



PEOPLE'S OWN SAVINGS BANK OF ZIMBABWE (POSB)

INVITATION FOR EXPRESSION OF INTEREST

PREQUALIFICATION FOR THE SELECTION OF INDIVIDUAL SOFTWARE DEVELOPERS

1.0. BACKGROUND

The People's Own Savings Bank of Zimbabwe (POSB) wishes to engage interested and qualified consultants registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) to bid for prequalification for the provision of software development.

With its commitment to delivering seamless solutions to its customers, the Bank has recognized the necessity of implementing modern digital systems that aligns with industry best practices and supports its long-term digital strategy.

The Bank is looking for an experienced software developers for the development and implementation of various digital solutions.

2.0. LOT 1 - AUTO RECONCILIATION SYSTEM

Scope

The bank is inviting Expression of Interest proposals from qualified consultants for the designing, development, implementation, and support of an Auto Reconciliation system. The goal is to automate all bank wide reconciliation transactions with 3rd party providers. The system should be web based and comes with APIs for integration with other systems such as core banking and Enterprise Resource Planning system.

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The Individual Software Developer must: -

1. Be registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) in terms of Section 4 of the Public Procurement and Disposal of Public Assets Act Regulations (Statutory Instrument 5 of 2018).
2. The consultant shall have a minimum of a bachelor's degree in computer science / information technology / mathematics / AI or related fields.
3. In addition, professional certifications in cloud, secure development, Agile/Scrum, project management are an added advantage. Proficiency in modern technologies and tools such as Python, R, Java, React, and experience in CI/CD, DevSecOps framework and monitoring are required.
4. Proven experience developing reconciliation or transaction-based systems in financial or telecoms environments for not less than 4 years. Provide a description of at least two (2) recent systems in banking, telecoms or insurance environments that you have done, and you may be requested to demonstrate the same.
5. Your availability to start the project and the estimated time commitment you can dedicate to the project.

2.1. LOT 2 - SERVICE CENTRE REGISTERS

2.1 Scope

The bank is inviting Expression of Interest proposals from qualified consultants for the design, development, implementation, and support of Service Centers / Branch Registers. The goal is to replace manual registers with a digital solution that ensures accuracy and timely data access across all branches and departments. The system shall be web based and comes with APIs for integration with other systems such as core banking and ERP. The system must support secure role-based workflows, audit trails, digital signoffs, real-time reporting, integration with core banking and CRM systems, and compliance monitoring systems.

The individual Software Developer must: -

1. Be registered with the Procurement Regulatory Authority of Zimbabwe (PRAZ) in terms of Section 4 of the Public Procurement and Disposal of Public Assets Act Regulations (Statutory Instrument 5 of 2018).
2. The consultant shall have a minimum of a bachelor's degree in computer science / information technology / mathematics / AI or related fields.
3. In addition, professional certifications in cloud, secure development, Agile/Scrum, project management are an added advantage. Proficiency in modern technologies and tools such as Python, R, Java, React, and experience in CI/CD, DevSecOps framework and monitoring are required.

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4. Proven experience developing similar registers or transaction-based systems in financial or telecoms environments for not less than 4 years. Provide a description of at least two (2) recent systems in banking, telecoms or insurance environments that you have done, and you may be requested to demonstrate the same.
5. Your availability to start the project and the estimated time commitment you can dedicate to the project.

3.0. SELECTION

A bidder will be selected in accordance with the procedures specified in Part VIII of the Public Procurement and Disposal of Public Assets Act [Chapter 22:23] and Part VI of the Public Procurement and Disposal of Public Assets (General) Regulations, 2018 (Statutory Instrument 5 of 2018).

Prequalified consultants will be invited to submit their proposals on a separate document based on the Request for Proposals. The Consultant submitting suitable proposals will be engaged on the contractual terms set out in that document and in the General Conditions of Contract governing Public Procurement and Disposal of Public Assets Act (Chapter 22:23). Copies of the Act and Regulations and the standard documentation are available on the website of the Procurement Regulatory Authority of Zimbabwe.

This opportunity is open to all Consultants who meet the criteria for eligibility as stated in Section 28 of the Act. Participation is open to both Zimbabwean and foreign bidders.

The method of selection will be Quality and Cost Based Selection in accordance with Section 59 of the Act. Financial scores will be determined by awarding 100 points to the lowest priced proposal and giving all other proposals a score which is proportionate to this.

Total scores will be determined using a weighting of 80% for technical proposals and a weighting of 20% for financial proposals.

Further information can be obtained at the address below during office hours.

4.0. SUBMISSION OF BIDS

A Consultant may submit only one expression of interest for 1 or both lots. Consultants are not allowed to associate with other firms in the form of a joint venture or a sub-consultancy to enhance their qualifications.

Bids must be submitted electronically through the egp platform, no later than the date and time of the deadline below. Late responses will be rejected. The Procuring Entity reserves the right to extend the submission deadline but will notify all consultants invited to submit EOI of the amended proposal submission deadline.

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Date of
deadline:

05 September 2025

**Deadline Time: 1000hrs
Zimbabwean Time**

Submission address: [egp](#) platform

Late applications will not be considered, and no liability shall be accepted for loss or late delivery. People's Own Savings Bank (POSB) shall not be responsible for any costs or expenses incurred by consultants in connection with preparation or delivery of the application.

5.0. CLARIFICATION

Clarification of the expression of interest document may be requested in writing by any bidder before 01 September 2025 and should be sent to procurement@posb.co.zw to the attention of Gibson Sibanda.

The Request for Proposal or bidding document shall be issued to successfully prequalified service providers or Consultants.

6.0. BID OPENING

No bidders or their representatives may witness the opening of bids, which will take place at the submission address immediately following the deadline.

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Appendix A

Letter for submission of expression of interest

To: {People's Own Savings Bank}

With reference to your invitation for expressions of interest for *{insert subject and proposal reference number}*, we express our interest in bidding for a contract to provide these services.

We provide the following information in relation to the short-listing criteria:

1. Qualifications and experience of the firm: *{Insert relevant information}*.
2. Availability of appropriate skills among staff: *{Insert relevant information}*.
3. Other short-listing criteria: *{Insert relevant information}*.

We submit the following documents in support of this information *{list any documents that were requested in the invitation for expressions of interest; if no documents were requested, delete this paragraph }*.

{Delete whichever of the following statements do not apply:}

1. This firm will be the sole provider of the requested consultancy services. **or**
2. We propose to provide the requested consultancy services as part of a joint venture with *{provide the name of the joint venture partner and details of the contribution the partner would make to the required consultancy services}*. **Or**
3. We propose to engage as sub-contractors *{provide the name of the sub-contractor and details of the contribution the sub-contractor would make to the required consultancy services}*.

{In the case of 2 or 3 above} We confirm that the firm mentioned above has agreed to be associated with this expression of interest.

{Name and postal and physical address of firm submitting the expression of interest, together with name of contact person and contact details, including telephone number and e-mail address. The firm's website address should be provided, if available.}