

Date: 23.10.2026

Ref: NHIT/FY26-27/RFP/Organization Review & Design

Tender Title: Request for Proposal (RFP) for Engagement of Agency for Organization Review and Design for National Highways Infra Investment Managers Private Limited (NHIIMPL) and SPVs under National Highways Infra Trust, collectively referred as "NHIT-entities".

Corrigendum II

This has reference to the subject RFP, bearing no. NHIT/FY26-27/RFP/Organization Review & Design, published on 12.10.2026 on NHIT website (<https://nhit.co.in/>).

1. Following clause stands amended in Section 5: - Form of Financial Proposal of the said RFP. Financial offers of bidders must be submitted in the following manner (as given below):-

S. No	Particulars	Professional Fee (in INR)
1	Professional Fees for Complete assignment mentioned in the RFP Document and Corrigendum's thereof	
Total Fee Excluding GST:		

Note - Payment will be made as per following milestone basis:

S. No	Particulars	% of the Total Fees (Ex. GST)
1	Professional Fees for Organization Review and As-Is Assessment	20%
2	Professional Fees for Organization Design, Manpower Assessment and Optimization Recommendations	40%
3	Professional Fees for Preparation of Final Report and Implementation Roadmap, Management Presentations and Stakeholder Consultation	30%
4	After 4 months from the date of submission of final report and resolution of all queries	10%

2. Technical evaluation matrix mentioned in Section 4 of RFP document stands amended as mentioned below:

Criteria	Evaluation Description	Maximum Score
1. Experience of the Bidder (General)	Experience in Similar assignments in the last 10 years from the date of bid submissions. a) Less than 03 assignments: Not Eligible b) 03 assignments: 10 marks c) +5 marks for each such additional assignments, subject to maximum of 30 marks in this criterion	30

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2. Turnover of the Bidder	Cumulative Turnover of the Bidder in Last 3 Financial Years. a) Less than 50 Crores: Not Eligible b) 50 Crores to less than 75 Crore: 10 marks c) 75 Crore or More: 20 marks	20
3. Team Strength	Team member with MBA/PGDM Qualifications with relevant exposure as detailed out in Annexure - A: a) Team Leader: 9 marks; b) Organization Expert: 8 marks c) Project Manager: 8 marks 2 junior consultants (with minimum 2-year experience) shall be deployed full time at NHIT office	25
4. Presentation / Understanding of Assignment	Understanding of Bidder about Proposed Services based on presentation	25

3. Clause 11 of Section 2 of RFP document shall be as per below.

Engagement Period: NHIT proposes to engage one Agency/Firm for this particular assignment. The agency/firm is required to complete the assignment as per the scope of work as mentioned in the Section 3 – Scope of Works of this RFP.

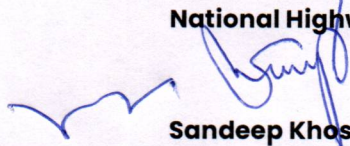
4. Clause 8 Schedule of Bidding Process of Section -1 of the said RFP stands revised and may be read as under:

Sl. No.	Description of Events	Subsisting schedule	Revised Schedule
1.	Bid due date (Last date for bid submission)	26 October 2026 up to 16:00 Hour	09 November 2026 up to 16:00 Hour
2.	Opening of Technical bids	26 October 2026 at 17:00 Hour	09 November 2026 at 17:00 Hour

Note: Bidders are advised to take note of the above changes/updates made in the RFP while submitting their bids.

Thank you,
For and on behalf of

National Highways Infra Investment Managers Private Limited


Sandeep Khosa

GM Procurement
(NWPPL, Unit under NHIT)

Annexure - A

Detailed Scoring Mechanism for Key Personnel

a. For Team Leader

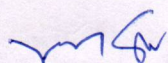
Evaluation Parameter	Scoring / Assessment Criteria	Max. Marks
Educational Qualification	Post Graduation in Management / MBA / PGDM or equivalent from a recognized university / institution	2
Overall Professional Experience	Less than 12 years - 0 marks. 12 years to less than 15 years - 1 mark. 15 years or more - 2 marks	2
Experience in Similar Assignments	Experience as Team Leader / Engagement Leader / Project Director on completed assignments involving large scale transformation and Operating Model redesign - Less than 3 assignments - 0 marks. 3 qualifying assignments - 3 marks. 4 qualifying assignments - 4 marks. 5 or more qualifying assignments - 5 marks.	5
Total a:		9

b. Organization Expert

Evaluation Parameter	Scoring / Assessment Criteria	Max. Marks
Educational Qualification	Post Graduation in Management / MBA / PGDM or equivalent from a recognized university / institution	1
Overall Professional Experience	Less than 8 years - 0 marks. 8 years to less than 10 years - 1 mark. 10 years or more - 2 marks	2
Experience in Organization Review / Design Assignments	Experience in assignments covering organization review / design, operating model, workforce effectiveness / manpower assessment, governance, functional ownership or organization transformation. - Less than 3 assignments - 0 marks. 3 qualifying assignments - 2 marks. 4 or more qualifying assignments - 3 marks	3
Experience in Process / RACI Redesign	Experience in at least one assignment involving business process redesign, RACI / decision-rights redesign, delegation / approval framework	2
Total b:		8

c. Project Manager

Evaluation Parameter	Scoring / Assessment Criteria	Max. Marks
Educational Qualification	Post Graduation in Management / MBA / PGDM or equivalent from a recognized university / institution	1
Overall Professional Experience	Less than 5 years - 0 marks. 5 years or more - 2 mark.	2



Project Management Experience in Similar Assignments	Experience in large scale transformation assignments in infrastructure sector involving project management, org restructuring, operating model redesign or business process improvements • Less than 3 assignments - 0 marks. • 3 qualifying assignments - 3 marks. • 4 or more qualifying assignments - 5 marks	5
Total c:		8
Grand Total (a+b+c) :		25

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