



TIEM STRUCTURAL DESIGNS (PVT) LTD

Your Expert Partners in Civil & Structural Consulting Engineering Services!



TIEM STRUCTURAL DESIGNS (PVT) LTD

Abridged
Company Business Profile
As @ 01st March 2024





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**The Company Business Profile
As @ 01st March 2024**

Business Addresses:

First Floor, Suite 2-3, Construction House
No. 100 Leopold Takawira Street
Harare, Zimbabwe

Key Contact Person:

Dr. Paul Tafadzwa Musakuro, Eng.
M: +263 773 706 652 and +263 716 510 666
E-mail: pmusakuro@gmail.com

Website: www.tiemstructuraldesigns.co.zw
(Currently under development!)



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CORPORATE INFORMATION

☐ General Information:

- Registered company name: Tiem Structural Designs (Pvt) Ltd
- Trading (short) name: Tiem Structural Designs
- Company legal status: Private limited liability company
- Company registration number: **1080/2015**
- Date of re-registration: 11th February 2015
- Place of registration: Deeds, Companies, Intellectual Properties (DCIP), Harare

☐ Contact Details:

- ◇ Mobile Tel (1): +263 773 506 662
- ◇ Mobile Tel (2): +263 715 000 000
- ◇ E-mail address: info-tiemstructures@gmail.com
- ◇ Website address: www.tiemstructuraldesigns.co.zw (under crafting)

☐ Company Addresses:

- Ω Principal office address: First Floor, Suite 2 – 3, Construction House
Leopold Takawira Street,
Harare, Zimbabwe

☐ Shareholders / Directors:

- Ω Shareholding Director (1): Dr. Eng. Paul Tafadzwa Musakuro
- ◇ Official position: Managing Principal Engineer
- ◇ Mobile Tel: +263 773 506 662
- ◇ E-mail address: info-tiemstructures@gmail.com
- Ω Shareholding Director (2): Mrs. Musakuro
- ◇ Official position: Non-Executive Chairperson
- ◇ E-mail address: info-tiemstructures@gmail.com

☐ Company Secretarial:

- ◇ Company secretary: Mr. Tendayi Mutadzapasi
- ◇ Mobile Tel: +263 784 914 142
- ◇ E-mail address: info-tiemstructures@gmail.com

☐ Bankers:



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- ◇ **Main bankers:** FBC Bank (Zimbabwe) Ltd
- ◇ **Branch:** Nelson Mandela, Harare
- ◇ **Telephone:** +263 242 700 000

☐ **Accreditations & registrations:**

- ◇ **Statutory bodies/institutions:** Zimbabwe Revenue Authority (ZIMRA)
National Social Security Authority (NSSA)
Zimbabwe Manpower Development Fund (ZIMDEF)
National Employment Council (NEC)
- ◇ **Industry Regulatory Bodies:** Zimbabwe Institute of Engineers (ZIE)
Zimbabwe Association of Consulting Engineers (ZACE)
Construction Industry Federation of Zimbabwe (CIFoZ)

WHO ARE WE!

☐ **Legal status:**

Tiem Structural Designs (Pvt) Ltd ("TIEM") is a Harare-based Civil & Structural Engineering Consulting Practice duly incorporated in Zimbabwe (Company registration no. **1080/2015**) as a private limited liability company on **11th February 2015**, in terms of the old Companies Act (Chapter 24:03).

☐ **Equity ownership structure:**

TIEM is a wholly Zimbabwean Construction Engineering Consulting Practice which is the brainchild of and/or owned by Dr, Eng. Paul Tafadzwa Musakuro and his family.

☐ **Nature of business:**

TIEM is a Civil & Structural Engineering Consulting Services Practice focused on the commercial, industrial and residential built environment market segments. TIEM offers a range of professional services, including civil and structural designs and civil construction contracting.

☐ **Overview scope of professional services offering**

TIEM offers a wide range of Civil & Structural Engineering Services (encompassing civil & structural designing, designs detailing, project permitting facilitation; site inspections, project management, civil construction services etc.) to a broad spectrum of private and public sector clients in Zimbabwe and other SADC/COMESA region countries in which the founding principal engineer is accredited. Through strategic collaborations with industry value chain partners, TIEM is also uniquely positioned to offer its valued clients the option of a One-Stop solutions package by facilitating other synergistic services like architectural; mechanical, geotechnical and electrical engineering solutions, depending on respective client's service preference. TIEM also specializes in land and subdivision development projects (commercial, industrial and residential real estate) in the urban built environments.

☐ **Profile founding Principal Engineer**

| | |
|---------------|-----------------------------|
| Full name | Paul Tafadzwa Musakuro |
| Date of birth | 16 th April 1983 |



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| | | | |
|---|---|----------------------------------|-----------------------|
| Age @ date of profile | 40yrs | | |
| National ID# | 63-1166892-T-15 | | |
| Nationality | Zimbabwean | | |
| Professional Qualifications | BSc. (Hons) Civil Engineering | University of Zimbabwe | Year 2005 |
| | MSc. Civil Engineering | University of [REDACTED] (India) | Year 2014 |
| Current Professional Studies | PhD in Civil Engineering | Insert University | Insert Period (years) |
| Professional Accreditations | Zimbabwe Institute of Engineers (ZIE) and Zimbabwe Association of Consulting Engineers (ZACE) | | |
| Other SADC/COMESA region country accreditations | South Africa; Botswana; Namibia; Zambia and Mozambique. | | |
| Practice experience (years) | 17 (eighteen) years | | |

VISION / MISSION / VALUES

The following is TIEM's founding aspiration and business mission as well as the *core values* which serve as the DNA of the civil engineering consulting practice's service delivery culture and moral compass: -

□ Our Vision:

**To be acknowledged as Africa's most dynamic and innovative
Civil & Structural Design Engineering Consulting Practice
in our chosen target market segments!**

□ Our Mission:

**We are the "go-to" partner for innovatively resourceful, best-in-class solutions in
Civil & Structural Design Engineering Consulting Services in the Commercial, Industrial and
Residential Built Environment in the SADC/COMESA region marketplace!**

□ Our Values:

Our core values set the tone of how we relate and interact with all our stakeholders, namely, our valued clients; employees; financiers; regulatory authorities and shareholders. Being the DNA of our corporate culture, the following core values reflect how we live our mission in pursuit of our vision: -

- ® Service Excellence
- ® Innovation
- ® Diversity & Inclusion
- ® Teamwork



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- ® Ethics & Integrity
- ® Environment, Health & Safety

□ **Our guiding principles:**

Whenever we engage in and/or execute our valued clients' projects delivery mandates, we aspire to always: -

- ◇ **Demonstrate Integrity.** Strive to exercise the highest standards of professional and ethical conduct, to uphold the esteemed reputation of our profession and industry.
- ◇ **Are Respectful.** Treat our clients, people assets and our client projects host communities with utmost respect and dignity. We are good listeners and equally strive to communicate with clarity, in a timely and forthright manner. We shall not seek to undermine any of our stakeholders (i.e. clients, suppliers, employees, regulatory authorities etc.) in the manner of our business conduct.
- ◇ **Collaborate.** Commit to mutually resolve ambiguity and conflict whilst respecting the business norms, values, traditions and laws of our valued clients' projects host communities.
- ◇ **Build trust through delivery on promises.** Make commitments responsibly and always keep our word. Whilst we set high aspirations for ourselves, we do not promise what we cannot deliver and always strive to win the confidence of all our stakeholders (i.e. clients, suppliers, employees, shareholders, regulatory authorities etc.) without compromising on our own business principles.

OUR CIVIL & STRUCTURAL ENGINEERING CONSTRUCTIONS SERVICES

Civil Engineering Services

We offer services in infrastructural developments which includes the following: -

- *Carry out feasibility studies for proposed urban developments.
- *Design of sewerage and water reticulation systems
- *Water treatment works
- *Design of sewerage disposal systems
- *Design of roads and storm water drainage
- *Supervision of the works during the course of construction.
- *Preparation of tender documents and adjudication of tenders.

Structural Engineering Services

We have a wealthy of experience and capabilities in the following facets of structural engineering and design, ensuring our versatility and efficiency in the use of steel, concretes, timber, masonry and composite materials. TIEM design team use a practical approach to ensure that engineering specifications result in ease of construction and cost control.

- Residential housing developments – e.g., traditional stand alone, flats, gated residential cluster homes



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- Shopping mall design and construction supervision
- Multi-storey structural designs, construction supervision and sign-off
- Civil and structural audits / assessments and compliance reports
- Dams, bridges and roads infrastructure
- Public utilities design, construction works/supervision, including car park facilities
- Water and sewer reticulation systems design and deployment etc.
- Commercial & industrial building designs and construction supervisions e.g., factories; grain silos etc.
- Telecommunication towers and base stations
- Building structures construction, modifications, extensions, upgrading and maintenance
- Fabrication of steel structures, steel trusses, timber trusses

Engineering & Project Management

TIEM is retained by commercial, industrial and residential projects clients to advise on projects planning, design, contract tender bidding; bids adjudication and awards; construction contract execution and project execution management (supervision) and compliance inspections and approvals by relevant local authority jurisdictions. TIEM projects management capability ensures client projects delivery on time, safely and within costs budget. TIEM adopts the following standard approach to facilitation of clients' projects delivery, where it provides engineering consultancy services: -

- Feasibility, concept and preliminary design studies
- Bid documentation and bidding process
- Construction contract execution
- Construction contract administration (project management)

Technical Approach & Design Procedure

- Feasibility study
- Preliminary design
- Detailed design
- Invitation of tenders and evaluation
- Construction phase
- Maintenance phase

☐ OUR SPECIAL SERVICE THRUST – Land Development Projects

TIEM are specialist experts in land and subdivision development projects delivery. Our track record, especially within the capital City of Harare speaks for itself [NB. Please refer to Projects Gallery section hereof].

Ω A brief of land & subdivision developments

Land & subdivision developments are a crucial aspect of the real estate industry, encompassing the process of dividing a large tract of land into smaller parcels for various purposes such as residential, commercial, and industrial use. This practice has gained prominence in recent decades, driven by factors such as urbanization, globalization, and the increasing demand for diverse property types. The subdivision process involves several stages, including planning and design, zoning regulations,



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infrastructure and utilities provision, environmental considerations, and approval processes. Subdivision project financing, marketing, and sales strategies play a significant role in the success of a subdivision project.

TIEM has developed unique capabilities to provide a one-stop Subdivision development solutions to local Subdivision land owners (i.e. clients), tailored to the respective Clients' specific requirements. A special proposal has been prepared (NB. *Please refer to a Subdivision Development Proposal*) to solicit interest and commitment from prospective target clientele by, firstly, unpacking the Subdivision development myth, articulating **the business case** for undertaking Subdivision developments from the perspective of the Land Owner as well as highlighting what the process entails and, more importantly, explaining how TIEM can assist in accomplishing successful Subdivision projects. Secondly, the Proposal is intended to empower prospective Subdivision land owners in making informed decisions about entrusting TIEM with their Subdivision development projects business.

TIEM provides complete range of subdivision development service to turnkey delivery status, depending on respective client's preference and/or contractual arrangement with TIEM – from securing permitting authority, planning, architectural designs, title survey, through to backbone infrastructure (i.e., water / sewer / roads etc.) design and approval facilitation through to subdivision level completion of civil (backbone) infrastructure to compliance status for title registrations.

THE COMPETITIVENESS OF THE TIEM BRAND

□ The people asset

Tiem Structural Designs (Pvt) Ltd prioritizes its people assets, correctly recognizing its people as the ultimate source of its differential competitiveness in the marketplace. In this regard, TIEM always seeks to carefully recruit professionals for their talent, balanced skillsets, (including industry-specific competences and experience) and potential social fit into the team. In addition, TIEM remuneration system is performance results-driven, in order to motivate, incentivise and retain its best talents.

□ Benchmarking for process improvements

We are a learning organisation, striving to continuously improve on internal business processes, through adopting relevant technologies; continuing skills development and/or benchmarking against the best-in-class in our respective industry segments. We, therefore, embrace innovation and adoption of best practices in all our internal value-chain activities, seeking to perform the same (similar) value-chain activities better than industry peers.

OUR CORPORATE GOVERNANCE SYSTEM



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Whilst TIEM is a private limited liability company with no statutory obligation for elaborate corporate governance structures, such as King II prescriptions for public companies, the co-founding sponsors desire to adhere to best practice corporate governance practices. This is intended to give all our key stakeholders, including potential clients and investors, utmost confidence in the brand.

□ **Board of Directors**

While, currently, TIEM has two (2) directors – being the two (2) co-founding shareholding directors – the strategic intent is to co-opt at least three (3) additional **independent** directors who shall be carefully head-hunted for their depth of industry specific expertise and experience as well as technical expertise in areas where existing executive director(s) are not very strong in, so as to bring strategic balance in the skillset at board level. Overall, the Board shall provide strategic leadership and oversight to TIEM management, in line with good corporate governance best practice.

□ **Board Sub-Committees**

TIEM company board seeks to enhance the effectiveness of its business oversight, including shareholder value creation and protection, through a board sub-committee system, amongst which the following will be key sub-committees: -

1. **Audit & Risk Committee** – this sub-committee is tasked with fulfilling the board’s fiduciary duties to all stakeholders, including shareholder interests, by assuming oversight responsibilities in the areas of financial reporting, audit activities and compliance with applicable regulations. The Audit & Risk Committee’s scope of oversight responsibility encompassed adequacy and effectiveness of systems of internal control, financial reporting compliance, enterprise risk management, including economic and environmental sustainability issues. The make-up of the sub-committee to comprise at least three (3) members, two of whom will be independent directors selected for their financial expertise and/or relevant industry specific corporate governance and/or regulatory compliance experience.
2. **Nominations & Compensation Committee** – this sub-committee is tasked with oversight responsibility in respect of (a) selection and appointment of new directors; (b) evaluating the performance of directors and senior executives; (c) designing and implementing compensation plans for directors and executives. The sub-committee is responsible for proper balance in the composition of the board, including director independence, skills diversity and balance. Being a sub-committee of the Board, the committee will make recommendations in the aforesaid key oversight areas, to guide the board’s consideration and approval decisions. The sub-committee comprises of at least three (3) members, two of whom shall be independent directors head-hunted for their relevant employment compensation, retirement planning expertise and experience.

PROFILE OF KEY SENIOR MANAGEMENT / EXECUTIVE STAFF



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Tiem Structural Designs (Pvt) Ltd.'s business is currently presided over by a lean management team, comprising the founding Principal and Managing Engineer (Dr. Eng. Paul Tafadzwa Musakuro); [REDACTED]; [REDACTED] and the Chief Finance Officer (Mr. Tendai Mutadzapasi) who also doubles up as the Company Secretary. Collectively, the senior management staff bring together a diverse skillset and over 40-years of multi-sectoral technical and corporate leadership experience into their TIEM job roles. The following are detailed and/or abridged profiles of the key current directors and/or senior executives: -

☐ **Dr. Eng. Paul Tafadzwa Musakuro**

☐ **Position>: Founding Principal & Managing Engineer**

| | | | |
|---|---|----------------------------------|------------------------------|
| Professional Qualifications | BSc. (Hons) Civil Engineering | University of Zimbabwe | Year 2005 |
| | MSc. Civil Engineering | University of [REDACTED] (India) | Year 2014 |
| Current Professional Studies | PhD in Civil Engineering | Insert University | Insert Period (years) |
| Professional Accreditations | Zimbabwe Institute of Engineers (ZIE) and Zimbabwe Association of Consulting Engineers (ZACE) | | |
| Other SADC/COMESA region country accreditations | South Africa; Botswana; Namibia; Zambia and Mozambique. | | |
| Practice experience (years) | 17 (eighteen) years | | |

Ω As the Founding, Principal Managing Partner, Dr. Eng. Musakuro is responsible for driving the overall business growth strategy of TIEM and superintends its multiple, concurrent clients' projects management process, through a special projects executive committee, whose overarching mission is clients' projects delivery safely, on time and within agreed costs budgets.

☐ **Mr. TBA**

☐ **Position: TBA**

Ω **TBA** -----

☐ **Mr. TBA**

☐ **Position: TBA**

Ω **TBA** -----



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☐ **Mr. TBA**

☐ **Position:** **TBA**

Ω TBA -----

☐ **Mr. Tendai Mutadzapasi**

☐ **Position>: Projects Finance Officer / Company Secretary**

Ω Tendai is the Company Secretary who also currently handles the Projects Finance Officer [PFO] Job role for TIEM, whose other key job responsibility is **projects business development**. Tendai brings into his job role, a unique multi-skillset and experience from over 30-years of diverse job experience, having held both technical and executive management job roles in internal audit, accounting, 'service and production operations from central government (audit office), banking, insurance, asset management, chemical manufacturing, construction and engineering sectors. A degreed accountant [B. Tech Acc. (Hons), University of Zimbabwe] who also studied for a professional internal auditing diploma [IIA-UK] and also currently studying for a Master's in Business Leadership with UNISA, Tendai has held company directorship roles (including finance director and managing director job roles) in the local manufacturing industry, served as head of internal audit & risk process for diversified banking and insurance group and also undertaken industry advocacy work with the Confederation of Zimbabwe Industries (CZI), including serving as the 2nd Vice President of Mashonaland Chamber of Industries (MCI), the CZI's biggest constituent Chamber, by membership and sectoral diversity (2006-09). Tendai's most recent full-time job roles were in the legal services industry where he served, initially, as general manager (finance & service operations) for an established Law Firm, before being tasked to pioneer (setup and/or head) the same Law firm's corporate (business) rescue services function, with special focus on securing distressed corporate clients' mandates for the rehabilitation of their business models in terms of Zimbabwe's new Insolvency Act (Chapter 6:07). Outside of his full-time job roles, Tendai has also undertaken advisory/consultancy work, including on business strategy; mergers & acquisitions; corporate restructuring; business start-ups & turnaround facilitation; tax compliance; systems audit & design advisory; foreign direct investment (FDI) licensing facilitation.