

TECHNICAL EVALUATION REPORT

(As Per Rule 35 of PP Rules, 2004)

- 1 Name of Procuring Agency Federal Board of Revenue (HQ)
- 2 Method of Procurement Single Stage Two Envelope
- 3 Title of Procurement Hiring of Accredited Academic Institution for Conducting Recruitment Process of Goods Evaluators on contract basis on a fixed lump-sum monthly Salary package for Years 2026-27, 2027-28 & 2028-29
- 4 Tender Inquiry No. 3(64) TDU/2026
- 5 PPRA Ref. No. (TSE). _____ EPADS Reference No: F-26021701103
- 6 Date & Time of Bid Closing 20th February, 2026 11:00 AM
- 7 Date & Time of Bid Opening 20th February, 2026 11:30 AM
- 8 No of Bids Received 01
- 9 Criteria for Bid Evaluation Technical Bid Evaluation Report Attached.
- 10 Details of Bid(s) Evaluation Technical Bid Evaluation Report Attached.

Name of Bidder	Technical Marks (if applicable) Total/obtained Marks	Rule/Regulation/SBD*/Policy/Basis of Rejection/Acceptance as per Rule 35 of PP Rules, 2004.
M/s IBA, Karachi	90/88 (97.77%)	Responsive

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

Signature: _____

Official Stamp: _____

Farrukh Anis Sial
Secretary (Administration)

**Standard Bidding Documents (SBD).*

3(64)TDU/2026

INVITATION TO BID

TECHNICAL BID(S) EVALUATION REPORT

Invitation to Bid Reference No.	F.No.3(64)TDU/2026
Invitation to Bid Title	Hiring of Accredited Academic Institution for Conducting Recruitment Process of Goods Evaluators on contract basis on a fixed lump-sum monthly salary package for Years 2026-27, 2027- 28 & 2028-29
Invitation to Bid Issuance/ Publishing Date	30th January, 2026
Pre-Bid meeting Date	4th February, 2026
Bids Submission Date	20th February, 2026
Publishing	National Press (two leading national daily newspapers – One English and One Urdu) Website(s): FBR
Procurement Method/ Process	Single Stage Two Envelope – Open Competitive Bidding Process
Technical Bids Evaluation Report Signing Date	10 th March, 2026

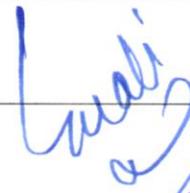

Muhammad Ali Khan
Secretary (Expenditure)
Federal Board of Revenue
Islamabad

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Annexure-I	Invitation to Bid Publications (Clippings)
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Annexure-III	Mandatory Requirements for Eligibility/Responsiveness/ Bid Evaluation Criteria (Technical)


Muhammad Ali Akhtrif
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Islamabad

1. Introduction/Background

The Federal Board of Revenue (FBR), Government of Pakistan, aims to bolster its Central Assessment Unit (CAU) for processing imports, exports, and transit trade. To this purpose, FBR intends to hire 280 Goods Evaluators on a contract basis, each with specialized technical backgrounds corresponding to Chapters 1 to 97 of the Pakistan Customs Tariff (PCT). These chapters cover a broad spectrum of goods, from live animals and agricultural products to chemicals, machinery, vehicles, and miscellaneous manufactured items. The hiring will be done as per the respective policy approved by the Federal Government (Annex-I).

The evaluators will function in a digital, faceless environment to perform precise classification, valuation, and assessment of goods, fostering transparency, efficiency, and alignment with international standards such as the Harmonized System (HS). The recruitment will be outsourced to an Accredited Academic Institution (AAI), to capitalize on their proficiency in executing unbiased, merit-oriented selections.

This procurement will adhere to the Public Procurement Regulatory Authority (PPRA) Rules, 2004, and will be executed via open competitive bidding on the e-PADS platform. Sealed bids are solicited from eligible AAIs registered with PPRA, the Higher Education Commission (HEC), and pertinent tax authorities.

2. Objectives

- To recruit competent Goods Evaluators with technical expertise tailored to PCT Chapters 1- 97 on a contract basis.
- To facilitate a transparent, merit-based recruitment process via an independent AAI.
- To shortlist candidates in accordance with federal government quota policies and workloadbased ratios.
- To enable supplementary recruitment cycles if necessary to achieve the target number of evaluators.
- To strengthen CAU's capabilities for faceless trade assessments, thereby enhancing revenue mobilization and trade efficiency

3. Scope of Work

Advertising the Positions
Eligibility Criteria for Prospective Applicants
Collection and Sifting of Applications
Conducting Testing and Shortlisting
Additional Recruitment if Required
Reporting and Handover


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4. Eligibility Criteria for the AAI

- HEC-accredited entity with a history of managing large-scale recruitment (at least 200 candidates in previous initiatives) – preferably in business, law or management
- Registered with PPRA on e-PADS, possessing NTN, STRN, and inclusion on FBR's Active Taxpayers List.
- Preferably in HEC's top 25 or QS Asia's top 500 rankings.
- Established track record in analogous government projects (at least 3 in the past 5 years, with verifiable references).
- Proven experience managing

large-scale competitive exams for government/multilateral clients • Digital infrastructure for online applications, secure fee handling, and result management • Capacity to conduct hands-on WeBOC/PSW modules • No history of blacklisting or active litigations. • Adequate resources: Specialized faculty for test formulation, IT personnel for portal operations, testing venues in 5+ cities. • For Joint Ventures: Restricted to 2 partners, with a designated lead and joint accountability. Ineligible if insolvent or implicated in corrupt activities.

5. Deliverables

• Advertisement drafts and publication evidence. • Sifted application database and fee documentation. • Approved test instruments and outcomes. • Shortlists (5 per segment) with quota adherence records. • Reports on additional rounds, if undertaken. • Final handover report including process evaluations.

6. Timelines

• Contract Award: Within 30 days of bid opening. • Advertisement and Portal Activation: 2 weeks post-contract. • Application Window: 30 days. • Testing and Shortlisting: 4-6 weeks after application closure. • Additional Rounds (if needed): Within 2 months of shortfall notice. • Total Duration: 3-6 months, subject to FBR-approved extensions.

7. Mode of Payment to successful Accredited Academic Institution (AAI)

• Milestone-linked payments in PKR:

- 15% upon advertisement and portal launch.
- 25% upon application sifting completion.
- 30% upon initial testing and shortlisting.
- 20% upon handover and reporting.
- 10% upon completion of additional rounds (if applicable).

• Transfer collected fees to FBR less an agreed processing fee (e.g., 10-20%). • Performance security: 10% of contract value via bank guarantee. • Applicable taxes/deductions per Pakistani regulations; no advance disbursements.

8. General Terms and Conditions

• Governing Law: Pakistani statutes. • Confidentiality: Execution of NDA; prohibition on disclosing sensitive data. • Conflict of Interest: Disqualification if identified. • Termination: For underperformance with 30 days' notice; FBR may terminate at convenience. • Force Majeure: Applicable to uncontrollable events. • Dispute Resolution: Initial amicable resolution; subsequent arbitration per Arbitration Act, 1940. • Amendments: Solely in written form. • Blacklisting: Per PPRA for fraud or violations

9. Brief Terms of Invitation to Bid Document

Period for delivery of services	Three (03) years from the effective date of contract
Bid Validity from bid opening	120 Days.
Bid Security	Rs. 200,000/-
Performance Guarantee	10% of contract value via bank guarantee.
Liquidated Damages	10% of the Contract value
Currency for Evaluation of Bid	Pak Rupees (PKR)

10. Bid Process

The bidding process for the subject activity is Single Stage Two Envelope – Invitation to Bid – Open Competitive Bidding Process. Invitation to Bid notification was published in national press (two leading national daily newspapers – One English and One Urdu) on 30th January, 2026 (**Annexure-I**) as well as uploaded on e-PADS, FBR (<https://www.fbr.gov.pk/>) and PPRA (<https://www.ppra.gov.pk>).

Invitation to Bid Reference No.	F.No.3(64)TDU/2026
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11. Technical/ Financial Evaluation Committee

Following Technical/ Financial Evaluation Committee was designated for the evaluation of the subject Invitation to Bid:

Sr. No	Name	Designation	Role
1.	Mr. Zubair Bilal	Member (IR-Operations), FBR	Chairman/ Convener
2.	Mr. Ashhad Jawwad	Member (Customs Policy)	Member
3.	Dr. Najeebullah	Chief (Tax Reforms)	Member
4.	Dr. Muhammad Khurram	Chief (Mgt/HR-IR)	Member
5.	Ms. Ayesha Niaz	Chief (Mgt/HR-Customs)	Member
6.	Dr. Farid Ahmed Khan	Chief (F&C) – Customs	Member
7.	Mr. Muhammad Ali Khan	Secretary (Expenditure), FBR	Member/Secretary
8.	Mr. Waqar Ahmed	Second Secretary (IR-CPF)	Member
9.	Faisal Sattar	Chief Executive Officer (PRAL)	Member

12. Bid(s) Received

On the bid submission date and time 20th February, 2026 at 11:30 a.m.) following bid(s) was/were received:

Sr. No	Bidder	Bid Submitted
1.	M/s IBA, Karachi	Yes

13. Bid Opening

In accordance with the bid opening procedure of Single Stage Two Envelope method, Technical bids were opened publicly on the same date immediately after bid submission time at FBR House by the Technical/ Financial Evaluation Committee in the presence of bidders authorized representatives. The bids availability on e-PADS was checked and confirmed in presence of bidders authorized representatives. Availability of bid security as per Invitation to the Bids terms, bid submitted for package(s)/ region(s) and confirmation of financial bid were read out at the time of bid opening meeting. The bid opening statement is placed at **Annexure-II**.

The sealed financial bids of all bidders were signed by the Technical/ Financial evaluation committee and kept in safe custody.

14. Preliminary Examination

Preliminary examination of the technical bids was carried out. The examination included verification/ review of bidder bid form, completeness of the bid, eligible countries, bid validity confirmation and availability of bid security as per requirement of the Invitation to Bid. The finding(s) from preliminary examination is summarized below:

Bidder	Bid Form	Eligible Country	Bid Validity	Bid Security	Acceptance for detailed Examination
M/s IBA, Karachi	Yes	Pakistan	Yes	Yes	Yes

15. Detailed Technical Evaluation

The mandatory requirements and marking criteria for evaluation of proposals advertised in the Request for Proposal along with detailed proposal's evaluation, are submitted at **Annexure III**.

16. Bids Accepted as responsive to the Invitation to Bid

Sr.	Bidders
1.	M/s IBA, Karachi

17. Bids Rejected as Non-responsive to the Invitation to Bid

Sr.	Bidders
	Nil



GOVERNMENT OF PAKISTAN
FEDERAL BOARD OF REVENUE

Section I - Invitation to Bids

1. Sealed bids are invited from accredited academic institutions, registered with PPRA on e-PADS as vendors and also registered with Income Tax and Sales Tax Departments, and must be included in Active Tax Payer's List of FBR for procurement of Services for conducting Recruitment Process of Goods Evaluators on contract basis on a fixed lump-sum monthly salary package. The successful bidders will be awarded contract for three (03) years further extendable subject to satisfactory performance.
2. The Recruitment Process of Goods Evaluators will be financed directly by applicants, with no involvement of government funds. The fee will be paid by the Applicant(s) i.e. candidates for the Recruitment Process of Goods Evaluators to the Accredited Academic Institution through secure channels.
3. Bidding will be conducted through "Open Competitive Bidding" using - Single Stage Two Envelope procedure as specified in the PPRA Rules 2004 and is open to all eligible Bidders.
4. Bidding documents are available on e-PADS, PPRA & FBR Websites i.e. <https://www.ppra.gov.pk> & <https://www.fbr.gov.pk/> and can be downloaded free of cost. Interested eligible bidders may request for further information/clarification by email at secretary.admin@fbr.gov.pk during official Business Days and timing at the address given below, within Seven (07) days before the proposal submission deadline.
5. A Pre-Bid Meeting will take place on **04.02.2026** at 11:00 AM in Room No.358, 3rd Floor, FBR House, Constitution Avenue, G-5, Islamabad. The bidders who wish to join the meeting virtually can join by using the following link. Details to join the meeting link are as follows:
MeetingLink:<https://us06web.zoom.us/j/81010883744?pwd=ujibnDE2WsiEjgE0MLmZbJUKKguApF.1> Meeting ID: 810 1088 3744, Passcode: 897501.

6. Encrypted electronic bids duly completed and in conformity with Bidding Documents must be uploaded on e-PADS on or before 11:00 AM dated: 20.02.2026 and a hard copy of the bid submitted at ePADs shall be submitted to FBR, HQs prior to the closing time. Submission of bids through email is not permitted and late Bids will be rejected.
7. Bids received on e-PADS will be opened publicly in the presence of bidder's representative on the same day at 11:30 am (as prescribed in Bid Data Sheet of the Bidding Document) in accordance with the provisions of Rule 36(b) of Public Procurement Rules, 2004 and terms and conditions defined in the bidding document in **Room 358, 3rd Floor, FBR House, Constitution Avenue, G-5, Islamabad** on/or before 1100 hours by **Date 20.02.2026**.
8. Sealed bids (as prescribed in Bid Data Sheet of the Bidding Document) in accordance with the provisions of Public Procurement Rules, 2004 and terms and conditions defined in the bidding document, supported by bid security PKR. 200,000 (Two Lac Only), in the shape of pay order/demand draft/ call deposit/banker's cheque in the name of **Secretary (Administration), FBR (HQ), Islamabad** should reach Room 506, Fifth Floor, Federal Board of Revenue (FBR) HQ, Islamabad on/or before 1100 hours by 20.02.2026.
9. In case opening date(s) is declared as a Public Holiday by the Government, the next working date shall be deemed to be the date for submission and opening of tender(s) at the same time and place. FBR may reject all bids at any time prior to the acceptance of a bid by invoking Rule 33 of Public Procurement Rule (PPR), 2004. Additionally, bids will not be entertained if not submitted via E-PADS.

Farrukh Amir Sial
Secretary (Administration)
Room 506, Fifth Floor,
Federal Board of Revenue (HQ) Islamabad
Email: secretary.admin@fbr.gov.pk
Phone No: 051-9203679

TECHNICAL BID OPENING SHEET

PPRA Web Reference No:

TS-

E-Paid Reference No:

Title: Hiring of Accredited Academic Institution for Conducting Recruitment Process of Goods Evaluators on contract basis on a fixed lump-sum monthly salary package for Years 2026-27, 2027- 28 & 2028-29

Technical Bid Opening Date/ Time: 20th February, 2026 at 11:30 a.m.

S.No.	Name of Firm	Naem of Representative	Bid Submission (Hard/Soft)	Bid Security submission	Financial Bid submission	Signature
1.	M/s IBA, Karachi	No representative attended the meeting.	Yes	Yes	Yes	—
2.						
3.						
4.						
5.						


Muhammad Ali Khan
Secretary (Expenditure)


Farukh Ahsan
Secretary (Administration)

ATTENDANCE SHEET

(Technical & Financial Bid Evaluation /Procurement Committee Members)

for Technical Bids Opening Meeting held on 20th February, 2026 At 11:30 A.M regarding "Hiring of Accredited Academic Institution for Conducting Recruitment Process of Goods Evaluators On Contract Basis on a Fixed Lump-Sum Monthly Salary Package for Years 2026-27, 2027- 28 & 2028-29"

S.No.	Name of Officer & Designation	Time	Signature
1.	<i>Mukhammad Dil Khaw SEC. EXP</i>		<i>Luqman</i>
2.	<i>Fazmul Amir, Sial Sec (A)</i>		<i>[Signature]</i>
3.			
4.			
5.			
6.			
7.			

ATTENDANCE SHEET

(VENDORS)

for Technical Bids Opening Meeting held on 20th February, 2026 At 11:30 A.M regarding "Hiring of Accredited Academic Institution for Conducting Recruitment Process of Goods Evaluators On Contract Basis on a Fixed Lump-Sum Monthly Salary Package for Years 2026-27, 2027- 28 & 2028-29"

S.No.	Name of firms	Name of Bidders/Authorized Representative	CNIC No. & Contact No.	Signature
1.				
2.				
3.				
4.				
5.				
6.				
7.				

*No representative for meeting.
attended in the online.
submitted*

*No firm
Bids*

**Hiring of Accredited Academic Institution for Conducting
Recruitment Process of Goods Evaluators on contract basis on a
fixed lump-sum monthly salary package for Years 2026-27, 2027- 28
& 2028-29**

TECHNICAL BIDS EVALUATION SHEET

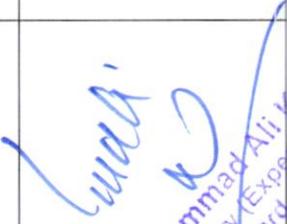
1. MANDATORY REQUIREMENTS / TECHNIAL BID CRITERIA		
Sr. No.	Evaluation Criteria	M/s IBA, Karachi
i.	A copy of the Certificate of Registration/ Incorporation from the Security and Exchange Commission of Pakistan, Registrar of Firms or any other entity with lawful jurisdiction thereof.	Complied
ii.	The firm must be registered/incorporated with FBR and having a valid NTN for at least five (05) years.	Complied
iii.	Valid Tax Compliance Certificate for NTN and STRN with active status on ATL both for NTN & STRN.	Complied
iv.	Submission of Bid Security or Bid Securing Declaration as per prescribed amount / format.	Complied
v.	Compliance with the Schedule of Requirements stated in the bidding documents.	Complied
vi.	Compliance of Bid Validity as per requirement of bidding document.	Complied
vii.	Submission of Company/ Testing Agency Profile.	Complied
viii.	Undertaking on stamp paper of Rs. 100/- that the bidder is not blacklisted currently by any Government (Federal or Provincial), a local body or Public sector organization. Also stating that no litigations have been initiated against the firm from any Public Sector entity otherwise provide complete details of such litigations, including but not limited to, the nature/description of litigation, the amount under dispute etc.	Complied
ix.	Compliance of the Terms of Reference (TORs) in the submitted bid.	Complied
	COMPLIANCE OF MANDATORY REQUIREMENTS	Complied (Eligible for further evaluation)


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2. MARKING TECHNIAL BID EVALUATION CRITERIA

(The Bidders scoring at least 70% marks in this section will be considered Technically Responsive and will proceed for Opening and Evaluation of Financial Bids)

TECHNIAL BID EVALUATION CRITERIA	Total Marks	M/s IBA, Karachi
<p>1. Firm/Institutional Profile (Number of years since inception, financial soundness, registration with HEC / Global Accreditation): 10 marks</p> <p>a. Inception for the last three decades: 02 marks for last two decades = 01 mark For the last one year = 0.5 mark</p> <p>b. Financial Soundness: 02 marks Average annual turnover of last three years from related business: Up to 10 million = 0.5 mark From 10 to 20 million = 1 mark From 20 to 30 million = 1.5 marks Above 30 million = 2 marks</p> <p>c. Registration with IIEC and among Top 50 of HEC ranking: 02 marks</p> <p>d. Global Accreditation: 04 marks Accreditation by any reputable globally recognized accreditation body: 02 marks Accreditation by any reputable & recognized Asian body / organization: 02 marks</p>	10	10
<p>2. Experience in Conducting Written Tests:</p> <p>a. Government Organizations with a Minimum of 200 Candidates in the last 5 years = 15 marks</p> <p>b. Conducting Written Tests for Multinational Organizations with a Minimum of 200 Candidates in last 5 years = 15 marks</p> <p>Note: 3 marks will be awarded for each government / corporate sector project conducted with a minimum of 200 candidates, up to a maximum of 30 marks.</p>	30	30
<p>3. Quality of In-House Human Resources (Team lead, Other Team Members, including Invigilators, Paper setters & website managers):</p> <p>a. Invigilator per candidate (05 marks) 1 invigilator per 30 candidates = 05marks 1 invigilator per 50 candidates = 04 marks 1 invigilator per 70 candidates = 03 marks</p> <p>b. Paper-setters with relevant subject knowledge: (05 marks) Yes = 05 marks No = 0 marks</p> <p>c. In-house website developers and managers: (05 marks) Yes = 05 marks No = 0 marks</p> <p>d. Security apparatus to manage examination</p>	20	20


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process: (05 marks) Note: <i>Bidders to provide details. Marks shall be awarded on comparative basis. The most sound proposal shall be given highest (5) marks and other proposals shall be marked accordingly.</i>		
4. Capacity to conduct examinations at the Federal and Provincial Capitals Six marks for federal capital and one marks for each provincial capital	10	10
5. Quality of Technical Proposal (Fair efficient and technologically responsive Testing Methodology, and Sample Test Quality) a. Development of able and available website: 05 marks b. Alternate payment methods: 02 marks c. Grievance redressal mechanism: 02 marks d. Security and power backup at the test centres: 02 marks e. Customer's review/completion certificates: 02 marks f. Quality of sample papers: 05 marks g. Meeting of contract timelines: 02 marks Bidders to provide details. Marks shall be awarded on comparative basis. The most sound proposal shall be given highest (5) marks and other proposals shall be marked accordingly.	20	18
Total/obtained Marks	90	88 (97.77%)

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