

EVALUATION REPORT

(As Per Rules 35 of PP Rules, 2004)

1. Name of Procuring Agency: Sindh Infrastructure Development Company Ltd. (SIDCL).
Ministry of Planning, Development & Special Initiatives, Government of Pakistan.
2. Method of Procurement: Single-Stage Two Envelop under Rule 36(b) Public Procurement Rules 2004
3. Title of Procurement: **HEAD HUNTING SERVICES FOR ASSISTANCE IN RECRUITMENT WITH DIFFERENT CADRES OF SIDCL ON AS-AND-WHEN REQUIRED BASIS**
4. Tender Inquiry No: -
5. PPRA Ref. No (TSE): **TS457795E**
6. Date & Time of Bid Closing: 17th September, 2021 at 1500 Hrs
7. Date & Time of Bid Opening: 17th September, 2021 at 1530 Hrs
8. No. of Bids Received: Three (03)
9. Criteria for Bid Evaluation: Evaluation criteria are already provided in the bidding documents. The evaluation criterion is attached at Annex - A for reference.

10. Details of Bid(s) Evaluation:

All bidders downloaded Tender Documents from the website of SIDCL. Three bidders submitted sealed bids as per the RFP.

The bidders who submitted sealed bids on the closing date

1. M/s. Human Resource Solution International
2. M/s. HRSG Recruiting
3. M/s Naseeb Online Services Pvt. Ltd. (Rozee.pk)

The Technically Non-Responsive bidder and reason for failure are:

	Name of bidder	Reasons for failure to qualify the Technical Proposal
1.	M/s. Human Resource Solution International	Fail to provide Audit Reports for last Three years

The Qualified bidders

	Name of Bidders	Marks (Score)		Weighted Marks	Evaluated Cost (PKR)	Rule/Regulation/SBD*/ Policy Basis for / Rejection/ Acceptance as per Rule35 PP Rules,2004
		Technical (80%)	Financial (20%)			
1	M/s Naseeb Online Services Pvt. Ltd. (Rozee.pk)	82.55/100	100/100	86.04	4,167,666	1 st Meeting all Criteria (Qualified)
2	M/s HRSG Recruiting	87.09/100	72.17/100	84.11	5,775,000	2 nd *(Financially Non- Responsive)

* Bid Security not provided

Most Advantageous Bidder: M/s Naseeb Online Services Pvt. Ltd. (Rozee.pk);

11, Any other additional/supporting information the procuring agency may like to share:

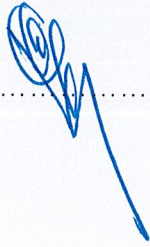
Procurement Committee of Board of Directors (BOD) recommended the evaluation to the Board of Directors (BOD) SIDCL for consideration.

Board of Directors (BOD) SIDCL, in its 32nd meeting, held on 28.10.2021, approved the Final Evaluation Report, allowed the management to hoist the Bid Evaluation Report to the PPRA website, and enter into contract negotiations with the Highest Ranked / Most Advantageous Bidder.

Company Secretary
Sindh Infrastructure Development Co. Ltd.
(Formerly KIDCL)
Government of Pakistan

Official Stamp

Signature:



4.1. Qualification Criteria for Technical Proposals

Technical proposals shall be checked as “Compliant” to all of the following conditions. If a bid is found “Non-Compliant” to any of the below conditions, the bid shall be rejected, declared as “Technically Non-Responsive” and shall not be considered for further evaluation under the respective assignment.

SNo	Qualification Condition	Requirements
1	The firm must be registered /incorporated in Pakistan with relevant authorities and have existence for at least 05 years since date of registration and as on “Deadline for Submission”. The firm must possess a valid NTN / STRN certificate in the name of the firm. Firm must be on current Active Tax Payers List of FBR.	As per Form-A
2	Firm has submitted compliance to Qualification Criteria	As per Form-B
3	Technical Proposal Submission Sheet has been included to the bid whereby bidder has accepted all instruction, forms, specifications, terms and conditions given in the Bidding document (and/or addendum, if any) without any reservations.	As per Form-C
4	The bidder must have provided Head Hunting services for executive searching at senior management/ middle/junior management level positions in Pakistan to at-least Three Government/Private Sector during last 5 years. The bidder must have experience of batch hiring/conducting written tests of more than 100 candidates at multiple locations in Pakistan at-least Three Government/Private Sector during last 5 years.	As per Form-D
5	The firm must have professional team of at least 5 HR consultants with 5 years relevant experience by each member which have been proposed for SIDCL project.	As per Form-E
6	Submit Tax returns and Audit Report for last Three Years	As per Form-F
7	The Bidding firm shall have never been black-listed and there shall be no conflict of Interest.	As per Form-G
8	Bidder shall possess a publicly accessible web portal for online submission of application for a job by interested candidates.	As per Form-H
9	Bidding firm shall have required skills, expertise and team by which it can solely and exclusively supply all services/ deliverables/TORs as specified in the bidding document without assigning it to any other individual/firm	As per Form-C

4.2. Evaluation Criteria for Technical Proposals

1. Technical Proposals of those bidders will be evaluated who have been found “compliant” to all conditions of the “Qualification Criteria”. If the technical proposal of a bidder is found compliant to all conditions of “Qualification Criteria” for Assignment, it will be further evaluated for Assignment only. Similarly, for Assignment-II and Assignment-III, proposal complaints to all conditions of the relevant “Qualification Criteria” shall be further evaluated for the same Assignment only.
2. Technical Proposals of a bidder submitted for multiple Assignment will be evaluated for each of the Assignment independent of other Assignments and relative score will be assigned to the bidder for each Assignment separately in comparison to the bidder having maximum value for the same parameter as detailed below:

Technical Evaluation Criteria:

Search for senior/ middle / junior management positions.

S No.	Technical Evaluation Parameter	Scoring Criteria	Requirements
1	Number of local clients (Government / Private Sector) for Head Hunting Services for Senior /Middle / Junior Management level positions during last five years. Multiple assignment with same client will be counted once	Number of such <u>Clients of the Bidder</u> X20 Largest Number of such client among bidders	As per form J
2	Specific experience for hiring on for Senior Management level position during last five years.	<u>Position of the Bidder</u> X10 Maximum positions filled among bidders	As per form J
3	Specific experience for hiring on for Middle Management level position during last five years.	<u>Position of the Bidder</u> X10 Maximum positions filled among bidders	As per form J
4	Specific experience for hiring on for Junior Management level position during last five years.	<u>Position of the Bidder</u> X10 Maximum positions filled among bidders	As per form J
5	Total Head-Hunting experience possessed by the team assigned for SIDCL Project for Senior /Middle / Junior Management level positions (Sum of Relevant experience possessed by all members of the proposed team)	Total valid experience of all <u>HR consultants of the bidder</u> X20 Maximum Total valid experience of all HR Consultants among bidders	As per form E
6	Understanding & Interpretation of TORs, Methodology, Approach, Staffing, risk Management, timelines and work plan for the assignment. Firm’s repute with clients and strength of profiles of project team.	0 to 30 Score for strength of Bidder Proposal in comparison with other bidders. Presentations may also be called for the purpose.	
	Total Technical Score.	Sum of above scores.	

4.3. Technically Responsive Bids

A technical proposal of the bidder shall be considered Technically Responsive for an assignment if and only if the proposal complies to all conditions of the qualification criteria for same assignment.