

(GeM Procurement)

Telephone: 0891- 2813228

Headquarters
Eastern Naval Command
Naval Base
Visakhapatnam-530014

20 Jul 22

**INVITATION OF BIDS FOR HIRING SERVICES OF SOFTWARE DEVELOPERS
FOR SOFTWARE DEVELOPMENT CENTRE (SDC) AT HQENC**

Request for proposal (RFP) No. IT/0057/SDC/22-25 dated: 20 Jul 22

1. Bids are invited through GeM portal (URL: <https://gem.gov.in>) for supply of Services mentioned in RFP. This RFP is being issued on **Two Bid Basis**. The firm has to upload technical documents in the first cover and commercial documents in the second cover as indicated in the "Cover Details" of Online Tender.

2. The address and contact numbers for sending relevant documents or seeking clarifications regarding this RFP are given below:

(a) Docs/ Queries to be addressed to: The Flag Officer Commanding-in-Chief
(for Command IT Department)
Headquarters
Eastern Naval Command
Naval Base
Visakhapatnam-530014

(b) Postal address for sending the documents: Same as SI (a)

(c) Name/ Designation of the contact person: Cdr A Anand Kumar,
Staff IT Officer

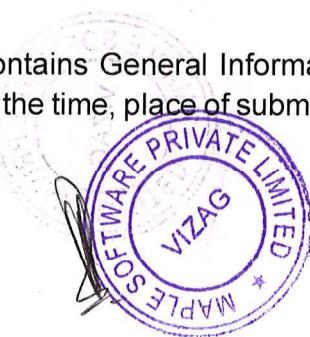
(d) Telephone numbers of the contact person: 0891 2813228

(e) Fax Number : 0891 2812907

(f) E-mail Id : encsag@navy.gov.in

3. This RFP is divided into five Parts as follows:

(a) **Part I.** Contains General Information and Instructions for the Bidders about the RFP such as the time, place of submission and opening of tenders, Validity period of tenders, etc.

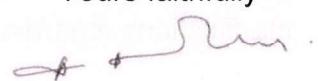


- (b) **Part II.** Contains essential details of the items/services required, such as the Schedule of Requirements (SOR), Technical Specifications, Delivery Period, Mode of Delivery and Consignee details.
- (c) **Part III.** Contains Standard Conditions of RFP, which will form part of the Contract with the successful Bidder.
- (d) **Part IV.** Contains Special Conditions applicable to this RFP and which will also form part of the contract with the successful Bidder.
- (e) **Part V.** Contains Format for Price Bids.

4. This RFP is being issued with no financial commitment and the Buyer reserves the right to change or vary any part thereof at any stage. Buyer also reserves the right to withdraw the RFP, should it become necessary at any stage.

Thanking you,

Yours faithfully



(A Anand Kumar)
Commander
Staff IT Officer

Encls:- Part – I, Part-II, Part-III, Part-IV & Part – V



Part I – General information

1. **Last date and time for depositing the Bids.** Bids are invited through GeM portal (URL: <https://gem.gov.in>) for supply of services mentioned in RFP.
2. **Manner of depositing the Bids.** The bids have to be submitted through online portal only. Bids sent by post, fax, mail or e-mail will not be considered. Prices to be quoted in the Bill of Quantity (BOQ) .xls sheet uploaded in the GeM Portal in the "Work Item Details" of subject tender enquiry along with other important documents as indicated.
3. **Time and date for opening of Bids.** Bids will be opened on **1200 Hrs on 10 Aug 22** (If due to any exigency, the due date for opening of the Bids is declared a closed holiday, the Bids will be opened on the next working day at the same time or on any other day/time, as intimated by the Buyer).
4. **Location of the Tender Box.** NA.
5. **Place of opening of the Bids.** The bids will be opened online and tender opening summary stating the firm's participated and other relevant information regarding tender opening will be uploaded. The quotes will be admitted/ rejected for evaluation based on the scrutiny of the documents submitted by the firms. Reasons for rejection of the quote will be indicated in the Tender Opening Summary.
6. **Forwarding of Bids.** Bids should be uploaded by Bidders under their original memo// letter pad inter alia furnishing details like TIN number, VAT/ CST number, Bank address with EFT Account if applicable, etc and complete postal & e-mail address of their office.
7. **Clarification regarding contents of the RFP.** A prospective bidder who requires clarification regarding the contents of the bidding documents shall notify to the Buyer in writing about the clarifications sought **07 days** prior to the date of opening of the bids. Copies of the query and clarification by the purchaser will be sent to all prospective bidders who have received the bidding documents.
8. **Modification and Withdrawal of Bids.** A bidder may modify or withdraw his bid after submission prior to deadline prescribed for submission of bids. No bid may be withdrawn in the interval between the deadline for submission of bids and expiration of the period of bid validity specified. Withdrawal of a bid during this period will result in Bidder's forfeiture of bid security.
9. **Clarification regarding contents of the Bids.** During evaluation and comparison of bids, the Buyer may, at its discretion, ask the bidder for clarification of his bid. The request for clarification will be given in writing and no change in prices or substance of the bid will be sought, offered or permitted. No post-bid clarification on the initiative of the bidder will be entertained.



10. **Rejection of Bids.** Canvassing by the Bidder in any form, unsolicited letter and post-tender correction may invoke summary rejection with forfeiture of EMD. Conditional tenders will be rejected.

11. **Unwillingness to quote.** Bidders unwilling to quote should ensure that intimation to this effect reaches before the due date and time of opening of the Bid, failing which the defaulting Bidder may be delisted for the given range of items as mentioned in this RFP.

12. **Validity of Bids.** The Bids should remain valid till 180 days from the date of opening of commercial bid..

13. **Earnest Money Deposit.** Bidders are required to submit Bid Security Declaration In lieu of Bid Security (EMD) along with their bids.



PART II - ESSENTIAL DETAILS OF ITEMS/SERVICES CONTRACTED

1. **Schedule of goods.** The document outlines the requirements for hiring IT Services of Software developers/ professionals (herein after called as **Consultant**) at Eastern Naval Command at Visakhapatnam. List of services to be procured as follows: -

S.No	Item Description	Deno	Quantity
(a)	Hiring of services Software Development Team Leader (4-6 Years)	No	1
(b)	Hiring of services Software Implementation & Design Analyst (2-3 Years)	No	1
(c)	Hiring of services Software Test Engineer (2-3Years)	No	2
(d)	Hiring of services Software Developer (ASP. Net) (2-3Years)	No	3
(e)	Hiring of services Software Developer (PHP & Java) (2-3 Years)	No	2
(f)	Hiring of services of Technical Writer (2-3Years)	No	1

2. In additional, this document also consists of following appendices relating to certain specific details of the project (Annexure I): -

- (a) Qualitative requirements of skill set/ experience of the consultants.
- (b) Certificate of non-disclosure agreement to be submitted by the firm/ vendor at the time of hiring of the consultants.

3. **Technical Details.** The scope of Hiring of Consultancy Services involves the following:-

- (a) Provisioning of on-site software consultants Eastern Naval Command HQENC Visakhapatnam as per QRs placed at Appendix 'A'.
- (b) The duration of the contract is three years and Consultancy services are to be provided for a period of three years i.e., 36 months.
- (c) The consultants will operate from the premises of Command IT department as indicated by them at Visakhapatnam.
- (d) The consultants will be required to carry out system study during the initial stages of a software project. The respective consultants may be required to visit various naval offices in Visakhapatnam during the course of projects as part of data gathering process.
- (e) The consultants will be required to aid in design, development, implementation and user training of the software applications. The consultants should be capable of coding and designing the applications to be developed at Command Headquarters.



(f) The consultants will be required to carry out evaluation of software design template of IT projects.

(g) The consultants will be required to carry out evaluation of COTS software for utilisation in the Navy.

(h) The consultants will be required to carry out development/ modifications of Indian Naval websites and applications for other Units at Visakhapatnam.

(j) The consultants will be required to carry out documentation of in-house developed software applications. This will include user manual, administration guide, installation guide, back up and restoration polices etc.

4. These consultants would be interviewed by officers at Visakhapatnam prior hiring them. The consultants would be initially hired for a probation period of 03 months. During the probation period, the consultant's performance would be evaluated by Command Headquarters. If any consultant is found unsatisfactory, CDITO would forward a written/ email/ fax correspondence to the firm for replacement of the consultant. The consultant would have to be replaced within 07 days of the intimation by CDITO. Any delay (in number of days) in deputing a suitable consultant would lead to extension of the contract by number of days the delay is recorded.

6. **The consultant to serve at least one-year period in the Command IT Department, as per contract.** One-month notice is to be provided to Navy by the firm, when a consultant is to be replaced by the firm or the consultant himself wants to quit. The minimum period of one-month overlap is mandatory for handling/ taking over tasks at all locations, between the previous consultant and the fresh/ new consultant. Any delay (in number of days) in overlap period would add to the number of days contracted. In addition, LD on pro rata basis @ 0.5% per week for the service not rendered may be imposed and deducted from the quarterly payments.

7. The consultants would be operating as resident staff of Command Headquarters and would be operating from the office designated. They would also be following the daily routines and other code of conduct as applicable to other civilian staff in the Navy. **The normal working hours would be from 0900-1830 hrs every day for Six days a week (Monday to Saturday).** Although as a practice, the Command IT Department follows a five day week routine, however on certain occasions; the consultants may be required to work on weekends and holidays or beyond the stipulated working hours. **No compensatory off will be admissible in lieu of working day observed on weekends or holidays.**

8. The consultants would be admissible to proceed on leave with a replacement of another consultant for the duration of leave. In case no consultant is provided in lieu, then the consultant services will be extended by the number of days the consultant has not been provided. In addition, LD on pro rata basis @0.5% per week for the service not rendered may be imposed and deducted from the quarterly payments. The leave will not be treated as right. It will be subject to the requirement of the office.



9. **Indian Navy's Responsibility.** The Indian Navy will be responsible for providing IT infrastructure, stationary and office space for the consultants.

10. **Vendors Responsibility.** The vendor will be responsible for providing the consultants with requisite skill set and experience. The consultants will have to be on the payroll of the firm. The requirement of requisite police verification and security clearance will be the responsibility of the vendor. The vendor must intimate to Command IT Headquarters the office address as well as residence address of the consultants.

11. **Delivery Period.** The delivery period of the services should be within 30 days signing of Supply Order. However, the contract commencement date would be taken as the date of all consultants being positioned at Command Headquarter premises.

12. It may be noted that Contract can be cancelled unilaterally by the Buyer in case of any delay in positioning of consultants at designated place. Extension of contracted delivery period will be at the sole discretion of the Buyer, with or without applicability of LD clause.

13. The purchaser reserves the right to interview the proposed key personnel to ascertain their level of experience and qualification and to accept or reject any names from the list.

Removal and/ or Replacement of Vendor's Personnel

14. If the purchaser finds that any of the consultants have:-

(a) Committed serious misconduct or have been charged with having committed a criminal action

or

(b) Has reasonable cause to be dissatisfied with the performance of any of the personnel

or

(c) Performance of the consultant is unsatisfactory

Then the vendor shall at the purchasers' written request specifying the grounds therefore, forthwith provide as a replacement person with same qualifications and experience acceptable to the purchaser within seven days. An overlap period of 07days is to be maintained for handling/ taking over of tasks between the two consultants. The duration of the contract will increase by the corresponding number of days the consultant is not provided, starting from the day a written request is forwarded to the vendor. The vendor shall have no claim for additional costs arising out of/ or incidental to any removal and/ or replacement of personnel.

15. **Inspection.** Inspecting authority will be Command IT Officer, HQENC Visakhapatnam.



16. Consignee details :-

The Flag Officer Commanding-in-Chief
(for Command IT Department)
Headquarters
Eastern Naval Command
Naval Base
Visakhapatnam-530014



PART III - STANDARD CONDITIONS OF RFP

The Bidder is required to give confirmation of their acceptance of the Standard Conditions of the Request for Proposal mentioned below which will automatically be considered as part of the Contract concluded with the successful Bidder (i.e. SELLER in the Contract) as selected by HQENC. Failure to do so may result in rejection of the Bid submitted by the Bidder.

1. **Law**. The Contract shall be considered and made in accordance with the laws of the Republic of India. The contract shall be governed by and interpreted in accordance with the laws of the Republic of India.
2. **Effective Date of the Contract**. The contract shall come into effect on the date of signatures of both the parties on the contract (Effective Date) and shall remain valid until the completion of the obligations of the parties under the contract. The deliveries and supplies and performance of the services shall commence from the effective date of the contract.
3. **Arbitration**. All disputes or differences arising out of or in connection with the Contract shall be settled by bilateral discussions. Any dispute, disagreement or question arising out of or relating to the Contract or relating to construction or performance, which cannot be settled amicably, may be resolved through arbitration. The standard clauses of arbitration is as per Forms DPM-7(Copy enclosed)
4. **Penalty for use of Undue influence**. The Seller undertake that he has not given, offered or promised to give, directly or indirectly, any gift, consideration, reward, commission, fees, brokerage or inducement to any person in service of the Buyer or otherwise in procuring the Contracts or forbearing to do or for having done or forborne to do any act in relation to the obtaining or execution of the present Contract or any other Contract with the Government of India for showing or forbearing to show favour or disfavor to any other Contract with the Government of India. Any breach of the aforesaid undertaking by the Seller or any one employed by him or acting on his behalf (whether with or without the knowledge of the Seller) or the commission of any offers by the Seller or anyone employed by him or acting on his behalf, as defined in Chapter IX of the Indian Penal Code, 1860 or the Prevention of Corruption Act, 1986 or any other Act enacted for the prevention of corruption shall entitle the Buyer to cancel the contract and all or any other contracts with the Seller the amount of any loss arising from such cancellation. A decision of the Buyer or his nominee to the effect that a breach of the undertaking had been committed shall be final and binding on the Seller. Giving or offering of any gift, bribe or inducement or any attempt at any such act on behalf of the Seller towards any officer/employee of the Buyer or to any other person in a position to influence any officer/employee of the Buyer for showing any favour in relation to this or any other contract, shall render the Seller to such liability/penalty as the Buyer may deem proper, including but not limited to termination of the contract, imposition of penal damage, forfeiture of the Bank Guarantee and refund of the amounts paid by the Buyer.
5. **Agents / Agency Commission**. The seller confirms and declares to the Buyer that the seller is the original manufacturer of the stores/provider of the services referred to in



this Contract and has not engaged any individual or firm, whether Indian or foreign whatsoever, to intercede, facilitate or in any way to recommended to the Government of India or any of its functionaries, whether officially or unofficially, to the award of the contract to the Seller; nor has any amount been paid, promised or intended to be paid to any such individual or firm in respect of any such intercession, facilitation or recommendation. The Seller agrees that if it is established at any time to the satisfaction of the Buyer that the present declaration is in any way incorrect or if at a later stage it is discovered by the Buyer that the Seller that engaged any such individual/firm, and paid or intended to pay any amount, gift, reward fees, commission of consideration to such person, party, firm or institution, whether before or after the signing of this contract, the Seller will be liable to refund that amount to the buyer. The seller will also be debarred from entering into any supply contract with the Government of India for a minimum period of five years. The buyer will also have a right to consider cancellation of the contract either wholly or in part, without any entitlement or compensation to the Seller who shall in such an evolve be liable to refund all payments made by the Buyer in terms of Contract along with interest at the rate of 2% per annum above LIBOR rate. The Buyer will also have the right to recovery any such amount from any contracts concluded earlier with the Government of India.

6. **Access to Books of Accounts**. in case it is found to the satisfaction of the Buyer that the Seller has engaged an Agent or paid commission influenced any person to obtain the contract as described in clause relating to Agents/Agency Commission and penalty for use of under influence, the Seller, on a specific request of the Buyer, shall provide necessary information/inspection of the relevant financial documents/information/inspection of the relevant financial documents/information.

7. **Non-disclosure of Contract documents**. Except with the written consent of the buyer/Seller, other party shall not disclose the contract any provision, specification, plan, design, pattern, sample or informatics thereof to any third party.

8. **Liquidated Damages**. In the event of the sellers failure to submit the bonds, guarantees and documents, supply the stores/goods a conduct trails, installation of equipment, training, etc as specified in the completion of the contract. The BUYER may also deduct from the SELLER as agreed, liquidated damages to the sum of 0.5% of the contract price of the delayed/undelivered stores/services mentioned above for every week of delay or part of a week, subject to the maximum value of the Liquidated Damages being not higher than 10% of the value of delayed stores.

9. **Termination of Contract**. The Buyer shall have the right to terminated this Contract in part or in full in any of the following cases: -

(a) The delivery of the materials is delayed for causes not attributable to Force Majeure for more than **01 months** after the scheduled date of delivery.

(b) The seller is declared bankrupt or becomes insolvent.

(c) The delivery of material is delayed due to causes of Force Majeure by more than three months provided Force Majeure clause is included in contract.



(d) The Buyer has noticed that the Seller has utilized the services of any Indian/Foreign agent in getting this contract and paid any commission to such individual/company etc.

(e) As per decision of the Arbitration Tribunal.

10. **Notices**. Any notice required or permitted by the contract shall be written in the English language and may be delivered personally or may be sent by FAX or registered pre-paid mail/airmail, addressed to the last known address of the party to whom it is sent.

11. **Transfer and Sub-letting**. The Seller has no right to give, bargain, sell, assign or sublet or otherwise dispose of the Contract or any part thereof, as well as to give or to let a third party take benefit or advantage of the present Contract of any part thereof.

12. **Amendments**. No provision of present Contract shall be changed or modified in any way (including this provision) either in whole or in part except by an instrument in writing made after the date of this Contract and signed on behalf of both the parties and which expressly states to amend the present Contract.

13. **Taxes and Duties**

(a) **General (in respect of indigenous bidders)**

(i) Bidders must indicate separately the relevant Taxes/Duties likely to be paid in connection with delivery of completed goods specified in RFP. In absence of this, the bids would be summarily rejected.

(ii) If a bidder is exempted from payment of any duty/tax up to any value of supplies from them he should clearly state that no such duty/tax will be charged by them up to the limit of exemption which they may have. If any concession is available in regard to rate/quantum of any Duty/tax, it should be brought out clearly. In such cases, relevant certificate will be issued by the Buyer later to enable the Seller to obtain exemption from taxation authorities.

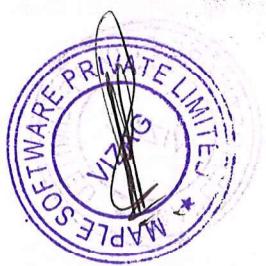
(iii) Any changes in taxes and duties levied by Central/State/Local governments on final product upward as a result of any statutory variation taking place within contract period shall be allowed reimbursement by the Buyer. To the extent of actual quantum of such duty/tax paid by the Seller. Similarly, in case of downward revision in any such duty/tax the actual quantum of such duty/tax paid by the seller. Similarly, in case of downward revision in any such duty/tax, the actual quantum of reduction of such duty/tax shall be reimbursed to the Buyer by the seller. All such adjustments shall include all reliefs, exemptions, rebates, concession etc. if any, obtained by the seller. Section 64-A of sates of Goods Act will be relevant in this situation.

(iv) In case of extension of Delivery period any increase in taxes, duties, levies etc will not be paid to the seller. In case of decrease the difference to be passed on to the buyer.



(b) **Goods and Services Tax (GST)**

- (i) GST will be paid to the seller at the rate applicable based on description. HSN/SAC code and the relevant schedule of CGST Act.
- (ii) In pursuance with Section 171(1) of CGST Act, an undertaking is to be effected by the seller declaring that "Any reduction in rate of tax on any supply of goods or services or the benefit of input tax credit (ITC) shall be passed on to the recipient by way of commensurate reduction in prices". Further, in case it is detected by the government that any ITC has accrued to the seller as a result of migrating to GST, after receiving the consideration/reimbursement for his supplies, the seller is mandated to refund the same accordingly to the paying Authority, giving details and particulars of the transactions.
- (iii) Unless otherwise specifically agreed to in terms of the contract, the Buyer shall not be liable for claim on account of fresh imposition and/or increase of GST on raw materials and/or components used directly in the manufacture of the contracted stores taking place during the pendency of the contract.



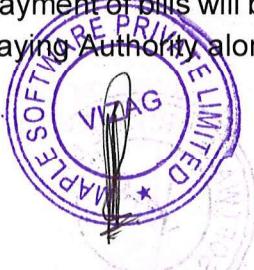
PART IV - SPECIAL CONDITIONS OF RFP

The Bidder is required to give confirmation of their acceptance of Special Conditions of the RFP mentioned below which will automatically be considered as part of the Contract concluded with the successful Bidder (i.e. Seller in the Contract) as selected by HQENC. Failure to do so may result in rejection of Bid submitted by the Bidder.

1. **Performance Guarantee.** The Bidder will be required to furnish a Performance Guarantee by way of Bank Guarantee through a public sector bank or a private sector bank authorized to conduct government business for **a sum equal to 03% of the contract value** within 30 days of receipt of the confirmed order. Performance Bank Guarantee should be valid up to 60 days beyond the date of warranty. (The specimen of PBG is available in MoD website and can be provided on request).
2. **Option Clause.** The contract will have an option Clause, wherein HQENC can exercise an option to procure an additional 50% of the original contracted quantity in accordance with the same terms and conditions of the present contract within one year. This will be applicable within the currency of contract. The Bidder is to confirm the acceptance of the same for inclusion in the contract. It will be entirely the discretion of HQENC to exercise this option or not.
3. **Repeat Order Clause.** The contract will have a Repeat Order Clause, wherein HQENC can order up to 50% quantity of the items under the present contract within one year from the date of supply/successful completion of this contract, the cost, terms and conditions remaining the same. The Bidder is to confirm acceptance of this clause. It will be entirely the discretion of HQENC to place the Repeat Order or not.
4. **Tolerance Clause.** To take care of any change in the requirement during the period starting from issue of RFP till placement of the contract, Buyer reserves the right to 10 % plus/minus increase or decrease the quantity of the required goods/services up to that limit without any change in the terms & conditions and prices quoted by the Seller. While awarding the contract, the quantity ordered can be increased or decreased by HQENC within this tolerance limit.
5. **Payment Terms.** It will be mandatory for the Bidders to indicate their bank account numbers and other relevant e-payment details so that payments could be made through ECS/EFT mechanism instead of payment through cheques, wherever feasible. A copy of the model mandate form prescribed by RBI to be submitted by Bidders for receiving payments through ECS is available in MoD website and can be given on request. The payment will be made as per the following terms, on production of the requisite documents:
-
(a) Payment will be made on Quarterly basis by the buyer.

6. **Advance Payments.** No advance payment(s) will be made.

7. **Paying Authority.** The payment of bills will be made on submission of the following documents by the Seller to the Paying Authority along with the bill:-



- (i) Ink-signed copy of contingent bill / Seller's bill.
- (ii) Ink-signed copy of Commercial invoice / Seller's bill.
- (iii) Copy of Supply Order/Contract with U.O. number and date of IFA's concurrence, where required under delegation of powers.
- (iv) CRVs in duplicate.
- (v) Inspection note.
- (vi) Claim for statutory and other levies to be supported with requisite documents / proof of payment such as Excise duty Challan, Customs duty clearance certificate, Octroi receipt, proof of payment for EPF/ESIC contribution with nominal roll of beneficiaries, etc as applicable.
- (vii) Exemption certificate for Excise duty / Customs duty, if applicable,
- (viii) Bank guarantee for advance, if any.
- (ix) Guarantee / Warranty certificate.
- (x) Performance Bank guarantee / Indemnity bond where applicable.
- (xi) DP extension letter with CFA's sanction, U.O. number and date of IFA's concurrence, where required under delegation of powers, indicating whether extension is with or without LD.
- (xii) Details for electronic payment viz Account holder's name, Bank name, Branch name and address, Account type, Account number, IFSC code, MICR code (if these details are not incorporated in supply order/contract).
- (xiii) Any other document / certificate that may be provided for in the Supply Order / Contract.
- (xiv) User Acceptance,
- (xv) Xerox copy of PBG.
(Note – Tick relevant applicable serials)

8. **Fall clause.** The Following Fall clause will form part of the contract placed on successful Bidder: -

- (a) The price charged for the stores supplied under the contract by the Seller shall in no event exceed the lowest prices at which the Seller sells the stores or offer to sell stores of identical description to any persons/Organisation including the purchaser or any department of the Central government or any Department of state government or any statutory undertaking the central or state government as the case



may be during the period till performance of all supply Orders placed during the currency of the rate contract is completed.

(b) If at any time, during the said period the Seller reduces the sale price, sells or offer to sell such stores to any person/organisation including the Buyer or any Dep't, of central Govt. or any Department of the State Government or any Statutory undertaking of the Central or state Government as the case may be at a price lower than the price chargeable under the contract, the shall forthwith notify such reduction or sale or offer of sale to the Director general of Supplies & Disposals and the price payable under the contract for the stores of such reduction of sale or offer of the sale shall stand correspondingly reduced. The above stipulation will, however, not apply to: -

- (i) Exports by the Seller.
 - (ii) Sale of goods as original equipment at price lower than lower than the prices charged for normal replacement,
 - (iii) Sale of goods such as drugs which have expiry dates
 - (iv) Sale of goods at lower price on or after the date of completion of sale/placement of the order of goods by the authority concerned under the existing or previous Rate Contracts as also under any previous contracts entered into with the Central or State Govt. Depts., including their undertakings excluding joint sector companies and/or private parties and bodies.
- (c) The Seller shall furnish the following certificate to the Paying Authority along with each bill for payment for supplies made against the Rate contract - "We certify that there has been no reduction in sale price of the stores of description identical to the stores supplied to the Government under the contract herein and such stores have not been offered/sold by me/us to any person/organisation including the purchaser or any department of Central Government or any Department of a state Government or any Statutory Undertaking of the Central or state Government as the case may be up to the date of bill/the date of completion of supplies against all supply orders placed during the currency of the Rate Contract at price lower than the price charged to the government under the contract except for quantity of stores categories under sub-clauses (a),(b) and (c) of sub-Para (ii) above details of which are given below-_____".

9. Risk & Expense clause

(a) If the contractor fails to carry out any day any of the work mentioned in the contract of falls short in providing requisite manpower, without prejudice to any other right or remedy available under the law to the Government on account of such breach, pro-data recovery along with penalty equal to 10% of the man-month rate, per individual, as per scale, for each deficiency either in service or a short fall of numbers will be recovered from the monthly bill of the contractor. The Quantum of



recovery will be decided by Flag Officer Commanding-in-Chief which will be binding on the contractor.

(b) The Government has the right to make good any short fall in services of the contractor at the risk and cost of the contractor, in addition to the deduction of penalty mentioned above, from the monthly bill of the firm from PBG submitted by the firm.

(c) The Government shall be entitled to deduct from pending bills of the contractor all such sums of the money as may be claimed by Government, in terms of the agreement. Any sum of money not received by the amount of the said bills shall be liable to be deducted from the PBG deposited by the firm.

10. **Specification:** The Service provider guarantees to meet the Specification clause will form part of the contract placed on successful Bidder as per Part-II of RFP of this contract and to incorporate remedial measures.

11. **Quality Assurance:** The quality of the service and the provision of the software professional would be the best possible as per the industry norms and the contractual obligations as mentioned in this agreement would be binding.

12. **Inspection Authority:** The Inspection will be carried out by Command IT Officer (or suitable officer nominated) at HQENC. The mode of Inspection will be User Inspection/Joint Receipt Inspection (JRI).

13. **Compliance to statutory and other Regulations:** The obligations of the contractor towards compliance with the statutory and other regulations shall be as follows:-

(a) The Contractor shall in all matters arising in the performance of the contract confirms at their own expenses, with the provisions of the central or state statutes. Ordinances of Laws and rules, regulations and Bye-law of any Local or other duly constituted Authority and shall keep the customer indemnified against all penalties and liabilities of every kind for breach of any such statue, Ordinance, Law, Regulation and Bye-Laws.

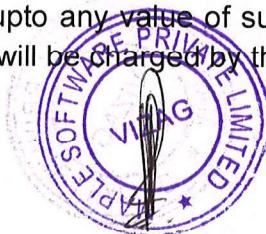
(b) The Contractor shall give all Notice and pay all required fees and Taxes to be paid under any Central or State statutes, Ordinance, Law, Rule, Regulations and Bye-laws of any Local or other constituted Authority in relation to the services being provided under this contract.

14. **Recovery of Sums Due.** Whenever under the contract any sums of money is payable by the contractor, that has been claimed /paid and due to the professional, the same shall be deducted from any sum then due or which at any time thereafter may become due to contractor under this or any other contract with the customer.



PART V – EVALUATION CRITERIA & PRICE BID ISSUES

1. **Evaluation Criteria.** The broad guidelines for evaluation of Bids will be as follows: -
 - (a) Only those Bids will be evaluated which are found to be fulfilling all the eligibility and qualifying requirements of the RFP, both technically and commercially.
 - (b) In respect of Two-Bid system, the technical Bids forwarded by the Bidders will be evaluated by the Buyer with reference to the technical characteristics of the equipment as mentioned in the RFP. The compliance of Technical Bids would be determined on the basis of the parameters specified in the RFP. The Price Bids of only those Bidders will be opened whose Technical Bids would clear the technical evaluation.
 - (c) The Lowest Bid will be decided upon the lowest price quoted by the particular Bidder as per the Price Format given at Para 2 below. The consideration of taxes and duties in evaluation process will be as follows: -
 - (i) In cases where only indigenous Bidders are competing, all taxes and duties (including those for which exemption certificates are issued) quoted by the Bidders will be considered. The ultimate cost to the Buyer would be the deciding factor for ranking of Bids.
 - (ii) In cases where both foreign and indigenous Bidders are competing, following criteria would be followed –
 - (aa) In case of foreign Bidders, the basic cost (CIF) quoted by them would be the basis for the purpose of comparison of various tenders.
 - (ab) In case of indigenous Bidders, excise duty on fully formed equipment would be offloaded.
 - (ac) Sales tax and other local levies, i.e. octroi, entry tax etc would be ignored in case of indigenous Bidders.
 - (d) The Bidders are required to spell out the rates of Customs duty, Excise duty, VAT, Service Tax, etc in unambiguous terms; otherwise their offers will be loaded with the maximum rates of duties and taxes for the purpose of comparison of prices. If reimbursement of Customs duty / Excise Duty / VAT is intended as extra, over the quoted prices, the Bidder must specifically say so. In the absence of any such stipulation it will be presumed that the prices quoted are firm and final and no claim on account of such duties will be entailed after the opening of tenders. If a Bidder chooses to quote a price inclusive of any duty and does not confirm inclusive of such duty so included is firm and final, he should clearly indicate the rate of such duty and quantum of excise duty included in the price. Failure to do so may result in ignoring of such offers summarily. If a Bidder is exempted from payment of Customs duty / Excise Duty / VAT duty upto any value of supplies from them, they should clearly state that no excise duty will be charged by them up to the limit of exemption which



they may have. If any concession is available in regard to rate/quantum of Customs duty / Excise Duty / VAT, it should be brought out clearly. Stipulations like, excise duty was presently not applicable but the same will be charged if it becomes leviable later on, will not be accepted unless in such cases it is clearly stated by a Bidder that excise duty will not be charged by him even if the same becomes applicable later on. In respect of the Bidders who fail to comply with this requirement, their quoted prices shall be loaded with the quantum of excise duty which is normally applicable on the item in question for the purpose of comparing their prices with other Bidders. The same logic applies to Customs duty and VAT also.

(f) In import cases, all the foreign quotes will be brought to a common denomination in Indian Rupees by adopting the exchange rate as BC Selling rate of the State Bank of India on the date of the opening of Price Bids.

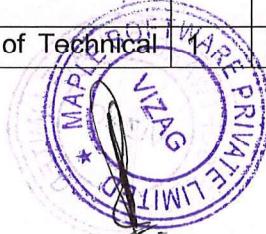
(g) If there is a discrepancy between the unit price and the total price that is obtained by multiplying the unit price and quantity, the unit price will prevail and the total price will be corrected. If there is a discrepancy between words and figures, the amount in words will prevail for calculation of price.

(h) The Lowest Acceptable Bid will be considered further for placement of contract / Supply Order after complete clarification and price negotiations as decided by the Buyer. The Buyer will have the right to award contracts to different Bidders for being lowest in particular items. The Buyer also reserves the right to do Apportionment of Quantity, if it is convinced that Lowest Bidder is not in a position to supply full quantity in stipulated time.

(i) Any other criteria as applicable to suit a particular case.

2. Price Bid Format. The Price Bid Format is given below and Bidders are required to fill this up correctly with full details: -

S.No	Item Description	Qty	Deno	Unit Rate per year (Rs.)	Total Cost for three years (Rs.)
(a)	Hiring of services Software Development Team Leader (4-6 Years)	1	Nos		
(b)	Hiring of services Software Implementation & Design Analyst (2-3 Years)	1	Nos		
(c)	Hiring of services Software Test Engineer (2-3 Years)	2	Nos		
(d)	Hiring of services Software Developer (ASP. Net) (2-3 Years)	3	Nos		
(e)	Hiring of services Software Developer (PHP & Java) (2-3 Years)	2	Nos		
(f)	Hiring of services of Technical		Nos		



	Writer (2-3 Years)				
(g)	GST				
(h)	Grand Total (Inclusive of GST)				

Note: - Only Basic cost (Sl (a) to (f)) will be taken into consideration to decide on the L1 firm.



Annexure I to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22

**TECHNICAL BID DETAILS FOR SUPPLY OF HIRING OF SERVICES OF
SOFTWARE DEVELOPERS FOR SOFTWARE DEVELOPMENT CENTRE (SDC)**
AT HQENC

1. Headquarters Eastern Naval Command, Visakhapatnam (HQENC) invites technical and financial proposals for hiring of services of software developers for software development centre (SDC) at Visakhapatnam. Schedule of events is as follows: -

<u>Event</u>	<u>Date</u>
Pre-Bid Conference	_____
Date of Tender Submission (In sealed cover, online) (two Bids)	On or before 1200 hrs 10 Aug 22
Date of opening of the Technical Bids	1230 hrs on 10 Aug 22
Validity of the Quote	180 days

2. **The Submission of bids.** The proposals shall be submitted in two parts viz. **Technical Bids and Commercial Bids** in two separate sealed envelopes with respective marking in bold letters. The two sealed envelopes should be submitted online, addressed to The Flag Officer Commanding-in-Chief (for Command IT Officer). The proposal shall be submitted on line only. The Commercial bid is to be submitted as per the '**Price bid format**' brought out at Para 2 to Part V of RFP along with Commercial Bid Covering Letter (format placed at Annexure VII).

3. The Evaluation Committee constituted by HQENC would evaluate the Technical Bids and the decision of Evaluation Committee will be final and binding. The Commercial Bids in respect of the firms recommended by Evaluation Committee only will be accepted.

4. The first envelope **should not contain any cost information whatsoever**. Non-compliance and any deviation from the above stated procedure shall lead to disqualification.

5. Vendors are to clearly put forward the inputs to HQENC for verification. **Evaluation of technical proposals by HQENC cannot be questioned by any of the bidders on the parameters mentioned above. The evaluation against each parameter mentioned in the RFP by the evaluation committee would be final and binding.** The members of the evaluation committee will maintain confidentiality of the evaluation given against each parameter. No bidder will try to influence directly or indirectly the members of the evaluation committee, and if found doing so, firm's bid shall summarily be rejected. **Technical proposal qualifying evaluation criteria will only be considered for financial bids opening.**

6. HQENC shall notify the firms whose proposals did not meet the evaluation criteria or were considered non-responsive, informing that their Financial Proposals will be returned unopened after completing the selection process. HQENC shall simultaneously



notify the firms that have qualified in the technical evaluation, informing the date and time set for opening of Commercial Bids. The notification may be informed by telephone, fax or electronic mail. The Commercial Bids of the short listed firms shall be opened.

7. HQENC reserves the right to accept or reject any or all of the tenders without assigning any reason whatsoever.

8. The Technical Bid should be submitted along Bidder information, Bidder Experience details & Minimum Eligibility, Deviation statement, Compliance Statement Declaration Terms and Conditions, Technical Bid covering letter, Commercial Bid covering letter. The formats are placed at Annexure II, III, IV, V, VI, VII respectively.

9. Vendors are to clearly put forward the inputs to HQENC for verification. **Evaluation of technical proposals by HQENC cannot be questioned by any of the bidders on the parameters mentioned above. The evaluation against each parameter by the evaluation committee would be final and binding.** The members of the evaluation committee will maintain confidentiality of the evaluation given against each parameter. No bidder will try to influence directly or indirectly the members of the evaluation committee and if found doing so, firm's bid shall summarily be rejected. **Technical proposal qualifying evaluation criteria will only be considered for financial bid opening.**

10. HQENC shall notify the firms whose proposals did not meet the evaluation criteria or were considered non-response, informing that their Financial Proposals will be returned opened after completing the selection process. HQENC shall simultaneously notify the firms that have qualified in the technical evaluation, informing the date and time set for opening of Commercial bids. The notification may be informed by telephone, fax or electronic mail.

11. The Commercial Bids of the short listed firms be opened publicly in the presence of one representative, if deputed, each from the respective firm. The name of the vendor and the proposed process shall be read aloud and recorded when the bids are opened.

12. HQENC reserves the right to accept or reject any or all of the tenders without assigning any reason whatsoever.



13. Skill set and experience of Software consultants is mentioned below: -

S. No	Description	Qualification	Experience
(a)	Hiring of services Software Development Team Leader	BSC/ MSC/BCA/MCA/ BE(Computer Science/IT) IT Field- ASP.Net Visual Audio C#, SQL Server 2008/12 PHP, HTML,XML, JavaScript	4-6 Years
(b)	Hiring of services Software Implementation & Design Analyst	BSC/ MSC/BCA/MCA/ BE (Computer Science/IT) HTML,CSS and Bootstrap, Adobe Photoshop	2-3 Years
(c)	Hiring of services Software Test Engineer	BSC/ MSC/BCA/MCA/ BE(Computer Science/IT)	2-3 Years
(d)	Hiring of services Software Developer (ASP. Net)	MCA/ BE(Computer Science/IT) IT Field- ASP.Net Visual Audio C#, HTML,XML, JavaScript	2-3 Years
(e)	Hiring of services Software Developer (PHP & Java)	MCA/ BE(Computer Science/IT) SQL Server 2012/16 PHP, HTML, XML, JavaScript	2-3 Years
(g)	Hiring of services of Technical Writer	BSC/ MSC/BCA/MCA/ BE(Computer Science/IT)	2-3 Years



**Annexure III to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22**

Bidder Experience Details & Minimum Eligibility Criteria

<u>Sl. No</u>	<u>Information</u>	<u>Particulars/ Response</u>
1.	Vendors should have minimum three years' experience in supply of IT Software Consultancy services with relevant ISO certification.	
2.	Should have been in existence for and must have been engaged in the business of IT infrastructure building in India for last 5 years as on 01 Jan 17	
3.	Include copies of balance sheets with turnover and Net Profit / Loss of the Company in the last three financial years (FYs 2019-20, 2020-21, 2021- 22).	
4.	Annual turnover of Company in last three years should be at least 70 Lakhs (FYs 2019-20, 2020-21, 2021- 22).	
6.	The bidder should not have been black-listed / barred by any Government agency	
7.	At least one supply/ work order for supplying services and IT Consultancy (25 Lakhs) to be enclosed	
8.	Support Centre/ Partner in Visakhapatnam/ Hyderabad(with details of address, Contact No:, Phone No and Email id)	

Authorised Signatories
(Name & Designation, seal of the company)
Date:



Annexure II to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22

Bidder Information

Please Provide following information about the company

<u>Sl. No</u>	<u>Information</u>	<u>Particulars/ Response</u>
1.	Company Name	
2.	Date of Incorporation	
3.	Type of Company (Govt/PSU/Pvt/Partnership)	
4.	Registration No. and Date of Registration. Along with TIN/ VAT/ GST NO(Certificates to be enclosed)	
5.	Address of Registered Office with contact No. (Phone/ Fax)	
6.	PAN No.	
7.	Details of Bidder authorised to make commitments to HQENC Name Designation Fax No. Mail ID Company Head Office and Addresses Contact Person (s) Phone Fax E-mail Website	
8.	Any pending litigation against the company. If yes please give details.	Yes/No/Comments (if option is Yes)

Authorised Signatories
(Name & Designation, seal of the company)
Date



Annexure IV to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22

Deviation Statement

We certify that the systems / services offered by us for tender confirms to the specifications stipulated in RFP by you with the following deviations.

Bidders are requested to provide details of all deviations, comments and observations or suggestions in the following format with seal and signature. You are also required to provide a reference of the page number, state and clarification point and the comment/ suggestion/ deviation that you propose as shown below.

HQENC may at its sole discretion accept or accept all or may of the deviations, however it may be noted that the acceptance or rejection of any deviation by HQENC will not entitle the bidder to submit a revised bid.

List of deviations

- 1) _____
- 2) _____
- 3) _____

(If left blank it will be construed that there is no deviation from the specification gives above)(The decision of HQENC is final towards evaluation of the bid documents)

Authorised Signatories

(Name & Designation, seal of the company)

Date:



Annexure V to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22

Compliance Statement Declaration Terms and Conditions

We hereby undertake an agree to abide by all the terms and conditions stipulated by HQENC in this RFP including all addendum, corrigendum etc. (Any deviation may result in disqualification of bids)

Authorised Signatories

(Name & Designation, seal of the company)

Date:



Annexure VI to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22

Technical Bid Covering Letter

Date :

To
The Flag Officer Commanding-in-Chief
(For Command IT officer)
Eastern Naval Command
Naval Base
Visakhapatnam – 530014

Dear Sir

Technical Bid

Hiring Services of Software developers/ professionals at SDC at HQENC

We, the undersigned, offer to provide services for the above-mentioned project, in accordance with your RFP document [insert RFP Number] dated [insert date]. We are submitting our Proposal which includes Technical Proposal and Commercial Proposal. The required documents along with technical proposal are uploaded online and the commercial proposal separately.

We also enclose marked Commercial Bid.

We understand you are not bound to accept any proposal you receive.

Dated (Day)/(Month)/(Year)

Yours Faithfully

Authorised Signatories
(Name & Designation, seal of the company)
Date:



**Annexure VII to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22**

Commercial Bid Covering Letter

Date:

To
The Flag Officer Commanding-in-Chief
(For Command IT officer)
Eastern Naval Command
Naval Base
Visakhapatnam – 530014

Dear Sir

Commercial Bid – Hiring of Services for software developers at SDC at HQENC

We, the undersigned, offer to provide services for the above-mentioned project, in accordance with your RFP document [insert RFP Number] dated [insert date]. We are submitting our Proposal which includes Technical Proposal and Commercial Proposal. The required documents along with technical proposal are uploaded.

We also enclose masked Commercial Bid.

We understand you are not bound to accept any proposal you receive.

Dated (Day)/(Month)/(Year)

Yours Faithfully

Authorised Signatories
(Name & Designation, seal of the company)
Date:



Annexure VIII to Part II of RFP No
IT/0057/SDC/22-25 dated 20 Jul 22

Bid Security Document
(Reference to Para 12 of Part II of RFP)

I/We undertake that in case, I/We withdraw or modify the bid during the period of validity on or before being awarded the contract/placement of order, I/We fail to sign the contract or to submit the Performance Security before the deadline defined in the bid document/RFP.

I/We will be suspended for a period of one year as specified in the bid document/RFP, from being eligible to submit bids for contracts/WO/SO to be issued by HQENC/units.

Date:

Place:

Signature of the Tenderer
(Name and Address of the Tenderer)





Report ID: GEM/GARPTS/18072022/0E5I8ZA4INC4

Report Name: HIRING OF SOFTWARE DEVELOPERS FOR SOFTWARE DEVELOPMENT CENTRE AT HQENC FOR 03 YEARS

Generated By: Chandan Bisht , Department of Military Affairs , Ministry of Defence

Generated On: 18/07/2022

Valid till: 17/08/2022

GeM Availability Report and Past Transaction Summary

GeM Availability Report and past transaction summary report is generated based on the specifications searched by the Buyer. The specification may be modified appropriately for searching relevant categories on GeM. Buyer may navigate to GeM category page by clicking on the category link to view category specifications and products/services available in the category.

Order Count and Order Value displayed is on a cumulative basis since GeM inception.

1. Search String: Hiring of services Software Development Team Leader (4-6 Years)

Search type: Service

Search Result: Category not available on GeM for the text string searched by the buyer.

This is a one-time requirement hence new category creation is not proposed / or requirement is recurring but request for new category creation will be submitted separately post generation of GeMARPTS.

2. Search String: Hiring of services Software Implementation & Design Analyst (2-3 Years)

Search type: Service

Search Result: Category not available on GeM for the text string searched by the buyer.

This is a one-time requirement hence new category creation is not proposed / or requirement is recurring but request for new category creation will be submitted separately post generation of GeMARPTS.

3. Search String: Hiring of services Software Test Engineer (2-3 Years)

Search type: Service

1. There are categories available on GeM matching your requirements (as listed here). You can



- create a bid on GeM with a product closest matching your required specifications and add additional parameters in specifications through Corrigendum using RMS functionality.
2. If you feel that category TP needs updating you can submit category updating request also through RMS.
 3. If you do not want to use any of the above option and want to proceed for procurement outside GeM, please suggest the specifications of the required product for creation of new category on GeM for future procurement.

Search Result: Category available/suggested on GeM but marked as "not matching requirements" by the buyer with undertaking as under:

It is certified that I have thoroughly checked all probable categories suggested by GeM and I am satisfied that the product required is not covered / does not fall in any of the suggested categories and can not be procured under any of these categories even after inclusion of List of Values(LOV) wherever possible in category specifications of suggested categories. It is also certified that the technical specification requirement are such that these can not be covered even by adding specification parameters using ATC in any of the GeM suggested categories. This is a one-time requirement hence new category creation is not proposed / or requirement is recurring but request for new category creation will be submitted separately post generation of GeMARPTS.

Category Name	Order Count			Order Value (in Lakhs)		
	Direct Purchase	Reverse Auction	Bid	Direct Purchase	Reverse Auction	Bid
Hiring of Consultant for Energy Efficiency Services	0	0	2	0	0	5
Hiring of AR/VR Services for Events	0	0	0	0	0	0
Hiring of Air Ambulance Service (Long Term Services)	0	0	0	0	0	0

4. Search String: Hiring of services Software Developer (ASP. Net) (2-3Years)

Search type: Service

Search Result: Category not available on GeM for the text string searched by the buyer.

This is a one-time requirement hence new category creation is not proposed / or requirement is recurring but request for new category creation will be submitted separately post generation of GeMARPTS.

5. Search String: Hiring of services Software Developer (PHP & Java) (2-3 Years)

Search type: Service

Search Result: Category not available on GeM for the text string searched by the buyer.



This is a one-time requirement hence new category creation is not proposed / or requirement is recurring but request for new category creation will be submitted separately post generation of GeMARPTS.

6. Search String: Hiring of services of Technical Writer (2-3Years)

Search type: Service

1. There are categories available on GeM matching your requirements (as listed here). You can create a bid on GeM with a product closest matching your required specifications and add additional parameters in specifications through Corrigendum using RMS functionality.
2. If you feel that category TP needs updating you can submit category updating request also through RMS.
3. If you do not want to use any of the above option and want to proceed for procurement outside GeM, please suggest the specifications of the required product for creation of new category on GeM for future procurement.

Search Result: Category available/suggested on GeM but marked as "not matching requirements" by the buyer with undertaking as under:

It is certified that I have thoroughly checked all probable categories suggested by GeM and I am satisfied that the product required is not covered / does not fall in any of the suggested categories and can not be procured under any of these categories even after inclusion of List of Values(LOV) wherever possible in category specifications of suggested categories. It is also certified that the technical specification requirement are such that these can not be covered even by adding specification parameters using ATC in any of the GeM suggested categories. This is a one time requirement hence new category creation is not proposed / or requirement is recurring but request for new category creation will be submitted separately post generation of GeMARPTS.

Category Name	Order Count			Order Value (in Lakhs)		
	Direct Purchase	Reverse Auction	Bid	Direct Purchase	Reverse Auction	Bid
Hiring of Consultant for Energy Efficiency Services	0	0	2	0	0	5
Hiring of AR/VR Services for Events	0	0	0	0	0	0
Hiring of Air Ambulance Service (Long Term Services)	0	0	0	0	0	0
Hiring of Chartered Aircrafts	0	0	0	0	0	0
Hiring of Creative Agency	0	1	24	0	2	363
Hiring of Sanitation Service	170	0	1,977	327	0	1,16,843
Hiring of POS (point-of-sale)	0	0	0	0	0	0



Devices	0	0	0	0	0	0
Distributed Denial of Services	0	3	4	0	0	6
Hiring of Social Media Agency	0	0	2	0	0	87
Hiring of Consultants - Milestone/Deliverable Based	0	0	1	0	0	16



TECHNICAL SPECIFICATIONS

Schedule of goods. The document outlines the requirements for hiring IT Services of Software developers/ professionals (herein after called as **Consultant**) at Eastern Naval Command at Visakhapatnam. List of services to be procured as follows: -

S.No	Item Description	Deno	Quantity
(a)	Hiring of services Software Development Team Leader (4-6 Years)	No	1
(b)	Hiring of services Software Implementation & Design Analyst (2-3 Years)	No	1
(c)	Hiring of services Software Test Engineer (2-3 Years)	No	2
(d)	Hiring of services Software Developer (ASP. Net) (2-3 Years)	No	3
(e)	Hiring of services Software Developer (PHP & Java) (2-3 Years)	No	2
(f)	Hiring of services of Technical Writer (2-3 Years)	No	1

Skill set and experience of Software consultants is mentioned below: -

S. No	Description	Qualification	Experience
(a)	Hiring of services Software Development Team Leader	BSC/ MSC/BCA/MCA/ BE(Computer Science/IT) IT Field- ASP.Net Visual Audio C#, SQL Server 2008/12 PHP, HTML, XML, JavaScript	4-6 Years
(b)	Hiring of services Software Implementation & Design Analyst	BSC/ MSC/BCA/MCA/ BE (Computer Science/IT) HTML, CSS and Bootstrap, Adobe Photoshop	2-3 Years
(c)	Hiring of services Software Test Engineer	BSC/ MSC/BCA/MCA/ BE(Computer Science/IT)	2-3 Years
(d)	Hiring of services Software Developer (ASP. Net)	MCA/ BE(Computer Science/IT) IT Field- ASP.Net Visual Audio C#, HTML, XML, JavaScript	2-3 Years
(e)	Hiring of services Software Developer (PHP & Java)	MCA/ BE(Computer Science/IT) SQL Server 2012/16 PHP, HTML, XML, JavaScript	2-3 Years
(f)	Hiring of services of Technical Writer	BSC/ MSC/BCA/MCA/ BE(Computer Science/IT)	2-3 Years

