- f. The Service Provider shall submit the complete qualifications and former experience, supported by all required documents such as graduation, certificate, CV, military etc... before interview in accordance with [Item 6 LABORS SKILLS AND EXPERIENCE]
- g. All necessary gate pass permissions for the Service Provider's labor will be Service Provider's Responsibility.
- h. All labor provided by the service provider must have been security cleared Required by the AICT & AQCT security to meet the provisions of the ISPS code.

4. General Conditions

- a. The service provider is obligated to provide a flexible maintenance team upon AICT & AQCT Engineering Department's weekly request that varies with the workload and the location in accordance with [Table 1 LIST OF MANDATORY OUTSOURCED LABORS].
- b. All the quantities included in Table 1 LIST OF MANDATORY OUTSOURCED LABORS are initial quantities that can be decreased or increased according to the work need and with prior notification by the engineering department.
- c. All labor by the Service Provider will be required to go through a medical check by the Service Provider and the Service Provider will provide labor' documents of medical checks passed before they are accepted to work in the AICT or AQCT.
- d. The provided labors must follow up any working instructions, and they will be fully supervised by the AICT & AQCT Engineering department.
- e. The Service Provider must submit one offer. The basic technical bid shall include all labor certificates, skills, and former experience.
- f. AICT & AQCT have all rights to reject any offer that does not match with AICT & AQCT requirements and does not include the above items.
- g. The service provider's labor will work continuously throughout the day and shift work, and the service provider must ensure their labor can cover continuous work as required. Meal break and rest periods must be flexible so that they can take meal breaks and rest periods at suitable times to the workload.
- h. The AICT & AQCT have the right to refuse or cancel the access of the service provider's members to their premises without having to give reasons.
- i. Workforce required in table (1) Mandatory OUTSOURCED LABORS must not leave or quit without a formal notification from the service provider and must provide a replacement, which must be satisfied and approved by either AICT or AQCT management for each of their concerns.
- j. In case of quit without a replacement, a daily penalty shall be applied till providing a replacement equal to the daily rate for each category. A grace period of one week shall be considered before the penalty applies.
- k. In case of extra labor, upon company request, on weekends and official holidays shall be paid at double the rate.

- I. In the case the outsourced labor working in shifts pattern, they shall work according to shift pattern and their weekends shall be according to shift weekend patterns. Any extra request during their weekend shall be paid at double the rate.
- m. Workforce required in table (2) Optional OUTSOURCED LABORS upon request, the service provider must submit CVs within 2 weeks of request and be obligated to hire within 6weeks from the formal request sent from either AICT or AQCT.
- n. The minimum working days for 8 working hours is 22 day/month, for 12 day working hours is 22 days, and for 12 working hours shift rout is 20 day/month.
- o. The service provider shall be responsible for covering his staff with medical insurance.
- p. All interviews shall be conducted on site with the existence of the service provider representative.
- q. The service provider shall be responsible for providing transportation for his staff from and to the terminal.
- r. The service provider shall be responsible to cover his staff with life insurance.
- s. The service provider shall be responsible to cover his time with social insurance.
- t. The service provider must be obligated to bear responsibility for covering the medical expenses for any incidents that their employees suffer due to their own mistake or the mistake of any third party.
- u. The service provider and his staff shall adhere to all the safety instructions and penalties.

5. Submittals

The Service Provider must submit a technical proposal of the provided technical labors in detail, and must include but not limited to the following:

- a. Complete all cost details according to **[Table 1 LIST OF MANDATORY OUTSOURCED LABORS]**.
- b. Complete any deviation in his offer in table "3" as mandatory.
- c. Action plan for providing labors and the Service Provider is responsible to provide labor instead of any absent labor.
- d. Former experience and Reference list of similar labors provided.
- e. Certificate and experience documents of each labor with their CV
- f. Previous experience for the service provider with contacts
- g. Bidder shall prepare a complete list of items which are deviated from the purchaser's requirements in the specification **[Table 3 Deviation List]** – Items not listed in the deviation list shall be deemed as begin fully complying with the Contractor with the purchaser's specification. If in the event any inconsistency exists between the purchaser's specification and Contractor technical description which, is not listed on the deviation list, the purchaser's specification shall prevail. If the Contractor fully complies with the purchaser's specification and no deviation item write "NONE" on the deviation list form to the form of tender. A tender without deviation list form may be disqualified.

6. Labors Skills and Experience for mandatory staff

The labors mandatory skills and experience for Mandatory Outsourced Labors job in Engineering Department as the following:

6.1 Electrical Engineer

- a. Bachelor's degree in electrical engineering.
- b. Minimum 2 years professional experience in automation, electrical systems, control circuits, layout diagrams, PLC programming, AC Motor Drives protocols and ground equipment engine and transmission control systems.
- c. Preferred Terminal container experience
- d. Experience of preventive maintenance and strong problem solving and troubleshooting skills.
- e. Knowledge of applicable codes related to electrical engineering.
- f. Compliance with safety standards and work regulations.
- g. Teamworking and relationship-building skills.
- h. Ability to work independently and as a part of team.
- i. Microsoft office good skills.
- j. English reading and writing proficient level.
- k. The age must not exceed 30 years.

6.2 Mechanical Engineer

- a. Bachelor's degree in mechanical engineering.
- b. Minimum 2 years professional experience in cranes repair and maintenance including mechanisms and heavy machinery, wire ropes inspection and replacement, hydraulic circuits, thruster and service brakes adjustment, Engine and transmission repair and maintenance.
- c. Familiarization of container terminals process flow and STS, RTG, Reach stacker, and terminal trucks theory of operation and hydraulic and mechanical components.
- d. Experience of preventive maintenance and strong problem solving and troubleshooting skills.
- e. Knowledge of applicable codes related to mechanical engineering.
- f. Compliance with safety standards and work regulations.
- g. Teamworking and relationship-building skills.
- h. Ability to work independently and as a part of team.
- i. Microsoft office good skills.
- j. English reading and writing proficient level.
- k. The age must not exceed 30 years.

6.3 Senior Electrical Engineer

- a. Bachelor's degree in electrical/mechanical engineering.
- b. Minimum 4 years professional experience in automation, electrical systems, control circuits, layout diagrams, PLC programming, AC Motor Drives protocols and ground equipment engine and transmission control systems.
- c. Familiarization of container terminals process flow and STS, RTG, Reach stacker, and terminal trucks theory of operation.
- d. Experience of preventive maintenance and strong problem solving and troubleshooting skills.

- e. Knowledge of applicable codes related to electrical engineering.
- f. Compliance with safety standards and work regulations.
- g. Teamworking and relationship-building skills.
- h. Ability to work independently and as a part of team.
- i. Microsoft office good skills.
- j. English reading and writing proficient level.
- k. The age must not exceed 35 years.

6.4 Senior Mechanical Engineer

- a. Bachelor's degree in electrical/mechanical engineering.
- b. Minimum 4 years professional experience in cranes repair and maintenance including mechanisms and heavy machinery, wire ropes inspection and replacement, hydraulic circuits, thruster and service brakes adjustment, Engine and transmission repair and maintenance.
- c. Familiarization of container terminals process flow and STS, RTG, Reach stacker, and terminal trucks theory of operation.
- d. Experience of preventive maintenance and strong problem solving and troubleshooting skills.
- e. Knowledge of applicable codes related to electrical engineering.
- f. Compliance with safety standards and work regulations.
- g. Teamworking and relationship-building skills.
- h. Ability to work independently and as a part of team.
- i. Microsoft office good skills.
- j. English reading and writing proficient level.
- k. The age must not exceed 35 years.

6.5 Electrical Technician

- a. Electrical Diploma Degree is a must.
- b. Minimum 5 years' experience in repair and maintenance of heavy equipment and cranes repairing and maintenance.
- c. Familiarization of container terminals process flow and equipment like STS, RTG, RS and trucks
- d. Experience of preventive maintenance and strong problem solving and troubleshooting skills
- e. Excellent in Reading and interpreting electrical and electronic circuit diagrams, and schematics.
- f. Familiar with various electrical components and instrumentation.
- g. Experience operating hand and power tools, soldering and fault-testing equipment.
- h. Ability to Learn
- i. Ability to work in a team.
- j. Must be fit physical and health.
- k. Hard Worker
- l. The age must not exceed 30 years.

6.6 Mechanical Technician

- a. Mechanical Diploma Degree is a must.
- b. Minimum 5 years' experience in repair and maintenance of heavy equipment and cranes repairing and maintenance.
- c. Familiarization of container terminals process flow and STS, RTG, Reach stacker, and terminal trucks.
- d. High Experience of repair and maintenance of engine, transmission, and hydraulic circuits.
- e. Experience of inspection and repair of heavy machinery, wire ropes, thruster brakes, reducers, and motor couplings.
- f. Ability to Learn
- g. Ability to work in a team.
- h. Must be fit physical and health.
- i. Hard Worker
- m. The age must not exceed 30 years.

6.7 A /C Technician

- a. Diploma degree in Refrigeration and Air Conditioning Technology is a must or Electrical diploma degree is preferred.
- b. Minimum 5 years of experience in repair and maintenance of various A/C systems including cassette, split, and vehicle-mounted units.
- c. Familiar with A/C systems of heavy ground equipment such as STS, RTG, reach stackers, and terminal trucks.
- d. Proficient in handling refrigerants, compressors, evaporators, and control circuits.
- e. Skilled in operating hand and power tools, soldering, and diagnostic equipment.
- f. Knowledge of electrical wiring and instrumentation for A/C systems.
- g. Ability to learn and adapt to new technologies and he must be physically and medically fit.
- h. Ability to work effectively in a team and follow maintenance instructions.
- i. The age must not exceed 35 years.

6.8 Senior electrical Technician

- a. Minimum 8 to 10 years' experience in repair and maintenance of heavy equipment and cranes repairing and maintenance.
- b. Electrical diploma is a must.
- c. To be primarily involved in all initiative-taking electrical engineering across the terminal and work closely with engineers and electrical technicians, assisting them in resolving engineering maintenance issues.
- d. Works closely with electrical technicians.
- e. Responsible for the electrical maintenance and repair of all kinds of equipment e.g. STS, RTG, terminal-trucks, cranes, reach stackers etc.

- f. Ensures terminal downtime is kept to a minimum and will be expected to be able to prioritize workloads and work under minimal supervision to help achieve the required production outputs.
- g. Executed maintenance/technical malfunction in a safe way.
- h. Ability to work in a team.
- i. Hard worker.
- j. Working conditions are normal for a terminal environment and shift basis.

6.9 Senior mechanical Technician

- a. Mechanical Diploma Degree is a must.
- b. Minimum 8 to 10 years' experience in repair and maintenance of heavy equipment and cranes repairing and maintenance.
- c. Familiarization of container terminals process flow and STS, RTG, Reach stacker, and terminal trucks.
- d. High Experience of repair and maintenance of engine, transmission, and hydraulic circuits.
- e. Experience of inspection and repair of heavy machinery, wire ropes, thruster brakes, reducers, and motor couplings.
- f. Ability to Learn
- g. Ability to work in a team.
- h. Must be fit physical and health.
- i. Hard Worker
- j. The age must not exceed 30 years.

6.10 Medium Voltage Electrical Technician

- a. Must hold a Diploma in Electrical Engineering or equivalent technical degree from a recognized institute.
- b. Minimum five (5) years of experience in operation, maintenance, and troubleshooting of medium voltage (MV) systems (11 kV and above).
- c. Proven experience with switchgear, transformers, RMUs, protection relays, control circuits, and cable terminations.
- d. English A2 (ability to read and write) is a must.
- e. Must be able to read, understand and fill the checklists.
- f. Capable of interpreting electrical drawings, SLDs (single line diagrams), and schematics accurately.
- g. Strong knowledge of electrical safety procedures, lock-out/tag-out (LOTO) systems, and grounding practices.
- h. Competent in using electrical testing equipment (e.g., insulation resistance tester, contact resistance tester, relay testing kit, multimeter, etc.).
- i. Ability to prepare inspection and maintenance reports accurately and timely.
- j. Physically fit, medically healthy, and able to work in outdoor substation environments.
- k. Excellent teamwork, communication, and problem-solving skills.
- l. Age limit: Not exceeding 35 years.

6.11 Tire Technician

- a. Inspect tires on container handling equipment for wear, damage, cuts, or pressure loss.

- b. Remove, mount, and replace tires on heavy equipment using appropriate tools and safety procedures.
- c. Conduct tire pressure checks and maintain recommended inflation levels.
- d. Perform tire balancing and alignment support when required.
- e. Record tire serial numbers, positions, and service life data in maintenance logs.
- f. Diagnose causes of abnormal wear and report issues such as axle misalignment, overloading, or braking imbalance.
- g. Repair punctured or damaged tires where possible (vulcanizing, patching, etc.).
- h. Manage and ensure proper storage and disposal of used tires.
- i. Assist in implementing tire rotation schedules to extend lifespan and ensure even wear.
- j. Comply with all workshop safety and environmental standards.
- k. Cooperate with equipment operators and maintenance teams to schedule timely tire services and minimize downtime.
- l. Technical diploma or equivalent practical experience in mechanical or heavy equipment maintenance.
- m. Minimum 2–3 years of experience as a Tire Technician, preferably in a port, logistics yard, or industrial environment.
- n. Strong knowledge of off-the-road (OTR) and heavy-duty tire types and specifications (e.g., radial, bias, solid).
- o. Ability to safely operate tire mounting/demounting and inflation equipment.
- p. Commitment to safety, teamwork, and preventive maintenance practices.

6.12 White smith and Painter

- a. Minimum 3 years' experience in painting activities
- b. Ability to learn.
- c. Ability to work in a team.
- d. Must be physically and medically fit.
- e. Hard worker.
- f. The age must not exceed 45 years.

6.13 Lathe Operator

- a. Diploma degree is a must.
- b. Minimum 5 years of experience in operating lathe machines for machining and precision work.
- c. Selects appropriate tools, materials, and machining parameters for various components.
- d. Monitors the machining process to ensure accuracy, quality, and adherence to tolerances.
- e. Adjusts machine settings as necessary to achieve required specifications.
- f. Performs routine maintenance and cleaning of lathe machines.
- g. Inspects finished parts for dimensional accuracy and surface finish.
- h. Collaborates with engineers and quality control personnel to meet production standards.
- i. Maintains a clean and organized work environment.
- j. Adheres to all safety protocols and machine operation procedures.
- k. Documents production activities and maintains accurate machining records.
- l. Troubleshoots and resolves issues with machine tools or setups.
- m. Ensures efficient use of materials and minimizes waste.
- n. Trains and mentors junior operators when required.

- o. Takes part in continuous improvement and maintenance initiatives.
- p. Strong understanding of machining principles, cutting speeds, and feed rates.
- q. Proficient in using measuring instruments such as calipers, micrometers, and gauges.
- r. Ability to work independently and collaboratively within a team.

6.14 Electrician

- a. Minimum 3 years' experience in working in repair and maintenance heavy equipment
- b. Good experience of assisting in electrical works and trouble shooting.
- c. Familiar with using electrical tools for repairing and maintenance of heavy equipment and container cranes.
- d. Ability to learn.
- e. Ability to learn.
- f. Ability to work in a team.
- g. Must be physically and medically fit.
- h. Hard worker.
- i. The age must not exceed 25 years.

6.15 Mechanic

- j. Minimum 3 years' experience in working in mechanical works for maintenance and repair the heavy equipment.
- k. Good experience of assisting in mechanical works, and familiar with using mechanical tools for repairing and maintenance of heavy equipment and container cranes.
- l. Suitable experience of assisting in electrical and mechanical works and trouble shooting.
- m. Ability to learn.
- n. Ability to work in a team.
- o. Must be physically and medically fit.
- p. Hard worker.
- q. The age must not exceed 25 years.

6.16 Laborer

- a. Minimum 2 years' experience in working in greasing, washing, and using mechanical or electrical tools for repairing and maintenance of heavy equipment and cranes.
- b. Suitable experience of assisting in electrical and mechanical works.
- c. Ability to learn.
- d. Ability to work in a team.
- e. Must be physically and medically fit.
- f. Hard worker.
- g. The age must not exceed 25 years.

6.17 Planning Engineer

- a. Develop and manage preventive maintenance plans (PM schedules) for all terminal assets including quay cranes, RTGs, reach stackers, terminal tractors, reefer systems, power stations, and buildings.
- b. Plan corrective maintenance tasks based on equipment breakdowns and inspection reports.
- c. Coordinate with operations and maintenance teams to minimize equipment downtime.
- d. Use the CMMS (Computerized Maintenance Management System) to schedule and track work orders.
- e. Prepare detailed manpower, spare parts, and tool requirements for planned activities.
- f. Coordinate with the procurement and inventory departments to ensure timely availability of spares and consumables.
- g. Monitor and control maintenance costs and resource utilization.
- h. Maintain accurate equipment history, maintenance records, and technical documentation.
- i. Generate weekly/monthly performance reports on equipment reliability, MTTR, MTBF, and maintenance KPIs.
- j. Support budget preparation and long-term asset management planning.
- k. Assist in planning and scheduling engineering projects such as crane overhauls, terminal expansions, or power upgrades.
- l. Monitor project progress, prepare progress reports, and ensure adherence to timelines and quality standards.
- m. Support contractor coordination and compliance with safety and quality procedures.
- n. Analyze equipment performance trends and identify opportunities for optimization.
- o. Implement condition-based monitoring (CBM) and predictive maintenance initiatives.
- p. Ensure all maintenance activities comply with HSE policies and terminal standards.
- q. Excellent understanding of mechanical, electrical, and hydraulic systems of terminal equipment.
- r. Proficiency in CMMS software (e.g., Maximo, SAP PM, or Infor EAM).
- s. Strong planning, scheduling, and reporting abilities.
- t. Knowledge of maintenance KPIs, reliability engineering, and root cause analysis.
- u. Strong communication and coordination skills.
- v. Bachelor's degree in mechanical, Electrical, or Industrial Engineering.
- w. 2–3 years of experience in engineering planning or maintenance within a port, terminal, or heavy industrial environment.
- x. Proficiency in MS Project, Excel (Advanced), Power BI, and AutoCAD preferred.

6.18 Fuel Tanker Driver

- a. Diploma degree is a must.
- b. Holds a valid First-Degree driving license with a minimum of 4 years' experience operating long truck trailers equipped with fifth wheels.
- c. High experience in handling tankers and transporting dangerous goods and fuels safely.
- d. Responsible for refueling equipment in accordance with HSE procedures and terminal regulations.
- e. Knowledge of safe handling of petroleum products and emergency response actions.
- f. Ability to learn and follow route plans and fuel distribution schedules.
- g. Must be physically and medically fit.
- h. Hard worker with strong commitment to safety and responsibility.
- i. The age must not exceed 35 years.

7. Labors Skills and Experience for Optional required labors

The labors skills and experience for optional Outsourced Labors job in Engineering Department as the following:

7.1. Welder

- a. Diploma degree is a must.
- b. Minimum 7 years of experience in welding of crane structures and heavy steel components.
- c. Valid 3G and 4G welding qualification certificates as a minimum.
- d. Skilled in various welding methods (SMAW, MIG, TIG) and capable of reading welding drawings.
- e. Ability to learn and follow standard operating procedures.
- f. Ability to work in a team under supervision of senior technicians.
- g. Must be physically and medically fit.
- h. Hard worker with attention to detail and commitment to safety.
- i. The age must not exceed 40 years.

7.2. Pickup Driver

- a. Diploma degree is a must.
- b. Holds a valid Third-Degree driving license.
- c. Proven experience in safe and efficient operation of pickup vehicles in industrial or port environments.
- d. Responsible for transporting personnel, tools, and spare parts between workshops and operational areas.
- e. Performs basic vehicle checks (oil, tire pressure, coolant, lights) and ensures vehicles are clean and roadworthy.
- f. Must be physically and medically fit.

- g. Hard worker, punctual, and safety conscious.
- h. The age must not exceed 35 years.

7.3. Engineering Coordinator

- a. Assists in administrative and coordination tasks within the Engineering Department.
- b. Responsible for issuing work orders and spare part requests through Oracle ERP or similar systems.
- c. Maintains and organizes departmental documentation, reports, and change orders.
- d. Acts as liaison between engineering teams and other departments to ensure smooth communication.
- e. Coordinates meetings, prepares agendas, and records minutes to track progress and follow-ups.
- f. Supports engineering teams by gathering and analyzing performance-related data.
- g. Fresh graduate preferred; bachelor's degree or high institute graduate required.
- h. Proficient in English (reading and writing).
- i. Strong organizational, multitasking, and communication abilities.
- j. Team-oriented with familiarity in industry software such as AutoCAD or SolidWorks.

7.4. Forman Technician

- a. Electrical/Mechanical Diploma Degree is a must.
- b. Minimum 10 to 12 years' experience in repair and maintenance of heavy and terminal equipment and cranes repairing and maintenance
- c. Familiarization of container terminals process flow and STS, RTG, reach stacker, and terminal trucks and equipment troubleshooting
- d. High Experience of repair and maintenance and overhauling of engine, transmission, and hydraulic and electrical circuits reading and problem solving.
- e. High experience of inspection and repair of heavy machinery, terminal
- f. Ability to Learn
- g. Ability to work in a team.
- h. Must be fit physical and health.
- i. Hard Worker
- j. The age must not exceed 40 years.

8. The Estimated required employees' numbers and the offered monthly salaries

N	Mandatory Labor	AICT Estimated Quantity	AQCT Estimated Quantity	Cost/Day /shift (EGP)	
				8 hrs. shift (22 days / month – day work)	12 hrs. shift (22 days day work OR 20 days shift rout – day/night)
1	Electrical Engineer	3	1		
2	Mechanical Engineer	1	1		
3	Senior Electrical Engineer	1	1		
4	Senior Mechanical Engineer	1	1		
5	Electrical Technician	4	1		
6	Mechanical Technician	4	1		
7	A/C Technician	1	1		
8	Senior Electrical Technician	1	1		
9	Senior Mechanical Technician	1	1		
10	Medium Voltage Electrical Technician	1	1		
11	Tire Technician	1	1		
12	White Smith and Painter	1	1		
13	Lathe Operator	1	1		
14	Electrician	4	8		
15	Mechanic	4	8		
16	Laborer	6	8		
17	Planning Engineering	1	1		
18	Fuel Tanker Driver	1	1		
N	Optional Labor	AICT Estimated Quantity	AQCT Estimated Quantity	Cost/Day (EGP)	
				8 hrs. shift (22 days / month – day work)	12 hrs. shift (22 days day work OR 20 days shift rout – day/night)
1	Welder				
2	Pickup Driver				
3	Engineering Coordinator				
4	Forman Technician				

*Quantities are subject to increased/decreased based on operational needs.

9. Minimum monthly Salaries according to the working hours

N	Title	Net Min. Monthly Wage (EGP) – 8 hrs. / 22 days	Net Min. Monthly Wage (EGP) – 12 hrs. 20 days / month (Shift Rout) OR 22 days / month (Day Work)
1	Electrical Engineer	12,000	16,000
2	Mechanical Engineer	12,000	16,000
3	Senior Electrical Engineer	14,000	18,000
4	Senior Mechanical Engineer	14,000	18,000
5	Electrical Technician	8,000	12,000
6	Mechanical Technician	8,000	12,000
7	A/C Technician	8,000	12,000
8	Senior Electrical Technician	12,000	16,000
9	Senior Mechanical Technician	12,000	16,000
10	Medium Voltage Electrical Technician	12,000	16,000
11	Tire Technician	9,000	12,000
12	White Smith and Painter	9,000	12,000
13	Lathe Operator	9,000	12,000
14	Electrician	7,500	10,000
15	Mechanic	7,500	10,000
16	Laborer	5,000	7,500
17	Planning Engineering	11,000	15,000
18	Fuel Tanker Driver	8,000	12,000
19	Welder	10,000	14,000
20	Pickup Driver	7,500	10,000
21	Engineering Coordinator	8,000	12,000
22	Forman Technician	18,000	24,000

10. Commercial Terms and Conditions

- **10.1 Submission Requirements**

- The Bidder shall submit the tender in **sealed envelopes** in accordance with the tender instructions.
- The submission shall include **separate Technical and Financial Offers**, each **signed and stamped**.
- The Financial Offer shall include the **Pricing Form** (mandatory) and shall be the basis for financial evaluation.
- Any tender received after the submission deadline shall be rejected.
- Incomplete submissions, missing mandatory forms, or non-compliance with tender requirements may lead to disqualification.

- **10.2 Contract Duration**

- a) The contract term shall be **Three (3) years**.
- b) AICT & AQCT reserve the right to **renew/extend** the contract subject to satisfactory performance and mutual agreement.

- **10.3 Pricing Currency and Price Basis**

- a) All prices/rates shall be quoted in **Egyptian Pounds (EGP)**.
- b) Rates shall be fixed and firm for the initial contract period of one (1) year subject to a renewal for an additional 2 years with a **maximum of 10% increase for each year**, subject to further negotiation and written approval by AICT/AQCT.
- c) Pricing shall be based on a **Man-Day basis (8 working hours)**, calculated on **22 working days per month, and/or a Man-Shift basis (12 working hours)**, calculated on either **22 working days per month for day work or 20 working days per month for shift rotation (day/night)**.
- d) The daily rates for working on official holidays of the private sector companies shall be applied as **double the normal daily rates**.
- e) The Bidder must comply with the **minimum monthly salaries** stated in **Section (9)** of this tender. Any offered Cost/Day that results in a monthly wage below the minimum for the relevant position and working-hours pattern is non-compliant and may be disqualified.
- f) The pricing shall be based on a **cost-plus method**, calculated using **the minimum salary per position as specified in Section (9)**, inclusive of a **10% annual increase applied for subsequent years**. The pricing shall also include the supplier's margin. All applicable costs must be fully reflected in the cost per shift, with no additional charges.

- **10.4 Included Costs**

Unless explicitly stated otherwise, the quoted rates shall be **all-inclusive**, including but not limited to:

- Salaries, overtime, allowances, and any statutory obligations.
- Transportation to/from AICT & AQCT sites.
- Port entry permits/gate passes and any related administrative requirements.
- Personal Protective Equipment (PPE) and periodic replacement as per safety condition.
- Medical checks as required and related documentation.
- Insurance coverages as specified in Clause 10.5.

- **10.5 Mandatory Insurance Coverage**

The Service Provider shall, at its own cost, arrange and maintain valid insurance policies through a licensed insurer in Egypt. Valid certificates shall be submitted prior to commencement and upon renewal:

1. **Personal Accident Insurance Policy**

- Covering all deployed labors
- Minimum coverage: **EGP 250,000 per person**

2. **Third Party Liability Insurance Policy**

- Minimum coverage: **USD 100,000**.
- Covering bodily injury and/or property damage to third parties arising from or in connection with the execution of the services at AICT & AQCT sites.

3. Fidelity Insurance Policy

- Minimum coverage: **EGP 1,000,000**
- Covering losses resulting from fraud, dishonesty, or negligence of the Service Provider's staff

4. CAR Insurance Policy (Contractors' All Risks)

- Minimum coverage: **USD 500,000**
- Covering risks related to execution of works/services at site, including accidental damage as applicable to the scope

5. A Performance Letter of guaranteed equivalent to 5% of the annual estimated contract value shall be submitted by the successful bidder for each company (AICT and AQCT), valid for the contract period and issued in accordance with the tender terms and conditions.

Any deductibles and exclusions shall be the sole responsibility of the Service Provider.

• 10.6 Invoicing and Payment Terms

- Payment shall be based on **monthly basis**, supported by **AICT/AQCT-approved attendance records** and monthly service reports.
- Invoices shall be submitted **monthly** in accordance with AICT/AQCT finance procedures and tax requirements.
- Payment terms: **Net 30 days from valid invoice date**, and additional 7 days to invoice review and corrections as per internal procedure.
- The Service Provider shall ensure compliance with **e-invoicing and tax requirements** applicable in Egypt.

• 10.7 Penalties and Deductions

- If any mandatory labor quits/absents without an approved replacement, a **daily penalty** shall apply equal to the **daily rate of the respective category**, after a **one-week grace period**, until replacement is provided and approved.
- Any proven negligence, misuse, or damage attributable to the Service Provider's staff may result in deductions, subject to investigation and formal notification by AICT/AQCT.

• 10.8 Compliance, HSE, and Site Regulations

- The Service Provider shall comply with all **AICT & AQCT operational, safety, security, Free Zone, and port authority regulations**, including ISPS requirements.
- Any cost arising from non-compliance shall be borne solely by the Service Provider.
- AICT & AQCT reserve the right to deny or revoke site access for any personnel without obligation to provide reasons.

• 10.9 Variation of Quantities and Optional Labor Mobilization

- Quantities are **subject to** increased/decreased based on operational needs with prior notification.
- For optional labor, the Service Provider shall submit CVs within **two (2) weeks** of request and mobilize within **six (6) weeks** from formal request, subject to technical interview and approval.

• 10.10 Award and Rights Reserved

AICT & AQCT reserve the right to accept or reject any offer, cancel the tender, or award the scope (fully or partially) without liability, subject to internal approvals.

11. Safety, Compliance, and Sustainability Obligations

- The Supplier and its personnel shall strictly comply with all **environmental, health, and safety regulations** applicable within container terminals and the **Arab Republic of Egypt**. Any violations may result in **penalties** in accordance with the approved Safety Annex.
- The Supplier shall **indemnify and hold harmless** the Company against any claims or compensation arising from violations of safety, health, or environmental requirements by the Supplier or its staff.
- The Company reserves the right to conduct **random on-site drug testing** for outsourced personnel at any time during the contract period.
- The Supplier shall comply with the Company's **Environmental and Sustainability Policy** as outlined in the attached Environmental and Sustainability Statement.
- The Supplier shall comply with all applicable **Egyptian laws and regulations** related to **human rights**, including the prohibition of **slavery, forced labor, and child labor**, in accordance with Egyptian Labor Law, Anti-Human Trafficking Law, and relevant constitutional provisions.