



Expression of Interest (EOI)
for “Selection of Agency for Design and Development of
AI Based Employee Management System for
Ahmedabad Municipal Corporation”
EOI Reference No: SCADL_EOI_02_2026-27



February 2026



Invited By:
Smart City Ahmedabad Development Limited
Address: Command and Control Centre, Opp.
Divan Ballubhai School, Nr. Sanskar Kendra, Paldi,
Ahmedabad: 380007



The information contained in this Expression of Interest (“EOI”) document, whether subsequently provided to the agencies verbally or in documentary form by Smart City Ahmedabad Development Limited (“SCADL”) or any of its employees or advisors, is provided to agencies on the terms and conditions set out in this EOI and such other terms and conditions subject to which such information is provided.

This EOI is not an agreement and is not an offer or invitation to any party. The purpose of this EOI is to provide the agencies or any other person with information to assist in the formulation of their proposals. This EOI includes statements, which reflect various assumptions and assessments arrived at by SCADL in relation to this scope. Such statements and information do not purport to contain all the information that each Agency may require.

Each agency should, therefore, conduct its own surveys and analysis and should check the accuracy, adequacy, correctness, reliability and completeness of the assumptions, assessments, statements and information contained in this EOI and obtain independent advice from appropriate sources before filling up the EOI.

Information provided in this document is on a wide range of matters, some of which depends upon interpretation of law. The information given is not an exhaustive account of statutory requirements and should not be regarded as a complete or authoritative statement of law. SCADL/AMC accepts no responsibility for the accuracy or otherwise for any interpretation or opinion on law expressed herein.

SCADL/AMC its employees and advisors make no representation or warranty and shall have no liability to any person, including any applicant or agency under any law, statute, rules or regulations or tort, principles of restitution or unjust enrichment or otherwise for any loss, damages, cost or expense which may arise from or be incurred or suffered on account of anything contained in this EOI or otherwise, including the accuracy, adequacy, correctness, completeness, delay or reliability of the EOI and any assessment, assumption, statement or information contained therein or deemed to form part of this EOI.

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Notice for Inviting Expression of Interest



SMART CITY AHMEDABAD DEVELOPMENT LIMITD

Expression of Interest (EOI)

For

Selection of Agency for Design and Development of
AI Based Employee Management System for
Ahmedabad Municipal Corporation



EOI Pre Meeting	06/03/2026 – 12:00 Hrs.
Last Date for Online Submission:	23/03/2026 – 17:00 Hrs.
Last Date for Physical Submission	23/03/2026 – 17:00 Hrs.
Detail & EOI available on	tender.nprocure.com & www.ahmedabadcity.gov.in , https://smartcityahmedabad.com/
Smart City Ahmedabad Development Ltd. (SCADL) Office Address	Command and Control Centre, Opp. Divan Ballubhai School, Nr. Sanskar Kendra, Paldi, Ahmedabad - 380007
Email	smartcity@ahmedabadcity.gov.in, scadl.amc@gmail.com
For any AMC complaint/suggestion call 155303	

NOTE: Please address all queries and correspondence to:

Chief Executive Officer

Smart City Ahmedabad Development Limited
Command and Control Centre,
Opp. Divan Ballubhai School, Nr. Sanskar Kendra,
Paldi, Ahmedabad - 380007

E-mail: smartcity@ahmedabadcity.gov.in

SECTION 1: BACKGROUND

Ahmedabad Municipal Corporation has consistently undertaken technology driven initiatives to strengthen accountability, transparency, and operational efficiency across municipal departments. In recent years, the Corporation has prioritised digital transformation through structured programmes in e-governance, real time operations, and departmental automation. Smart City Ahmedabad Development Limited, the Special Purpose Vehicle established under the Smart Cities Mission, serves as the nodal agency for planning, implementing, and operating integrated urban technology solutions. SCADL has delivered large scale digital systems including the Integrated Command and Control Centre, surveillance and emergency response platforms, smart mobility solutions, environmental monitoring, GPS enabled waste management, and SCADA. It also manages urban data and is establishing the Ahmedabad Urban Observatory to enable predictive analytics and evidence-based decision making.

1.1. Existing Scenario

Ahmedabad Municipal Corporation currently manages its human resource functions through manual, paper based, or partially digitised processes. The organization lacks a centralised platform for maintaining employee service book records, tracking task assignments, or monitoring performance indicators. Performance reviews and feedback mechanisms operate through paper-based non-traceable channels, limiting consistency, transparency, and managerial oversight. The absence of integrated analytics and reporting tools constrains evidence-based decision making and timely administrative action. These systemic gaps affect operational efficiency and reduce employee engagement.

1.2. Objectives

To strengthen organizational efficiency and governance, AMC proposes the implementation of a modern, integrated Employee Management System leveraging automation, artificial intelligence, and advanced analytics. The proposed platform aims to standardize core HR functions, employee information management, task management and performance evaluation through AI enabled decision support systems.

The key objectives of the project include the following:

1. Enable integrated human resource operations by linking existing digitised systems for attendance, leave, payroll, biometric authentication, and establishment functions to ensure seamless data exchange, consolidated employee views, and real time operational oversight.
2. Establish centralised employee information management by digitising and consolidating service records, confidential reports, employee lifecycle data, and document archives into a secure repository with role-based access controls.
3. Institutionalise structured task planning and monitoring across departments through system driven task assignment, AI assisted KPI definition, workload analysis, and productivity insights.
4. Implement comprehensive performance evaluation and feedback processes that support goal setting aligned with organisational and departmental priorities, KPI based assessments, and

continuous feedback.

5. Strengthen analytical decision support by applying artificial intelligence and advanced analytics to generate actionable insights for promotions, capacity building, and targeted training interventions.

Collectively, these objectives seek to operationalise a robust, AI based Employee Management System for AMC that enhances transparency, efficiency, and employee engagement, while ensuring alignment with existing HR processes, operational workflows, and regulatory requirements.

1.3. Purpose of EOI

The purpose of this Expression of Interest (EOI) is to invite eligible and experienced agencies to express their interest in the design, development, implementation, and maintenance of an AI-Based Management System for Ahmedabad Municipal Corporation. Through this EOI, Smart City Ahmedabad Development Limited aims to identify technically qualified and financially capable agencies with relevant experience in AI/ML-based solutions and employee management systems. This process will help SCADL assess market capabilities, understand available solutions, and shortlist suitable agencies for the subsequent Request for Proposal (RFP) stage.

SECTION 2: SCOPE OF WORK

This section outlines the project description and scope of work for the AI-Based Employee Management System, covering the system's functional modules, project activities and expected deliverables.

The proposed platform shall incorporate the following modules:

2.1. Integration of Existing HR Modules

- Integration of existing digitised modules for attendance, leave processing, and payroll management into a single unified platform.
- Consolidation of employee data from existing systems to create a unified employee view.
- Support for structured workflows and approvals based on existing rule-based processes.
- Enable seamless data exchange to improve visibility and reduce data duplication.

2.2. Employee Information Management

- Establishment of a centralised digital repository for employee master data, service book records, personnel documents, service history, benefits, and establishment records.
- Coverage of all officer classes and staff cadres within AMC.
- Use of Artificial Intelligence for OCR-based extraction of data from scanned service records and documents into structured digital fields.
- Automated document classification, indexing, metadata tagging, and secure retrieval of employee records.
- Digitisation and maintenance of employee qualifications, skills, training details, and competency information to create structured workforce profiles.
- Maintenance of end-to-end audit trails for all employee record transactions to ensure traceability and compliance.

2.3. Task Management System

- Development of a task management module to enable department-wise and employee-wise task assignment.
- Configuration of task types, priorities, deadlines, estimated effort, and approval pathways.
- Real-time tracking of task progress, completion status, and pending actions.
- Support for task dependencies, delegation, and escalation mechanisms.
- Workforce assignment based on role, availability, and verified skill information.
- AI-based analytics to identify workload distribution, task completion trends, bottlenecks, and resource utilisation at individual and departmental levels.

2.4. Employee Performance Evaluation

- Implementation of a structured performance management module as part of the HRMS.
- Support for AI-generated, role-aligned Key Performance Indicators (KPIs).
- Performance trend analysis and departmental benchmarking based on defined KPIs.
- Capture of structured feedback including self-assessment, supervisory review, peer review, and

360-degree feedback signals.

- AI-assisted decision support for personnel actions such as promotions, recognition, penalties, and targeted training interventions.
- Maintenance of explainability logs and traceable evidence for all AI-supported recommendations to ensure governance compliance.

SECTION 3: EVALUATION CRITERIA

Each agency should possess all the following eligibility criteria. Responses not meeting any of these eligibility criteria will be rejected.

3.1. Minimum Eligibility Criteria

#	Eligibility Criteria	Documentary Proof
1	<p>The Agency must be an Indian legal entity and shall be registered or incorporated under the provisions of the Companies Act, 2013 / Limited Liability Partnership (LLP) Act, 2008 / Indian Partnership Act, 1932 and subsequent amendments thereto.</p> <p>The Agency must:</p> <p>i) Possess a valid GST registration and PAN; and</p> <p>ii) Have been in operation in India for at least 3 years as on the EOI issuance date.</p>	<ul style="list-style-type: none"> • Copy of certification of incorporation issued by competent authority/ Registration Certificate/ Shop and Establishment Certificate/ DPIIT Registration Certificate • Copy of GST registration • Copy of PAN card • Agency Information Format described in section 5.2 of the EOI
2	<p>The Agency should have an average annual turnover of at least Rs. 50 lakhs from AI/ML Projects in the last three (3) financial years (i.e. FY 2022-23, FY 2023-24 and FY 2024-25)</p>	<p>Copy of Certificate from the Statutory Auditor / Chartered Accountant (CA) clearly specifying the annual turnover from AI/ML projects for the last 3 financial years, i.e. FY 2022-23, FY 2023-24 and FY 2024-25 as described in section 5.4 of the EOI</p>
3	<p>The Agency should not have been blacklisted or debarred by any Central Government/ State Government/ Urban Local Body (ULB)/ Smart City (SPV)/ PSU in India as on the date of bid submission.</p>	<p>Self-declaration by the Agency and OEM duly signed and stamped by the authorized signatory as described in section 5.5 of the EOI</p>
4	<p>The Agency should have demonstrable experience in implementation of AI/ML based mechanism in Central Govt./State Govt./ULBs/ Smart City (SPV)/ PSUs in the last five (3) years before the EOI issuance date.</p>	<ol style="list-style-type: none"> 1. Work Order (WO)/ Purchase Order (PO) 2. Details of experience as described in section 5.3 of the EOI
5	<p>The Agency should submit at least one distinct certification from any of the below certifications (valid at the time of applying):</p> <ul style="list-style-type: none"> ▪ CMMI- Process Level 3 or above ▪ ISO/ IEC 9001 ▪ ISO/ IEC 27001 ▪ ISO/IEC 20000 	<p>Valid copy of the certificate in the name of bidding entity (valid as on date of issuance of this EOI)</p>

3.2. Evaluation Matrix

#	Criteria	Marking	
1	Proposal covering: Detailed Approach & Methodology and Detailed Work Plan & Execution Plan (Limited to 20 pages) If one of the maximum page lengths is exceeded, the content appearing after the cut-off point will not be included in the assessment.	Components	Marks
		Detailed Approach and Methodology	30
		Detailed Work Plan and Execution Plan	20
		Maximum Marks	50
2	Live Demo - The Agency will need to exhibit functional and non-functional requirements through a Live demo. The Live demo shall be conducted on a working product or configurable platform. Conceptual presentations or mock-ups shall not be considered.	Components	Marks
		Able to demonstrate creation and configuration of data integration from existing systems, employee information management, task management and performance evaluation.	10
		Ease of user interface, simplicity of navigation, and user friendliness demonstrated during the live session.	10
		Quick system response time, stability, and smooth functioning during the live demo without lags or errors.	10
		Quality and clarity of standard reports and dashboards demonstrated live.	10
		Able to demonstrate role- based access control, data security features, and compliance with applicable statutory and organizational policies.	10
		Maximum Marks	50
		Total Marks	100

SECTION 4: INSTRUCTION TO AGENCIES

4.1. Availing of EOI Documents

Eoi document can be downloaded from the web site (n)Procure (<https://tender.nprocure.com/>) up to the date and time mentioned in the Eoi Notice SCADL_EOI_02_2026-27

4.2. Submission of EOI Queries

Email Id for submission of queries: smartcity@ahmedabadcity.gov.in

The queries must be submitted in the following format only:

S.No	EOI Reference Section and Page No.	Contents of the Section	Queries/Clarification

4.3. Amendment of EOI Document

At any time before the deadline for submission of bids, SCADL may, for any reason, whether at its own initiative or in response to a clarification requested by a agency, modify the EOI Document by an amendment, which will form the part of the original EOI document and shall override any contradicting effects in the original EOI document.

In order to afford agencies reasonable time in which to take the amendment into account in preparing their concept note, SCADL may, at its discretion, extend the last date for the receipt of application.

The agency is advised to visit the website (n)Procure website (<https://tender.nprocure.com/>) on regular basis for checking necessary updates. SCADL also reserves the rights to amend the dates mentioned in this EOI.

4.4. SCADL's rights to terminate the Process

SCADL may terminate the EOI process at any time without assigning any reason. SCADL makes no commitments, expresses or implied that this process will result in a business transaction with anyone. This EOI does not constitute an offer by SCADL.

4.5. Right to Accept or Reject Any applications

SCADL reserves the right to accept or reject any application and annul the process and reject all applications at any time prior to award of contract, without thereby incurring any liability to the affected agency or agencies or any obligation to inform the affected agency or agencies of the ground for SCADL's

action.

4.6. Sealing, marking and submission of EOI

The response to this EOI document should be submitted through Email and Postal Speed Post or Courier or in person, so as to reach on or before 23/03/2026 up to 17:00 hrs. SCADL won't be responsible for any postal delays. Details to be mentioned exactly on sealed envelope:

EOI for Selection of Agency for Design and Development of AI Based Employee Management System for Ahmedabad Municipal Corporation

To,
The Chief Executive Officer,
Smart City Ahmedabad Development Ltd.,
Command and Control Centre,
Opp. Divan Ballubhai School, Nr. Sanskar Kendra,
Paldi, Ahmedabad – 380007

From,
Name of the Company
Address
Contact No.

4.7. EOI Submission Format

The entire proposal shall be strictly as per the format specified in this Expression of Interest. Applications with deviation from this format shall be liable for rejection.

4.8. Evaluation of EOI

The information provided may be considered and may contribute to the formulation of the proposed RFP. SCADL may optionally invite agencies to make a further detailed presentation on their Proposal and their inputs as part of the consideration. The feedback received may be considered for formulating the actual RFP.

SCADL may require verbal/written clarifications from the agency to clarify ambiguities and uncertainties arising out of the information submitted.

Workable comments and suggestions on the Scope of Work of this EOI that could overall improve the quality/effectiveness of this project shall be considered by SCADL at its own discretion.

SECTION 5: FORMATS

5.1. Cover Letter

(To be submitted on Agency's letterhead duly signed by Authorized signatory)

Date: DD/MM/YYYY

To,
The Chief Executive Officer
Smart City Ahmedabad Development Limited
Command and Control Centre,
Opp. Divan Ballubhai School,
Nr. Sanskar Kendra, Paldi,
Ahmedabad: 380007.

Sub : "Selection of Agency for the Design and Development of AI based Employee Management System"

Ref : SCADL_EOI_02_2026-27

Dear Sir,

Having examined the EOI, the receipt of which is hereby duly acknowledged, we, the undersigned, offer to provide the professional services as required and outlined in the EOI for the "Selection of Agency for the Design and Development of AI based Employee Management System".

We attach hereto our responses to pre-qualification requirements and technical proposals as required by the EOI. We confirm that the information contained in these responses or any part thereof, including the exhibits, and other documents and instruments delivered or to be delivered to AMC/SCADL, is true, accurate, verifiable and complete. This response includes all information necessary to ensure that the statements therein do not in whole or in part mislead the department in its short-listing process.

We fully understand and agree to comply that on verification, if any of the information provided here is found to be misleading the selection process, we are liable to be dismissed from the selection process and legal action.

We agree for unconditional acceptance of all the terms and conditions set out in the EOI document and also agree to abide by this EOI response. We agree that you are not bound to accept any EOI response you may receive. We also agree that you reserve the right in absolute sense to reject all or any of the products/ services specified in the EOI response.

It is hereby confirmed that I/We are entitled to act on behalf of our company/ corporation/ firm/ organization and empowered to sign this document as well as such other documents, which may be required in this connection.

Signature of Authorized Signatory (with official seal)

Name :

Designation :

Address :

Telephone & E-mail address :

5.2. Agency Details

Sr. No.	Description Details (to be filled by the responder to the EOI)	Description Details (to be filled by the responder to the EOI)
1.	Name of the company	
2.	Official address	
3.	Phone No. and Fax No.	
4.	Corporate Headquarters Address	
5.	Phone No. and Fax No.	
6.	Web Site Address	
7.	Details of Company's Registration (Please enclose copy of the company registration document)	
8.	Name of Registration Authority	
9.	Registration Number and Year of Registration	
10.	Sales Tax /VAT registration No.	
11.	Permanent Account Number (PAN)	
12.	Company's Revenue for last 3 years (Year wise)	
13.	Company's Profitability for the last 3 years (Year wise)	

[In case the Agency is a Consortium then please mention details in the aforesaid details of the *Lead Member and all the Consortium Members by making separate tables*]

Contact Details of officials for future correspondence regarding the bid process

Details	Authorized Signatory	Contact Person
Name		
Title		
Company Address		
Phone		
Mobile		
Fax		
E-mail		

5.3. Details of relevant experience

[To be printed on the agency's letterhead and signed by its Authorized signatory]

dd/mm/yyyy

To,
The Chief Executive Officer
Smart City Ahmedabad Development Limited
Command and Control Centre,
Opp. Divan Ballubhai School,
Nr. Sanskar Kendra, Paldi,
Ahmedabad: 380007.

EOI Ref.: SCADL_EOI_02_2026-27

Dear Sir,

We have carefully gone through the requirements and conditions of eligibility specified in the EOI Document for EOI for "Selection of Agency for the Design and Development of AI based Employee Management System"

Description Details (to be filled by the responder to the EOI)	
General Information	
Client for which the project was executed	
Name of the client contact person(s)	
Designation of client contact person(s)	
Contact details of the client contact person(s)	
Project /Product Details	
Date of the Project/ Launch date of the product	
Duration of the project (number of months, start date, completion date, current status)	
Supporting Documents: (Work Order/ Definitive Agreement/ Letter of Award or Letter of Intent/Completion Certificates/Product specifications)	

[In case the Agency is a Consortium then please mention details in the aforesaid details of the Lead Member and all the Consortium Members by making separate tables]

[In case the agency has developed its own AI product please mention own company name in place of client name]

I/We hereby declare that below are the details regarding the Projects/Product that have been taken up and successfully demonstrated by me/us.

I /We further certify that I/We am/are authorized officer(s) in my/our Firm to make this declaration.

Yours sincerely,

Signature of Authorized Signatory (with official stamp)

Name of Authorised Signatory:

Designation of Authorised Signatory:

Address of the Agency:

Telephone & Fax of the Agency:

E-mail address of the Agency:

5.4. Financial Capacity Statement

(On Statutory Auditor's letterhead)

To
The Chief Executive Officer
Smart City Ahmedabad Development Limited
Command and Control Centre,
Opp. Divan Ballubhai School,
Nr. Sanskar Kendra, Paldi,
Ahmedabad: 380007.

I hereby declare that I have scrutinized and audited the financial statement of M/s_____.
The Net worth and the Turnover of the agency for last three financial year as per audited statement is as under:

Financial Year	Net Worth (INR Crore)	Turnover (INR Crore)
FY 2022-23		
FY 2023-24		
FY 2024-25		

(Signed and sealed by the statutory auditor)

Date :
Name :
Designation :
Address :
Telephone & Fax :
E-mail address :

5.5. Declaration by the agency for not being Blacklisted / Debarred

(To be submitted on a 300-rupee stamp paper)

Date: DD/MM/YYYY

To
The Chief Executive Officer
Smart City Ahmedabad Development Limited
Command and Control Centre,
Opp. Divan Ballubhai School,
Nr. Sanskar Kendra, Paldi,
Ahmedabad: 380007.

Sub : Declaration for not being debarred / black-listed by Central / any State Government department in India as on the date of submission of the bid

Dear Sir,

I/We, the undersigned, herewith declare that my/our company name of the firm has not been debarred / black-listed by Central / any State Government department in India as on the date of submission of the application for this EOI.

Thanking you,

Yours faithfully,

Signature of Authorized Signatory (with official seal)

Date :

Name :

Designation :

Address :

Telephone & Fax :

E-mail address :

5.6. Format for Proposal Submission

[To be printed on the agency's letterhead and signed by its Authorized signatory]

dd/mm/yyyy

To,
CEO
Smart City Ahmedabad Development Limited
Ramanbhai Patel Bhavan, Usmanpura
Ahmedabad
Gujarat- 380013.

EOI Ref. No: SCADL_EOI_02_2026-27

Dear Sir,

In response to the Eoi for "Selection of Agency for Design and Development of AI based Employee Management System", we have prepared a proposal which is attached herewith. The proposal is prepared in good faith, after understanding the EOI document and requirements of SCADL.

Signature of Authorized Signatory (with official stamp)

Name of Authorised Signatory:

Designation of Authorised Signatory:

Address of the Agency:

Telephone & Fax of the Agency:

E-mail address of the Agency:

[Note: The proposal to be prepared and submitted by the agency should include the details listed in Section 3.2 of the Eoi Document. Please ensure that all requirements mentioned in the Eoi Document with respect to the proposal are to be fully covered.]