

1 October, 2025

Ms. R. Chinamasa  
Commissioner General  
**ZIMBABWE REVENUE AUTHORITY (ZIMRA)**

**RE: REQUEST FOR REVIEW BY THE SPECIAL PROCUREMENT OVERSIGHT COMMITTEE (SPOC): TENDER NUMBER ZIMRA EOI 02/2025- REQUEST FOR PROPOSALS FOR THE PROVISION OF CONSULTANCY SERVICES FOR WORKFORCE ASSESSMENT AND OPTIMIZATION.**

Your minute dated 16 September 2025, on the above subject matter refers.

At the Special Procurement Oversight Committee (SPOC) Round Robin Meeting of 25 September 2025, Members observed the following:

- SPOC resolution 0733 of 24 July 2025 “Certified” to the best of its knowledge and ability that, the Accounting Officer’s proposed shortlist withstands scrutiny and “Recommended” that the Accounting Officer can proceed to shortlist and proceed to the Request for Proposal Stage on Tender No. ZIMRA EOI 02/2025 for the Expression of Interest for the shortlisting of Consultants for the Provision of Consultancy Services for Workforce Assessment and Optimization with 4 x compliant bidders, as follows:

Rank	Bidder’s Name	Comments
1.	Genesis Global Finance P/L	Recommended to proceed to the Request for Proposal Stage
2.	Delview Investments P/L	Recommended to proceed to the Request for Proposal Stage
3.	Headhunters Incorporated P/L	Recommended to proceed to the Request for Proposal Stage
4.	Ernst & Young Advisory Services P/L	Recommended to proceed to the Request for Proposal Stage

- The Accounting Officer invited 4 x shortlisted bidders to submit the Request for Proposals for the tender.
- The Accounting Officer was recommending to proceed to the Financial Stage with 2 x bidders that managed to score above the minimum pass mark of 80%.

Accordingly, the SPOC through SPOC RESOLUTION 0733B of 25 September 2025, having reviewed the Accounting Officer's submission in terms of section 54 (10) of the Public Procurement and Disposal of Public Assets (PPDPA) Act [Chapter 22:23], **RESOLVED**, on Tender Number ZIMRA EOI 02/2025, as follows:

**SPOC Resolution**

SPOC Reference No & Date	Outcome	Accounting Officer's Award	Value (US\$)												
SPOC 0733B  25.07.25	<b>Certify</b>  <b>Recommend</b>	<ul style="list-style-type: none"> <li>To the best of its knowledge and ability, that the Accounting Officer's proposal to shortlist and proceed to the Financial Stage withstands scrutiny.</li> <li>That the Accounting Officer can proceed to the Financial Stage of Request For Proposal on Tender No. ZIMRA EOI 02/2025 for the Provision of Consultancy Services for Workforce Assessment and Optimization with 2 x bidders who scored above the minimum technical score of 80%, as follows: -</li> </ul> <table border="1"> <thead> <tr> <th>No.</th> <th>Bidder's Name</th> <th>Weight out of 80</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Genesis Global Finance P/L</td> <td>70.8</td> <td>Compliant. Recommended to proceed to the Financial Evaluation Stage.</td> </tr> <tr> <td>2</td> <td>Headhunters Incorporated P/L</td> <td>69.28</td> <td>Compliant. Recommended to proceed to the Financial Evaluation Stage.</td> </tr> </tbody> </table>	No.	Bidder's Name	Weight out of 80	Comments	1	Genesis Global Finance P/L	70.8	Compliant. Recommended to proceed to the Financial Evaluation Stage.	2	Headhunters Incorporated P/L	69.28	Compliant. Recommended to proceed to the Financial Evaluation Stage.	N/A
No.	Bidder's Name	Weight out of 80	Comments												
1	Genesis Global Finance P/L	70.8	Compliant. Recommended to proceed to the Financial Evaluation Stage.												
2	Headhunters Incorporated P/L	69.28	Compliant. Recommended to proceed to the Financial Evaluation Stage.												

You are therefore advised to proceed as follows: -

1. Take all necessary steps as directed by the resolution.
2. In all communications, please quote the above **SPOC RESOLUTION** number and the date.



**Dr. C. Ruswa**  
**Chief Executive Officer**

**PROCUREMENT REGULATORY AUTHORITY OF ZIMBABWE**



***FOR AND ON BEHALF OF THE SPECIAL PROCUREMENT OVERSIGHT COMMITTEE  
IN ACCORDANCE WITH SECTION 54 (3) OF THE PUBLIC PROCUREMENT AND  
DISPOSAL OF PUBLIC ASSETS ACT [CHAPTER 22:23].***