



**Sindh Technical Education &
Vocational Training Authority (STEVTA)**
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118



Bidding Document

“Procurement of AI-Enabled Human Resource Management System (HRMS) & AI-Enabled Campus Management System (CMS)”

(National Competitive Bidding)

Date & Time of Bid Submission: 02-01-2026 (up to 2:00 p.m.)
Date & Time of Bid Opening: 02-01-2026 (at 3:00 p.m.)



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INVITATION OF BID

“Procurement of (1) AI-Enabled Human Resource Management System (HRMS) & (2) AI-Enabled Campus Management System (CMS)”

Sealed bids are invited from reputed/established I.T firms registered with Income Tax and Sales Tax authorities with prior experience in implementing large-scale ERP, HRMS, or CMS systems integrated with AI components, particularly within the public sector, are encouraged to participate.

Procedure of Bidding:	Single Stage – Two Envelope.
Cost of Bidding Document:	Rs.2,000/- in form of PO/DD.
Bid Security in the form of PO/DD:	Rs.1,400,000/=
Tender Document Collection (Start Date):	Hoisting/Publication of Notice.
Tender Document Collection (End Date):	02-01-2026.
Tender Document Submission Date & Time:	02-01-2026 up till 02:00 P.M.
Tender/Bid Opening Date & Time:	02-01-2026 at 03:00 P.M.

DOCUMENTS COLLECTION:

Tender documents can be downloaded from SPPRA/STEVTA website i.e. (www.epads.gov.pk), or can be obtained on submission of a written request on company letterhead, during office working hours, on payment of Tender document Cost **Rs.2000/-** (non-refundable/non-transferable) in form of PO/DD in Favor of **“SINDH TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY”** from the below address:

Incharge (Procurement)
Sindh Technical Education & Vocational Training Authority (STEVTA)
Street-19, Block-6, Gulshan-e-Iqbal,
Near NIPA Chowrangi, Karachi. Ph: 99244112-7.

NOTES:

Electronic Bids completed in all respects, must be submitted through EPADS (www.epads.gov.pk) only on or before 02-01-2026 upto 02:00 am along with a bid security Rs. 1,400,000/of Bid Price in the shape of Pay Order/Demand Draft in Favor of **“SINDH TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY”**. Manual Bids shall not be received. The Proposals/ Bids prepared and submitted in accordance with the instructions given in bidding document will be opened on 02-01-2026 at 03:00 am in the presence of Committee Members and representatives of bidders with authorized letter, who wish to attend. The tender will be opened next day in case of holiday declared by Govt. of Sindh.

- **Incomplete tenders Shall not be considered or entertained.**
(Kindly Read carefully & completely fill up the document and attach all required documents).
- STEVTA reserves the right to accept or reject any bid, subject to relevant provisions of Sindh Public Procurement Rules, 2010 (amended 2019).

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SECTION 1: INVITATION FOR BIDS

Sindh Technical Education & Vocational Training Authority (STEVTA), a statutory body under the Government of Sindh, invites sealed proposals from eligible and experienced IT service providers for the implementation, and post-deployment support of two critical systems: the **AI-Enabled Human Resource Management System (HRMS)** and the **AI-Enabled Campus Management System (CMS)**.

This procurement will follow the **Single-Stage, Two-Envelope Procedure** as specified under Rule 46(2) of the Sindh Public Procurement Rules 2010 (Amended). Both HRMS and CMS are mission-critical digital transformation initiatives aimed at modernizing internal governance, streamlining institutional processes, and leveraging Artificial Intelligence for predictive workforce and academic planning.

Project Objectives

The project seeks to centralize and digitize employee and academic records across more than **300 STEVTA institutions**. It aims to enhance transparency, efficiency, and service delivery through AI-powered analytics. Furthermore, the solution will provide mobile and cloud-based access for all users at headquarters, regional offices, and campuses. The project also ensures full compliance with Sindh Government's digitalization mandates.

Eligible Bidders

Registered IT firms with prior experience in implementing large-scale ERP, HRMS, or CMS systems integrated with AI components, particularly within the public sector, are encouraged to participate.

SECTION 2: INSTRUCTIONS TO BIDDERS

This section provides detailed guidance to prospective bidders on how to prepare and submit proposals for the AI-Enabled HRMS & CMS project for STEVTA. The entire bidding process will be conducted strictly in accordance with the Sindh Public Procurement Rules, 2010 (Amended), and all applicable legal requirements.

2.1 Bidding Procedure

The procurement will follow the **Single Stage – Two Envelope** procedure as per Rule 46(2) of the SPPRA Rules 2010 (Amended). Bidders must submit two separate envelopes:

- **Envelope A:** Technical Proposal, containing all relevant documents demonstrating the bidder's eligibility, experience, methodology, team structure, technical solution, and annexures.
- **Envelope B:** Financial Proposal, containing the bid price, financial breakdown, applicable taxes, AMC (if any), and bid security instrument.

2.2 Language of the Bid

All documentation—including proposals, annexures, forms, correspondence, and supporting materials—must be prepared and submitted in **English** only.

2.3 Currency

All financial figures and prices must be quoted in **Pakistani Rupees (PKR)**. Proposals submitted in any other currency will **not** be accepted.



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2.4 Bid Validity Period

All bids must remain valid for a minimum period of **ninety (90) calendar days** from the date of bid opening. Bids with a shorter validity period will be deemed **non-responsive**.

2.5 Bid Security

Bidders must provide a Bid Security equivalent to **5% of the total bid amount**, The Bid Security must be in the form of a **Pay Order or Demand Draft (PO/DD)** drawn in favor of **Sindh Technical Education & Vocational Training Authority (STEVTA)** and included in the financial proposal envelope. Failure to submit valid bid security will lead to **immediate rejection**.

2.6 Proposal Format and Structure

Proposals must strictly adhere to the structure outlined in Section 12 (Form Formats) and include all required:

- Technical forms (T1–T5)
- Financial forms (F1–F2)
- Mandatory legal documentation such as Affidavit, Power of Attorney, and NDA
- Gantt chart and compliance checklist

All pages should be **consecutively numbered** and properly indexed.

2.7 Submission Deadline and Method

Proposals must be uploaded by 02nd January 2026, **before 2:00 PM (PST)**, at website i.e. (www.epads.gov.pk), and original Tender Fees, bid security & undertaking that firm is not black listed be submitted to the **Incharge Procurement at STEVTA Head Office, Karachi**, located at **ST- 19, Block 6, Gulshan-e-Iqbal, Karachi**.

2.8 Opening of Bids

Technical Proposals will be opened publicly on the submission date at **3:00 PM** in the presence of bidders' authorized representatives who choose to attend. Financial Proposals will be opened only for bidders who qualify technically, at a later date communicated by STEVTA.

2.9 Grounds for Disqualification

Proposals may be rejected or bidders disqualified if:

- Bid security is **missing, invalid, or insufficient**
- Technical proposals are **incomplete** or fail to meet mandatory criteria
- Financial proposals are **disclosed prematurely** or included in the technical envelope
- Any **attempts to influence** the procurement process are detected
- **False information** is provided



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2.10 Clarifications and Amendments

STEVTA reserves the right to issue clarifications, modifications, or corrigenda in writing prior to the submission deadline. Bidders may submit written queries by Clarification Format specified in Section 14. Responses will be shared with all participating bidders within three days.

2.11 Right to Accept or Reject Proposals

STEVTA maintains the right to accept or reject any or all proposals without incurring any liability. The authority may cancel the bidding process at any stage under Rule 25 of the SPPRA Rules or reject proposals not complying with terms or deemed technically non-responsive.

2.12 Proposal Ownership and Confidentiality

All proposals submitted become the property of STEVTA and will **not** be returned. All information contained within the proposals will remain **confidential** and will not be disclosed to any third party until the contract is awarded.



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SECTION 3: ELIGIBILITY CRITERIA

All bidders must demonstrate their technical, legal, and financial capability to undertake the implementation of an AI-Enabled Human Resource Management System (HRMS) and Campus Management System (CMS) for STEVTA. The following eligibility requirements must be strictly fulfilled at the time of submission:

Sr.	Eligibility Criteria	Minimum Requirement	Supporting Documents Required
1	Legal Status	Registered Private Limited Company under Companies Act 2017	SECP Certificate of Incorporation
2	Tax Registration	Active NTN & SRB Registration, listed on ATL	NTN Certificate, ATL Printout, SRB Registration Document
3	Project Experience (ERP/HRMS/CMS)	Minimum 2 completed ERP/HRMS/CMS projects with AI/Analytics	Work Orders & Their Completion Certificates
4	Annual Turnover	Minimum PKR 30 million annual turnover for each last 3 audited years.	Audited Financial Statements (Signed by Chartered Accountant) + Bank Certificate + Tax Returns (3 years)
5	Declaration of non-blacklisting	Must not be blacklisted locally or internationally	Affidavit on PKR 100 Stamp Paper
6	Local Presence in Sindh	Must have physical operational office in Sindh	Utility Bill or Rental Agreement
7	Key Technical Staff Availability	Project Manager, AI/ML Engineers, Developers, QA Team	CVs with signatures and consent of assigned personnel
8	Intellectual Property Rights (IPR)	Must own/co-own software platform or have development rights	IPR Declaration, Software Ownership / Licensing Documents
9	Proposal Completeness	Complete Technical + Financial Proposal with Bid Security	Signed Submission Checklist

Important Notes:

- Failure to submit **any one** of the above mandatory requirements shall result in **disqualification** from the evaluation process.
- Joint Venture (JV) submissions are allowed **provided that**:
 - One firm is designated as the **Lead Member**
 - A **JV Agreement** with authorized signatories is attached.
- STEVTA reserves the right to **verify submitted credentials** and conduct inspections of offices or past worksites if deemed necessary.



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SECTION 4: SCOPE OF WORK

The successful bidder shall be responsible for the deployment, training, and post-go-live support of an AI-Enabled Human Resource Management System (HRMS) and Campus Management System (CMS) for Sindh Technical Education & Vocational Training Authority (STEVTA). The solution must be secure, scalable, modular, cloud-ready, and compliant with international IT governance and data privacy standards.

A. PROJECT OBJECTIVE

The core objective of this assignment is to digitally transform STEVTA's human resources and academic operations by deploying an integrated, AI-powered system that enhances administrative efficiency, data-driven decision-making, and service delivery across more than 300 offices and campuses in Sindh.

B. HRMS MODULES & FUNCTIONALITY

The proposed HRMS must include, but is not limited to, the following components:

4.1 Core Functional Modules:

1. Employee Data Management – Centralized employee database with career lifecycle history
2. Vacancy Position Monitoring – Dynamic vacancy reporting by cadre, stream, and technology
3. Time & Attendance – Integration with biometric/manual systems
4. Payroll Management – Salary calculation, tax, deductions, allowances
5. Recruitment & Postings – Cadre-wise recruitment & transfer workflows
6. Application/File Tracking – Digital movement logs of internal files with action tracking
7. Performance Management – KPI-based performance records and vertical promotions
8. Seniority Record Maintenance – Automated seniority list generation
9. Leave Management – Online leave application, approval, and audit trail
10. Benefits Management – GP Fund, pension, and insurance modules
11. Disciplinary Actions Record – Log of disciplinary events with documentation
12. User Management – Role-based access control and user lifecycle
13. Reporting & Dashboards – Custom and standard HR reports
14. Audit Trail & Logs – Activity logging with user IDs
15. System Integration – Seamless linkages with finance, attendance, and academic systems
16. Mobile Friendly Interface – For remote HR access and approvals

4.2 AI-Enabled Predictive Features:

- Attrition Forecasting – Predicting staff turnover and retirements
- Leave Pattern Analysis – Predicting leave trends for workforce planning
- Recruitment Needs Forecast – AI model for suggesting future staff demand
- Training Gap Analysis – Detecting performance gaps to suggest skill development
- Seniority Projection & Succession Planning

4.3 AI Chatbot - Enhance campus management system, providing instant, intelligent support for student and staff inquiries 24/7.



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- 4.4 AI Document Portal:** to keep records in form of scanned and OCR with dashboard and summaries, subject and important keywords inside the documents, to search the document
- 4.5 AI Recruitment** – AI Base complete recruiting process from job posting to hiring (job posting, CV uploading, AI based online-test, cheating control, Interview panel, issuing offer letter, email replies)
- 4.6 If any API is required to perform the AI tasks, it providing Stevta responsibility.**

4.4 Multi-Level Implementation & Accessibility:

- The system must be implemented across HQ, Regional, and Institute levels covering all ~300 offices/institutes across Sindh.
- Dashboards and reporting must be available at:
 - Institute/Office Level
 - Regional Level
 - HQ Level
- Each employee must have individual login credentials to view:
 - Leave application status
 - Profile and record updates
 - Any HR action or request status

C. CAMPUS MANAGEMENT SYSTEM (CMS) MODULES

The CMS will enable comprehensive academic and administrative processes across STEVTA's technical and vocational campuses:

4.1 Functional Modules to be Included:

1. **Admission & Enrollment Management** – Online applications, merit lists, student registration, and enrollment tracking.
2. **Student Management** – Student profiles, academic records, ID generation, batch and class assignments.
3. **Faculty & Staff Management** – Faculty profiles, course loads, scheduling, HRMIS integration for data sync.
4. **Learning Management System (LMS)** – Course material uploads, assignments, student-teacher interactions, performance tracking.
5. **Academic & Training Management** – Curriculum mapping, yearly/semester scheduling, syllabus and timetables.
6. **Course Planner** – Auto-scheduling engine for classes and labs, room allocation.
7. **Student & Staff Attendance Management** – Biometric/manual attendance integrated with HRMIS.
8. **Finance & Accounts Management** – Fee collection, challans, scholarships, accounts management, integration with financial systems.
9. **Examination & Certification (Pass-out Management)** – Exam scheduling, result processing, certification generation, transcripts.
10. **Alumni Management** – Alumni tracking, communication, engagement, and success monitoring.
11. **Administration & Institute Management** – Campus-level administrative workflows including asset tracking and hostel administration.
12. **Placement & Career Services** – Job board, career counseling, employer linkages.



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13. **Library & Digital Learning** – Online catalog, issuing/return system, e-book repository, RFID/barcode-based access.
14. **Transport Management** – Bus route planning, attendance, vehicle tracking.
15. **Industry & PPP Collaboration Module** – MoUs, industrial visits, apprenticeship and training records.
16. **Communication & Notification Module** – SMS, Email, Push Notifications for students, parents, staff.
17. **AI & Analytics Module** – Predictive analytics, dropout prediction, performance forecasting, course suggestions.
18. **AI Chatbot** - Enhance campus management system, providing instant, intelligent support for student and staff inquiries 24/7.
19. **AI Document Portal**: to keep records in form of scanned and OCR with dashboard and summaries, subject and important keywords inside the documents, to search the document
20. **AI Examination** – for student self test and Teacher assignments an AI based Examination system is required
21. **Accreditation & Compliance Module** – Automated compliance tracking with NAVTTC, SBTE, BISE, TEVTA, etc.
22. **For any kind of AI, where an API is required from other companies is responsibility of Stevta**
23. **For any kind of integration with existing (or future) software or hardware, the APIs providing is Stevta responsibility.**
24. **For any kind of scanning documents, it is the responsibility of Stevta**

4.2 Interoperability:

- Seamless integration with HRMIS for faculty and staff records
- APIs for integration with LMS, Attendance, Finance, and third-party tools
- Single Sign-On (SSO) and Active Directory compatibility

4.3 User Roles & Access:

- Super Admin, Regional Directors, Principals, Faculty, Students, Finance/Admin Officers
- Role-based access with custom permissions

5. DELIVERABLES

1. System Requirement Specification (SRS)
2. System . Document (SDD)
3. CMS modules
4. Integration with HRMIS and other systems
5. User Acceptance Testing (UAT)
6. Training for users and admin staff
7. User Manuals and Documentation
8. 12-month post-deployment support and SLA compliance



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D. SYSTEM INTEGRATION REQUIREMENTS

STEVTA will provide APIs for existing systems to be integrated with the new solution, including:

- Existing Finance System
- Existing Attendance and Payroll Systems
- External Accreditation Bodies
- Biometric Systems
- Active Directory or Single Sign-On (SSO), if required.
- [Stetva will provide existing Systems \(software and hardware\) APIs](#)

E. TECHNICAL REQUIREMENTS

The solution must be deployed on a secure, cloud-based infrastructure with managed hosting. It should support a multi-institute, multi-role hierarchical structure. All data and source code shall be provided to STEVTA. Data encryption must be ensured both at rest and in transit using SSL/TLS protocols. The system must be compliant with relevant standards and provide a responsive user interface.

F. DELIVERABLE FORMAT

The bidder shall deliver the solution through the following well-documented milestones:

1. Requirement Specification Document (RSD)
2. Software . Document (SDD)
3. Data Migration Plan
4. System Architecture & Deployment Plan
5. Testing Reports including UAT, Security, and Performance
6. Training Manuals for Admin and End Users
7. Final Source Code and Build Instructions
8. Warranty and Support Plan

G. TARGET DEPLOYMENT COVERAGE

The HRMS and CMS will be implemented across the STEVTA ecosystem, including:

- Head Office in Karachi
- Six Regional Directorates
- More than 300 Institutes and Centers

The system must provide role-based dashboards for the following user levels: Admin, Institute Staff, Teachers, Students, and Regional/Head Office personnel.

SECTION 5: TIMELINE & DELIVERABLES



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The total project duration for each of the HRMS and CMS projects shall be **90 calendar days** starting from the date of contract signing. The awarded service provider shall deliver the projects in clearly defined phases, each with specific milestones, deliverables, and assigned responsible teams.

Phase	Duration	Key Activities	Deliverables	Responsible Team
1. Inception & Planning	10 Days	Kickoff meeting, team mobilization, deployment planning	Project Charter, Work Breakdown Structure (WBS), Resource Plan	Project Manager, Client Coordinator
2. Requirement Gathering	10 Days	Stakeholder interviews, process mapping, field surveys	Requirements Specification Document (RSD), Functional Flow Charts	Business Analysts, HR/Academic Experts
3. System.	10 Days	Architecture definition, UI/UX, database modeling	Software. Document (SDD), Wireframes, API Strategy	Solution Architect, UI/UX Team
4. Customization	20 Days	Agile sprint-based customization of HRMS & CMS modules with AI functionality	Developed Modules, Source Code Repository, Internal QA Reports	Full-Stack Developers, AI Engineers
5. Integration & Testing	10 Days	Data migration scripts, system integration, QA/UAT with user groups	Integrated System, UAT sign-off, Test Case Results	QA Team, Client Review Panel
6. Deployment & Hosting	10 Days	Cloud setup, SSL certificates, live server deployment	Production Hosting, Live System Launch, Final Security Audit	DevOps Team, Security Engineer
7. Training & Handover	10 Days	User training (Admin, Academic, HR), documentation, SOP submission	Training Manuals, SOPs, Admin Guides, Video Tutorials	Training Team, Documentation Team
8. Support & Warranty	10 Days	Ongoing bug fixes, SLA maintenance, ticket resolution, system optimization	Monthly SLA Compliance Reports, Issue Logs, Performance Dashboards	Support & Maintenance Team



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SECTION 7: EVALUATION CRITERIA & SCORING

- All submitted technical proposals will be evaluated by the Committee of STEVTA using the weighted criteria detailed below. Bidders must achieve a minimum score of **80 out of 100** in the technical evaluation to qualify for the opening of the financial bids.

Sr.	Evaluation Area	Maximum Marks	Evaluation Guidelines
1	Relevant Experience (ERP / HRMS / CMS)	05 Marks	- Minimum 2 similar projects (05 marks) - Projects with AI/Analytics modules Last 5 Years Work Order Be Provided
2	Technical Architecture & Scope Compliance	10 Marks	- Full compliance with HRMS & CMS modules - System Architecture + Flow Diagrams - SRS + AI/ML Capabilities
3	Public Sector Project Experience	05 Marks	- At least 1 public-sector IT project (5 marks)
4	Team Qualifications & CVs	05 Marks	- PMP-certificate / Diploma Project Manager - Experienced AI Engineers, Full Stack Developers, QA Lead
5	Work Plan & Implementation Timeline	10 Marks	- Detailed Gantt Chart (5 marks) - Resource Allocation linked to deliverables (5 marks)
6	Financial Capacity	15 Marks	- Audited financial statements (last 3 years) - Annual turnover PKR 30+ million - Tax returns & bank certificate
7	Presentation / Demo & Methodology	50 Marks	1. Methodology & Work Approach = 05 2. HRMS = 10 3. CMS = 10 4. AI ChatBot = 5 5. AI Recruiter = 5 6. AI Document Portal = 5 7. AI Exam = 5 8. AI Teaching = 5

Note:

- The preference shall be given to best AI presentation and Demonstration.*
- The bid shall be finalized on conformity of Presentation and Demonstration given by the firms*

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- Minimum Qualifying Technical Score: 80** out of 100 marks
Only firms meeting or exceeding this score will be deemed technically responsive and invited for the opening of their financial proposals.



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SECTION 8: GENERAL CONDITIONS OF CONTRACT

1. **Contract Effectiveness and Enforcement**

Upon signing by both parties, the contract shall become legally binding. The successful bidder (hereinafter referred to as the "Contractor") shall be obligated to fulfill all duties and responsibilities outlined in the RFP and bid proposal, including post-go-live support.

2. **Commencement of Work**

The Contractor shall commence project activities within seven (07) working days from the issuance of the Letter of Intent (LOI) or Contract Award Notification, whichever is earlier. Failure to mobilize within this period may result in contract annulment and forfeiture of bid security.

3. **Project Duration**

The total contract period shall encompass three major phases:

- Deployment
- Training and Documentation
- Post-Go-Live Support Period (12 months)

4. **Payment Terms and Milestones**

Payments shall be made promptly by the Procuring Agency, but in no case later than sixty (60) days after submission of an invoice or claim by the Supplier. The currency of payment is Pak. Rupees.

5. **Taxes and Duties**

All applicable taxes, including Withholding Tax, Sales Tax (SRB & FBR), and stamp duties, shall be borne by the Contractor. STEVTA will deduct applicable taxes at source as per government regulations.

6. **Bid Validity Period**

All bids submitted must remain valid for a minimum of ninety (90) calendar days from the date of Technical Proposal opening. Proposals with shorter validity will be rejected.

7. **Bid Security Requirements**

Bidders must submit a Bid Security equal to 5% of the total bid amount, in the form of a Pay Order or Demand Draft drawn in favor of "Sindh Technical Education & Vocational Training Authority." Bid security of unsuccessful bidders shall be returned within 28 days of contract signing or procurement cancellation.

8. **Amendment and Interpretation**

No changes to the scope, pricing, or schedule will be accepted unless approved in writing by STEVTA. All clarifications, amendments, or additions will be issued through official addenda.

9. **Subcontracting**

Subcontracting is not permitted without prior written approval from STEVTA. The Contractor remains fully liable for all deliverables, including those executed by subcontractors.

10. **Performance Guarantee**

The successful bidder shall provide a Performance Guarantee equivalent to 5% of the contract value, valid until the end of the post-go-live support period. Acceptable instruments include bank guarantees.

11. **Force Majeure**

In cases of unforeseen events such as natural disasters, political unrest, or pandemics, either party may request an extension or exemption under the force majeure clause, subject to mutual agreement.

12. **Governing Law and Jurisdiction**

This contract shall be governed by the laws of Pakistan. Jurisdiction for any disputes arising shall be vested in courts located in Karachi, Sindh.

SECTION 9: SPECIAL CONDITIONS OF CONTRACT

This section outlines critical project-specific obligations, protections, and rights governing the selected vendor (hereinafter referred to as "the Contractor") beyond the general terms. All provisions are mandatory and legally binding under the signed agreement.



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1. **Intellectual Property Rights (IPR)**

All source code, scripts, database structures, .s, documentation, testing artifacts, AI models, and analytics dashboards developed during the project shall be provided to STEVTA and must be handed over upon project completion.

2. **Cloud Hosting & Infrastructure**

The entire solution shall preferably be hosted within Pakistan or utilize a hybrid cloud architecture subject to STEVTA's approval. The solution must ensure robust security through end-to-end encryption using SSL/TLS version 1.2 or higher and implement Role-Based Access Control (RBAC) for administrators and users. Ownership of the cloud environment, access credentials, and deployment documentation shall be transferred to STEVTA at project handover.

3. **Service Level Agreement (SLA)**

Throughout the 12-month post-implementation period, the Contractor must maintain system availability standards ensuring at least 99.5% uptime monthly for both web and mobile accessibility.

4. **Post-Go-Live Maintenance & Support**

Support and maintenance services shall be provided for 12 months from the issuance of the Go-Live certificate. The scope includes critical bug fixes and minor user interface enhancements.

5. **Penalties for Delay & Non-Compliance**

To enforce accountability, the following penalties will apply:

- Delay in milestone delivery will incur a penalty of 0.5% of the total contract value per week.
- Cumulative delays exceeding 20 days will trigger formal warnings and escalation.
- The maximum penalty ceiling is capped at 10% of the total contract value.
- Repeated failures, defined as three or more delays, may lead to contract termination.

6. **Termination & Blacklisting Clauses**

Immediate contract termination grounds include:

- Unauthorized data usage or breach of confidentiality.
- Failure to meet minimum SLA standards for two consecutive months.
- Subcontracting without permission.
- Proven non-performance or withdrawal from the project scope.

Upon termination, the Contractor must return all hardware, software, and documents related to the contract. STEVTA reserves the right to blacklist the Contractor from future tenders.

7. **Confidentiality & NDA Enforcement**

A Non-Disclosure Agreement (NDA) shall be executed at the time of contract award, covering all confidential and proprietary materials shared or developed during the project.



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SECTION 10: ANNEXURES, FINANCIAL CONSIDERATIONS & Bid SUBMISSION CHECK LIST

This section provides all supporting documents, templates, and preferential financial considerations applicable to eligible local IT service providers. These formats are **mandatory** and must be submitted as per instructions.

A. ANNEXURES – MANDATORY SUBMISSIONS

Bidders are required to submit the following fully completed forms, signed and stamped by authorized signatories:

- **T1: Company Profile & Legal Documents**
Include SECP certificate, FBR/SRB registrations, Memorandum, CNICs of Directors.
- **T2: Project Experience Summary**
At least two successfully delivered AI-enabled ERP/HRMS/CMS projects.
- **T3: Key Staff CVs**
Include project manager, lead developer, AI engineer, QA lead, UI/UX .er.
- **T4: Work Plan & Gantt Chart**
Activity-wise implementation plan covering 180-day delivery timeline.
- **T5: Technical Methodology & Compliance Checklist**
Narrative on software stack, testing, QA, backup, scalability, and security protocols.
- **F1: Financial Proposal Form**
Grand total, milestone breakdown, and taxes (inclusive of all charges).
- **F2: AMC Quotation (Optional)**
Quote for 1–3-year maintenance service (post-warranty).
- **A1: Affidavit**
On Rs. 100 stamp paper: Non-blacklisting, accuracy of information, no litigation.
- **A2: Power of Attorney**
Delegating authority to a representative for Bid submission and signing.
- **A3: Non-Disclosure Agreement (NDA)**
Required for all participating firms before evaluation of technical proposal.
- **A4: Bid Security Format**
Must be issued on bidder's letterhead; attach original instrument (Pay Order / Demand Draft).

Editable formats (.docx/.xls) of the above will be made available upon request or at the pre-bid meeting.

C. DOCUMENT PREPARATION & SUBMISSION FORMAT

- All forms must be printed on official letterhead (where applicable), signed and stamped, indexed in the Technical Proposal Folder. (PDF/DOCX).



**Sindh Technical Education &
Vocational Training Authority (STEVTA)**
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118



SECTION 11: FORMS FORMATS

Cover Letter

[Your Company Letterhead]

Date: [DD/MM/YYYY]

To:

Incharge Procurement

Sindh Technical Education & Vocational Training Authority (STEVTA)

ST-19, Block 6, Gulshan-e-Iqbal

Karachi, Pakistan

Subject: Submission of Proposal for AI-Enabled Human Resource Management System (HRMS) & Campus Management System (CMS)

Dear Sir/Madam,

[Company Name] is pleased to submit its proposal in response to the Bid issued by STEVTA for the customization, deployment, and support of the AI-Enabled HRMS & CMS. We affirm our proposal complies fully with bid requirements and we look forward to contributing to STEVTA's digital transformation.

Sincerely,

[Authorized Signatory Name]

[Designation]

[Company Name]

[Contact Details]

[Signature & Company Seal]



**Sindh Technical Education &
Vocational Training Authority (STEVTA)**
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118

T4: Work Plan & Gantt Chart

Project: AI-Enabled Human Resource Management System (HRMS) & Campus Management System (CMS)
Bidder: [Company Name]
Date: [DD/MM/YYYY]

1. Work Plan Summary

Phase	Description	Duration (Days)	Start Date	End Date	Responsible Team
Inception Planning	& Project kickoff, resource mobilization, charter	10 Days	[Date]	[Date]	Project Manager
Requirement Gathering	Stakeholder interviews, process mapping	10 Days	[Date]	[Date]	Business Analysts
System .	Architecture, UI/UX, database .	10 Days	[Date]	[Date]	Solution Architect
Customization	Module coding, AI integration	20 Days	[Date]	[Date]	Developers, AI Team
Integration Testing	& System integration, UAT, bug fixes	10 Days	[Date]	[Date]	QA Team
Deployment Hosting	& Cloud setup, live deployment	10 Days	[Date]	[Date]	DevOps, Security
Training Handover	& User training, documentation	10 Days	[Date]	[Date]	Training Team
Support Warranty	& Post go-live support and maintenance	10 Days	[Date]	[Date]	Support Team

T5: Technical Methodology & Compliance Checklist

Company Name: _____
Project: AI-Enabled HRMS & CMS for STEVTA
Date: _____



Sindh Technical Education & Vocational Training Authority (STEVTA)
 St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
 Phone No. 99244112-7 Fax No. 99244118



1. Technical Stack

Component	Description / Tools & Technologies	Compliance Status (Yes/No)	Remarks
Backend Framework	(e.g., Node.js, .NET Core, Python, Monolithic architecture)		
Frontend Framework	(e.g., React, Angular, ASP.Net webforms)		
Database	(e.g., PostgreSQL, MS SQL Server, MySQL)		
Cloud Platform	(e.g., AWS, Azure, Google Cloud, Local Data Center, VPS)		
Mobile Platform	PWA, Mobile Application (for employees for leave posting and check status, employee records e.g. pay slips)		

2. Quality Assurance (QA) Process

QA Activity	Description	Compliance (Yes/No)	Status	Remarks
Unit Testing	Automated unit tests covering all core modules			
Integration Testing	Testing interactions between modules			
System Testing	Complete end-to-end functional testing			
User Acceptance Testing (UAT)	Engagement with STEVTA stakeholders for validation			

3. Compliance Statement

We hereby declare that the technical methodology, technology stack, QA processes, security protocols, and scalability features described above comply with the requirements set forth in the STEVTA RFP for AI-Enabled HRMS & CMS.

Authorized Name: _____ Designation: _____ Date: _____

Signatory: _____

F1: Financial Proposal Form

Company Name: _____
Project: AI-Enabled HRMS & CMS for STEVTA
Date: _____



Sindh Technical Education & Vocational Training Authority (STEVTA)
 St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
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1. Cost Breakdown

Item No.	Description	Quantity	Unit Price (PKR)	Total Price (PKR)
1	Requirement Analysis	1		
2	HRMS Modules	1		
3	CMS Modules	1		
4	AI Integration & Analytics	1		
5	System & API Integration	1		
6	Testing & Quality Assurance	1		
7	Deployment, Cloud Hosting Setup	1		
8	Training & Documentation	1		
9	Post-Go-Live Support & Maintenance (12 months)	1		
Total (Including Taxes)			PKR _____	

3. Grand Total

Description	Amount (PKR)
Total Cost (Excl. Taxes)	PKR _____
Total Taxes	PKR _____
Grand Total (Incl. Taxes)	PKR _____

5. Declaration

We hereby submit our financial proposal for the AI-Enabled HRMS & CMS project for STEVTA as per the specifications, terms, and conditions stated in the RFP document.

Authorized Signatory: _____
 Name: _____
 Position: _____
 Date: _____

F2: Annual Maintenance Contract (AMC) Quotation (Optional)

Company Name: _____
Project: AI-Enabled HRMS & CMS for STEVTA
Date: _____



Sindh Technical Education & Vocational Training Authority (STEVTA)
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1. AMC Service Overview

This AMC quotation covers the post-warranty support and maintenance services for the AI-Enabled Human Resource Management System (HRMS) and Campus Management System (CMS) deployed at STEVTA. The AMC services include but are not limited to:

- Software bug fixes
- System updates and upgrades
- Performance optimization
- Backup and disaster recovery support

2. AMC Duration and Pricing Options

AMC Term (Years) Price per Year (PKR) Total Price (PKR) Remarks

1 Year			
2 Years			Discounted (if any)
3 Years			Discounted (if any)

3. Payment Terms

- Payment to be made annually in advance / quarterly / semi-annually (choose one)
- Invoices will be raised at the start of each AMC period
- Any additional work outside the AMC scope will be billed separately with prior approval

4. Additional Notes / Terms

- AMC does not include hardware maintenance unless separately agreed
- Major new features or enhancements will be considered outside AMC scope
- Contract may be renewed subject to mutual agreement and performance evaluation

5. Declaration

We hereby submit our AMC quotation as part of the overall proposal for STEVTA's AI-Enabled HRMS & CMS project.

Authorized

Signatory:

Name:

.ation:

Date:



**Sindh Technical Education &
Vocational Training Authority (STEVTA)**
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118

A1: Affidavit of Non-Blacklisting, Accuracy & No Litigation

(On Rs. 100 Stamp Paper)

I, [Full Name], the undersigned, authorized representative of [Company Name], having its registered office at [Company Address], do hereby solemnly affirm and declare as under:

- 1. Non-Blacklisting**
That our company [Company Name] is not blacklisted or debarred by any Government, Semi-Government, Autonomous Body, or any other organization in Pakistan or abroad as of the date of submission of this affidavit.
- 2. Accuracy of Information**
All information, documents, statements, and particulars provided in our proposal submitted to the Sindh Technical Education & Vocational Training Authority (STEVTA) for the RFP titled "AI-Enabled Human Resource Management System (HRMS) & Campus Management System (CMS)" are true, correct, and authentic to the best of our knowledge and belief. We understand that any false information or misrepresentation may lead to disqualification or legal action.
- 3. No Litigation**
There is no pending litigation, arbitration, or legal case against [Company Name], its directors, or key management that could affect its ability to perform the contract.
- 4. Compliance**
We agree to abide by all terms and conditions specified in the RFP and any subsequent contracts awarded.

Signed:

[Authorized Signatory Name]
[.ation]
[Company Name]
Date: [DD/MM/YYYY]

Witness:

Name:
CNIC No.:
Date:



Sindh Technical Education & Vocational Training Authority (STEVT)
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118

A2: Power of Attorney for Authorized Representative

(On Company Letterhead)

POWER OF ATTORNEY

Know all men by these presents that I, [Name of Authorized Signatory], [.ation] of [Company Name], a company incorporated under the laws of Pakistan, having its registered office at [Company Address], hereby nominate, constitute, and appoint Mr./Ms. [Name of Representative], son/daughter of [Father's Name], holding CNIC No. [CNIC Number], as our true and lawful attorney (hereinafter referred to as the "Authorized Representative") for the purpose of:

- Preparing, signing, submitting, and presenting the bid/proposal in response to the Request for Proposal (RFP) issued by Sindh Technical Education & Vocational Training Authority (STEVT) titled "AI-Enabled Human Resource Management System (HRMS) & Campus Management System (CMS)".
Representing [Company Name] in all matters related to the bidding process, including attending pre-bid meetings, receiving and responding to communications, and executing any necessary documents.
Taking all actions and doing all acts, deeds, and things necessary or incidental to the bid submission and contract award process.

This Power of Attorney shall remain valid until the completion of the bidding process and award of contract.

IN WITNESS WHEREOF, I have signed this Power of Attorney on this [Day] day of [Month], [Year].

For [Company Name]:

[Name of Authorized Signatory]
[.ation]
[Company Seal & Signature]

Witness:

1. _____

Name:
CNIC No:

2. _____

Name:
CNIC No:



Sindh Technical Education & Vocational Training Authority (STEVTA)
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A3: Non-Disclosure Agreement (NDA)

THIS NON-DISCLOSURE AGREEMENT ("Agreement") is made and entered into as of this [Day] day of [Month], [Year], by and between:

Sindh Technical Education & Vocational Training Authority (STEVTA), a statutory body under the Government of Sindh, having its principal office at [Address], hereinafter referred to as the "Disclosing Party";
AND

[Bidder Company Name], a company incorporated under the laws of Pakistan, having its registered office at [Address], hereinafter referred to as the "Receiving Party".

WHEREAS

The Disclosing Party possesses certain confidential and proprietary information related to its AI-Enabled Human Resource Management System (HRMS) and Campus Management System (CMS) project, which it desires to disclose to the Receiving Party for the purpose of evaluating and preparing a bid proposal;

NOW, THEREFORE, in consideration of the mutual covenants and promises herein contained, the parties agree as follows:

1. Definition of Confidential Information

All information, whether written, oral, electronic, or otherwise, disclosed by the Disclosing Party to the Receiving Party, including but not limited to business plans, software code, technical data, drawings, specifications, documents, financial information, and any other proprietary information related to the RFP and the project shall be considered Confidential Information.

2. Obligations of Receiving Party

The Receiving Party agrees to:

- Maintain all Confidential Information in strict confidence and take all reasonable precautions to protect such information.
- Use the Confidential Information solely for the purpose of preparing the bid and participating in the procurement process.
- Not disclose any Confidential Information to any third party without the prior written consent of the Disclosing Party.
- Limit disclosure of Confidential Information within its own organization to employees or consultants who have a need to know for the purpose of this RFP and who are bound by confidentiality obligations.

3. Exclusions from Confidential Information

Confidential Information does not include information that:

- Was in the public domain at the time of disclosure or becomes publicly available through no fault of the Receiving Party.
- Was rightfully received from a third party without breach of any obligation of confidentiality.
- Was independently developed by the Receiving Party without use of the Disclosing Party's Confidential Information.

4. Duration of Confidentiality

The obligations under this Agreement shall survive for a period of five (5) years from the date of disclosure.

5. Return or Destruction of Materials

Upon request of the Disclosing Party, the Receiving Party shall promptly return or destroy all materials containing Confidential Information.



Sindh Technical Education & Vocational Training Authority (STEVT)
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Phone No. 99244112-7 Fax No. 99244118

6. No License or Ownership Rights

Nothing in this Agreement shall be construed as granting any rights, by license or otherwise, to the Receiving Party in any Confidential Information or intellectual property.

7. Governing Law and Jurisdiction

This Agreement shall be governed by the laws of Pakistan. Any disputes arising out of this Agreement shall be subject to the exclusive jurisdiction of courts located in Karachi, Sindh.

IN WITNESS WHEREOF, the parties hereto have executed this Non-Disclosure Agreement as of the date first above written.

Disclosing Party:

Sindh Technical Education & Vocational Training Authority (STEVT)

By: _____

Name:

Designation:

Date:

Receiving Party:

[Bidder Company Name]

By: _____

Name:

Designation:

Date:



Sindh Technical Education & Vocational Training Authority (STEVTA)
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118

JOINT VENTURE AGREEMENT

This Joint Venture Agreement (“Agreement”) is made on this [Day] Day of [Month], [Year], by and between:

Party A:

[Full Name of Lead Member Company], a company incorporated under the laws of Pakistan, having its registered office at [Address], represented by [Name and .ation].

Party B:

[Full Name of Partner Company], a company incorporated under the laws of Pakistan, having its registered office at [Address], represented by [Name and .ation].

[Add additional parties as required]

RECITALS

WHEREAS the Parties intend to jointly participate in the bidding and execution of the project titled “**AI-Enabled Human Resource Management System (HRMS) & Campus Management System (CMS)**” for Sindh Technical Education & Vocational Training Authority (STEVTA);

WHEREAS the Parties desire to set forth the terms and conditions governing their joint venture, responsibilities, and profit-sharing for the purpose of the said project;

AGREEMENT

1. Formation of Joint Venture

The Parties hereby agree to form a Joint Venture (the “JV”) for the purpose of jointly bidding and executing the contract awarded by STEVTA.

2. Name of the Joint Venture

The Joint Venture shall operate under the name:
[Joint Venture Name]

3. Lead Member

[Name of Lead Member Company] shall act as the Lead Member and shall be authorized to represent the JV in all dealings with STEVTA and third parties.

4. Scope of Work and Responsibilities

Each party shall perform the work and obligations assigned as follows:

- Lead Member: Overall project management, client liaison, primary financial responsibility.
- Partner Member(s): Technical development, resource provision, or other agreed tasks.

5. Capital Contribution and Profit Sharing

Each party’s financial contribution to the JV shall be as follows:

- Party A: [Percentage]%



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- Party B: [Percentage]%
Profits and losses will be shared proportionally to the capital contribution or as mutually agreed.

6. Governance and Decision Making

All major decisions shall require unanimous consent of the Parties or as otherwise agreed.
A Management Committee shall be formed with representatives from each Party.

7. Duration and Termination

The JV shall remain in effect until the successful completion of the project and all contractual obligations.
Termination conditions and dispute resolution mechanisms to be specified.

8. Confidentiality

The Parties agree to maintain strict confidentiality of all proprietary information related to the JV and project.

9. Legal Compliance

The JV shall comply with all applicable laws, regulations, and STEVTA requirements.

10. Miscellaneous

This Agreement constitutes the entire understanding between the Parties.
Amendments shall be in writing and signed by all Parties.

IN WITNESS WHEREOF, the Parties have executed this Joint Venture Agreement on the day and year first above written.

Party A (Lead Member):

Name:
Designation:
Signature:
Date:
Company Seal:

Party B:

Name:
Designation:
Signature:
Date:
Company Seal:

[Add signature blocks for additional parties]

Notarization:

This Agreement has been notarized by [Name of Notary] on [Date], bearing Notary Registration No. [Number].



Sindh Technical Education & Vocational Training Authority (STEVT)
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118

INTEGRITY PACT

DECLARATION OF FEES, COMMISSION AND BROKERAGE PAYABLE BY THE SERVICE PROVIDER

Contract Number:
Dated:
Contract Value:
Contract Title:

[Name of Service Provider] hereby declares that it has not obtained or induced the procurement of any contract, right, interest, privilege or other obligation or benefit from Government of Sindh (GoS) or any administrative subdivision or agency thereof or any other entity owned or controlled by it (GoS) through any corrupt business practice.

Without limiting the generality of the foregoing, [Name of Service Provider] represents and warrants that it has fully declared the brokerage, commission, fees etc. paid or payable to anyone and not given or agreed to give and shall not give or agree to give to anyone within or outside Pakistan either directly or indirectly through any natural or juridical person, including its affiliate, agent, associate, broker, consultant, director, promoter, shareholder, sponsor or subsidiary, any commission, gratification, bribe, finder's fee or kickback, whether described as consultation fee or otherwise, with the object of obtaining or inducing the procurement of a contract, right, interest, privilege or other obligation or benefit, in whatsoever form, from procuring agency, except that which has been expressly declared pursuant hereto.

[Name of Service Provider] certifies that it has made and will make full disclosure of all agreements and arrangements with all persons in respect of or related to the transaction with PA and has not taken any action or will not take any action to circumvent the above declaration, representation or warranty.

[Name of Service Provider] accepts full responsibility and strict liability for making any false declaration, not making full disclosure, misrepresenting facts or taking any action likely to defeat the purpose of this declaration, representation and warranty. It agrees that any contract, right, interest, privilege or other obligation or benefit obtained or procured as aforesaid shall, without prejudice to any other right and remedies available to PA under any law, contract or other instrument, be voidable at the option of procuring agency.

Notwithstanding any rights and remedies exercised by procuring agency in this regard, [Name of Service Provider] agrees to indemnify procuring agency for any loss or damage incurred by it on account of its corrupt business practices and further pay compensation to procuring agency in an amount equivalent to ten times the sum of any commission, gratification, bribe, finder's fee or kickback given by [Name of Service Provider] as aforesaid for the purpose of obtaining or inducing the procurement of any contract, right, interest, privilege or other obligation or benefit, in whatsoever form, from procuring agency.

[Procuring Agency]

[Service Provider]



Sindh Technical Education &
Vocational Training Authority (STEVTVA)
Government of Sindh



NOTIFICATION

In supersession of all previous notifications/Orders, with approval of Competent Authority i.e Secretary Universities & Boards in accordance to Rule-31 of Sindh Public Procurement Rules-2010, (amended-2019) a 'Complaint Redressal Committee (CRC) STEVTVA' comprising the following officers, is hereby constituted to redress the complaints of bidders against the procurement of all wings/sections of STEVTVA (except Works & Services Wing):

- | | | |
|----|---|-----------|
| 1. | Managing Director,
STEVTVA Headquarter, Karachi. | Convener. |
| 2. | Representative of Accountant General Sindh,
Karachi. | Member. |
| 3. | Independent Professional,
to be nominated by the Procurement Agency. | Member. |

Terms of Reference:

On receipt of complaint from an aggrieved bidder may, if satisfied:

- Prohibit the Procurement Committee from acting or deciding in a manner, inconsistent with SPPRA Rules and Regulations.
- annual in whole or in part, any unauthorized act or decision of the Procurement Committee;
- Reverse any decision of the Procurement Committee or substitute its own decision for such a decision;
- may ask to provide any record relevant to the complaint or bidding.
- shall announce its decision within seven days after receipt of a complaint.

(Munawar Ali Mithani)
Managing Director

Karachi, Dated: 08th Jan, 2024.

Endst.No. STEVTVA/Proc/CRC/QEC/TEC/1(15)/2023-24/007

Copy forwarded for information and necessary action to:-

1. PS to Chairman STEVTVA, Karachi.
2. PS to Managing Director, STEVTVA Headquarter, Karachi.
3. All Members of Committee.
4. Office order file.

(Zulfiqar Ali Jatoti)
Director (HR) STEVTVA



**Sindh Technical Education &
Vocational Training Authority (STEVTA)**
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Phone No. 99244112-7 Fax No. 99244118



INVITATION OF BID

**“Procurement of (1) AI-Enabled Human Resource Management System (HRMS) &
(2) AI-Enabled Campus Management System (CMS)”**

Sealed bids are invited from reputed/established I.T firms registered with Income Tax and Sales Tax authorities with prior experience in implementing large-scale ERP, HRMS, or CMS systems integrated with AI components, particularly within the public sector, are encouraged to participate.

Procedure of Bidding:	Single Stage – Two Envelope.
Cost of Bidding Document:	Rs.2,000/- in form of PO/DD.
Bid Security in the form of PO/DD:	Rs.1,400,000/=
Tender Document Collection (Start Date):	Hoisting/Publication of Notice.
Tender Document Collection (End Date):	02-01-2026.
Tender Document Submission Date & Time:	02-01-2026 up till 02:00 P.M.
Tender/Bid Opening Date & Time:	02-01-2026 at 03:00 P.M.

DOCUMENTS COLLECTION:

Tender documents can be downloaded from SPPRA/STEVTA website i.e. (www.epads.gov.pk), or can be obtained on submission of a written request on company letterhead, during office working hours, on payment of Tender document Cost **Rs.2000/-** (non-refundable/non-transferable) in form of PO/DD in Favor of “**SINDH TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY**” from the below address:

Incharge (Procurement)
Sindh Technical Education & Vocational Training Authority (STEVTA)
Street-19, Block-6, Gulshan-e-Iqbal,
Near NIPA Chowrangi, Karachi. Ph: 99244112-7.

NOTES:

Electronic Bids completed in all respects, must be submitted through EPADS (www.epads.gov.pk) only on or before 02-01-2026 upto 02:00 am along with a bid security Rs. 1,400,000/of Bid Price in the shape of Pay Order/Demand Draft in Favor of “**SINDH TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY**”. Manual Bids shall not be received. The Proposals/ Bids prepared and submitted in accordance with the instructions given in bidding document will be opened on 02-01-2026 at 03:00 am in the presence of Committee Members and representatives of bidders with authorized letter, who wish to attend. The tender will be opened next day in case of holiday declared by Govt. of Sindh.

- **Incomplete tenders Shall not be considered or entertained.**
(Kindly Read carefully & completely fill up the document and attach all required documents).
- STEVTA reserves the right to accept or reject any bid, subject to relevant provisions of Sindh Public Procurement Rules, 2010 (amended 2019).

Incharge (Procurement)
Sindh Technical Education & Vocational Training Authority (STEVTA)
Street-19, Block-6, Gulshan-e-Iqbal,
Near NIPA Chowrangi, Karachi. Ph: 99244112-7.



Employment through Skill
**Sindh Technical Education &
Vocational Training Authority (STEVTA)**
St-19, Block-06, Gulshan-e-Iqbal, Near Nipa, Karachi
Website: <http://www.stevta.gos.pk>



No. STEVTA/Proc/CRC/QEC/TEC/1(15)/2023-24/HR/ /2025 Karachi, Dated _____

NOTIFICATION

In supersession of all previous orders/Notification and in pursuance with the earlier approved formation of the procurement committee by the competent authority i.e Secretary, Universities & Boards Department in accordance of rule-7 of SPPRA Rules-2010 (Amended 2019), the Procurement Committee comprising of the following officers is hereby constituted to evaluate and finalize the bids for procurements of goods and services for all the wings/sections of STEVTA (excluding the works & Services) and recommend successful bidders/ firms to the competent authority for award of contract:

1. Mr. Muhammad Saleem Shaikh
Joint Director, (Apprenticeship)
STEVTA Headquarter, Karachi. Convener
2. Mr. Wajeeh Iqbal Ansari
Deputy Director (HR)
STEVTA Headquarter, Karachi. Member
3. Mr. Syed Mujtaba Ameer
Deputy Director (Admin & Accounts)
Mines & Mineral Department, GoS, Karachi. Member
4. Mr. Nadeem Ansari
Inspection Officer
Industries Department, GoS, Karachi. Member
5. Mr. Adnan Ali Khan Zai
Deputy Director/Incharge Procurement
STEVTA HQ Karachi. Member/ Secretary

The Procurement Committee shall perform functions, maintain record and ensure transparency in accordance with Rule 8,9 & 10 of SPRRA Rules.

Functions & Responsibilities:

- 1) Prepare bidding document
- 2) Carrying out technical as well as financial evaluation of the bids
- 3) Prepare evaluation report as provided in Rule 45 of SPPRA Rules
- 4) Make recommendations for the award of contract to the competent authority
- 5) Perform any other functions ancillary and incidental to the above

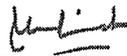
Endt. No. STEVTA/Proc/CRC/QEC/TEC/1(15)/2023-24/HR/1422 /2025 Karachi, Dated 22-05-2025

Copy for information to:-

1. The Secretary, Industries, GoS, Karachi
2. The Secretary, Mines & Mineral, GoS, Karachi
3. PS to Special Assistant to Chief Minister/Chairman, STEVTA
4. Director (all), STEVTA HQ Karachi
5. All Members of Committee
6. Master File.

TARIQUE MANZOOR (PAS)
MANAGING DIRECTOR

Karachi, Dated 22-05-2025


(MEHWISH JILLANI)
DIRECTOR (HR)



**Sindh Technical Education &
Vocational Training Authority (STEVTA)
St-19, Block-06, Gulshan-e-Iqbal, Karachi**



PROCUREMENT PLAN FOR THE FINANCIAL YEAR 2025-2026.

Sr. No.	Title of Procurement	Estimated Cost (in million)	Method of Procurement	Tentative/ Actual Date of NIT	Tentative/ Actual Closing Date of NIT	Tentative Deadline/ Actual Date for Execution	Remarks
1	Printing & Supply of Admission Packages for Diploma of Associate Engineers for Academic year 2025-26	10.00	Single Stage Two Envelope.	1st Quarter	July, 2025	August, 25	Rule-46(2)
2	Supply of Office Stationary Articles for STEVTA Headquarter, Karachi.	3.00	Single Stage Two Envelope.	2nd Quarter	December, 2025	January, 26	Rule-46 (2)
3	Supply of Other Miscellaneous Articles for STEVTA Headquarter, Karachi.	3.00	Single Stage Two Envelope.	2nd Quarter	December, 2025	January, 26	Rule-46 (2)
4	RE-Tender AI-Enabled Human Resource Management System (HRMS). & AI-Enabled Campus Management System (CMS)	70.00	Single Stage Two Envelope.	2nd Quarter	December, 2025	January, 26	Rule-46 (2)
5	Procurement of Furniture & Fixture for STEVTA Headquarter, Karachi.	2.00	Single Stage Two Envelope.	2nd Quarter	December, 2025	January, 26	Rule-46 (2)
6	Procurement of Machinery & Equipment for STEVTA Headquarter, Karachi.	2.00	Single Stage Two Envelope.	2nd Quarter	December, 2025	January, 26	Rule-46 (2)
7	Arrangement of Sport Festival, 2025-26 at TEVT Institutes of Sindh Province.	6.00	Single Stage Two Envelope.	3rd Quarter	December, 2025	January, 26	Rule-46 (2)
8	Procurement of I.T Equipment for STEVTA Headquarter, Karachi	3.00	Single Stage Two Envelope.	3rd Quarter	December, 2025	January, 26	Rule-46 (2)
9	Procurement of Computer, I.T Equipment, Furniture & Fixture for Government Monotechnic Institute, FB Area, Karachi	95.00	Single Stage Two Envelope.	3rd Quarter	December, 2025	January, 26	Rule-46 (2)
10	Procurement of Machinery Equipment for Government Vocational Institute, Azizabad, Karachi	20.00	Single Stage Two Envelope.	3rd Quarter	December, 2025	January, 26	Rule-46 (2)
11	Procurement of Machinery Equipment for Government Vocational Training Center (Girls), Mirpurkhas	40.00	Single Stage Two Envelope.	3rd Quarter	December, 2025	January, 26	Rule-46 (2)
12	Procurement of Machinery Equipment for Government Vocational Training Institute, (Women) Bufferzone, Karachi	45.00	Single Stage Two Envelope.	3rd Quarter	December, 2025	January, 26	Rule-46 (2)
13	Provision of Health Insurance Facility for Employes and their dependents of STEVTA	70.00	Single Stage Two Envelope.	4th Quarter	May, 2026	June, 2026	Rule-46 (2)

Incharge (Procurement)
STEVTA Headquarter, Karachi