

REQUEST FOR QUOTATIONS

SCOPE OF WORK: PSYCHOMETRIC AND ASSESSMENT TESTS- PROCUREMENT COMPARATIVE SCHEDULE

An RFQ for Psychometric and Assessment tests as part of shortlisting criteria for executives was flighted in the E-GP and 4 Organizations submitted their quotations and below is the;

MANDATORY EVALUATION CRITERIA AS PER THE RFQ & RESULTS

NAME	Mandatory Requirements (Checklist)	Specific Experience in conducting Psychometric Assessments	Methodology Proposed – stating what is to be measured	Key Personnel and Experience in Similar Assignments (3+ years)	Price	Total Score
WEIGHTING	YES/NO	30%	50%	10%	10%	100%
EP Industrial Psychological Services	✓	30	50	10	10	100
Hatch Talent Solutions	✓	25	45	9	3	82
Genesis Global Finance (GGF Africa)	✓	20	45	10	7	82
Dimensions Management Consultants	✓	25	35	8	9	77

REQUEST FOR QUOTATIONS

SCOPE OF WORK: PSYCHOMETRIC AND ASSESSMENT TESTS- PROCUREMENT COMPARATIVE SCHEDULE

ANALYSIS OF RFQ SUBMISSIONS

1. Dimensions Management Consultants (DMC)

- **Experience (25/30):** Worked with large organizations (Delta, Econet), showing broad exposure but lacking in executive-level psychometric specifications
- **Methodology (35/50):** Reasonably structured, but limited detail on tools and scientific validation.
- **Personnel (8/10):** Lead consultant well-qualified, but limited experience of the rest of the team.
- **Price (9/10):** Competitive pricing charging **ZWG4500.00** per candidate though the price was surpassed by one bidder.

2. Hatch Talent Solutions

- **Experience (25/30):** Good experience in psychometrics but lacked executive or energy sector-specific experience.
- **Methodology (45/50):** Strong and well-aligned to ZERA's needs, though lacked clarity on validation process.
- **Personnel (9/10):** Led by a registered psychologist and the team is well-qualified.
- **Price (3/10):** Their price at **US\$517.50** was significantly higher than all other bidders, affecting their overall competitiveness.

3. GGF Africa

- **Experience (20/30):** Strong HR and psychometric background but lacked high-level or executive-specific examples.
- **Methodology (45/50):** Clear structured methodology, however it lacked in depth on tools and validation processes.
- **Personnel (10/10):** Highly qualified team, though impact in similar past projects not clearly demonstrated.
- **Price (7/10):** their price at **US\$220,00** per candidate was higher than the other 2 bidders.

REQUEST FOR QUOTATIONS

SCOPE OF WORK: PSYCHOMETRIC AND ASSESSMENT TESTS- PROCUREMENT COMPARATIVE SCHEDULE

4. EP Industrial Psychological Services

- **Experience (30/30):** Demonstrated deep experience, particularly at the executive level within Zimbabwe, including sector-relevant examples.
- **Methodology (50/50):** Scientifically grounded, clearly articulated what would be measured, and showed a mature framework for psychometrics.
- **Personnel (10/10):** Led by PhD-level psychologists with 20+ years' experience in executive assessments.
- **Price (10/10):** Relatively cheaper and lower than the other bidders costing **US\$155.25** per candidate.

Conclusion and Recommendation

It is recommended to give **EP Industrial Psychological Services** a contract to conduct psychometric tests for the Executive. Their comprehensive experience, tailored methodology for executive recruitment, qualified personnel, and proven track record in psychometric assessments position them as the best fit for ZERA's needs. They provide the most reliable and objective assessment tools, aligning perfectly with the goals of the tender.

Justification:

- They have the **right mix of experience** and technical expertise to assess critical psychological characteristics in executives.
- Their methodology directly addresses **ZERA's need for bias reduction and role-specific matching**, ensuring a fair and accurate hiring process.
- Their **personnel qualifications** and **reference letters** show a deep understanding of psychometric testing, and their tools are validated and reliable.

REQUEST FOR QUOTATIONS

SCOPE OF WORK: PSYCHOMETRIC AND ASSESSMENT TESTS- PROCUREMENT COMPARATIVE SCHEDULE

K. Kowo (Human Resources Manager) Signed..... Date..... 8/5/25

M.Kutsirayi (Financial Accountant) Signed..... Date..... 8/5/2025

T.Madondo (Legal Officer) Signed..... Date..... 8/5/25