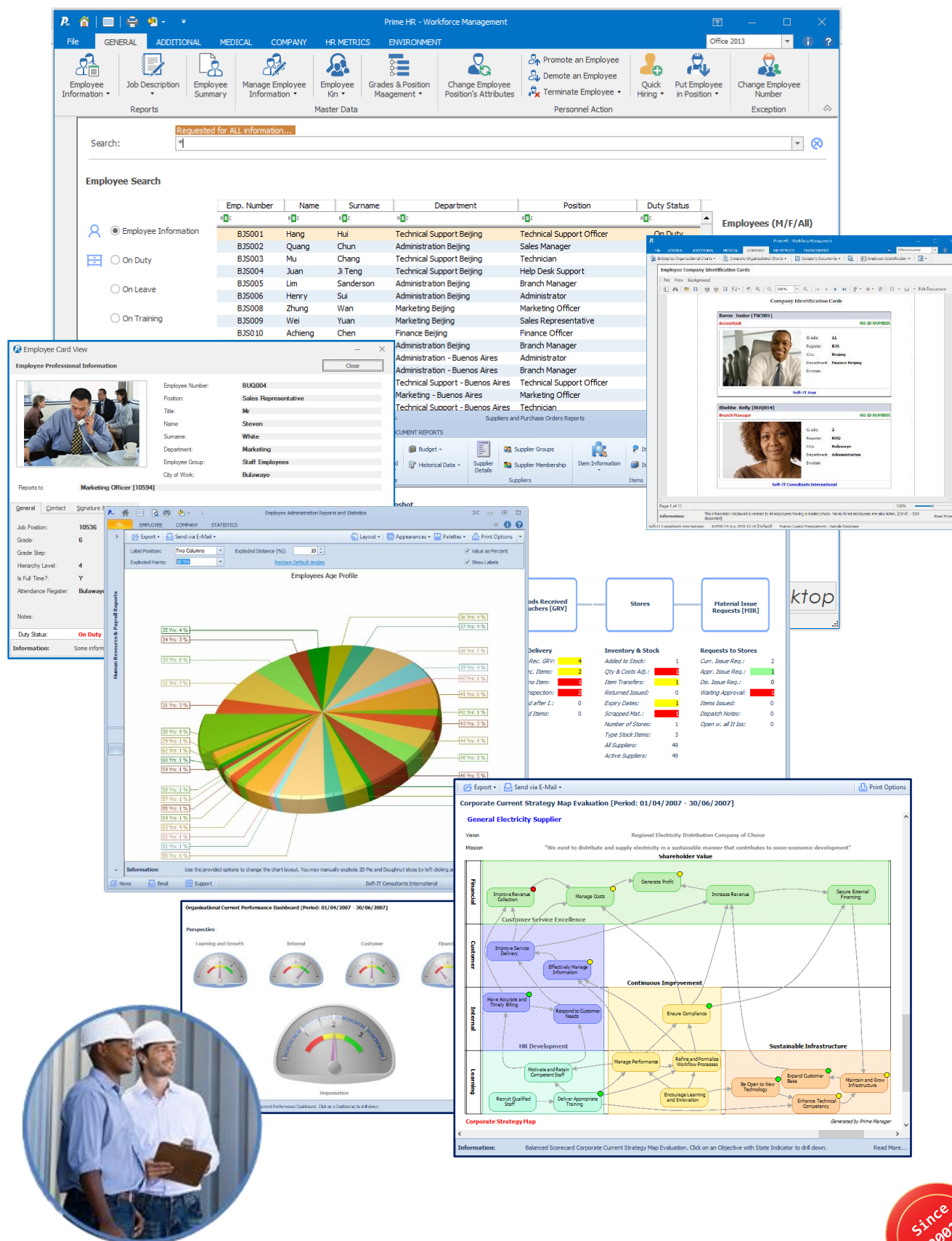


Company Profile



Mission Statement



Soft-IT mission is to develop state-of-the-art and easy to use software solutions for optimum consumer's satisfaction for the global market by employing the latest available technology through the effort of a smart and dedicated team.

Soft-IT Consultants International seeks to be **a leading global computer software engineering firm**, which exceeds the consumers' expectations by providing advanced and easy to use software solutions using **state-of-the-art technology** through its highly skilled and dedicated team.

These solutions include software products and related services like consultancy, networking, training and support.

We believe in the following values to guide our conduct within the company and toward our valued customers:

Honesty – Respect – Empathy – Fairness – Integrity – Trust.

We commit to timely deliver high quality software, support and provide regular upgrades backed by comprehensive training.

We are committed to maintain a high level of professionalism through teamwork and constant innovation.

The Chief Executive Officer
K. Kensela

Profile

> Summary of the Company's Background

Soft-IT Consultants International (Soft-IT) is a software engineering and Information Technology (IT) consulting firm specializing in user-oriented, customized software solutions for small, medium and large-scale organizations. **Soft-IT commenced operations in**



August 2001, establishing its Head Quarters in Zimbabwe, Africa. Today, the firm maintains strategic business partnerships across Africa and America.

Since its inception, Soft-IT has grown into one of Zimbabwe's leading IT companies. This success is built on a proven track record of meeting precise customer requirements dependably and cost effectively.

Through extensive, up-to-date knowledge in Information Systems, Soft-IT delivers premier IT solutions with speed and precision.

> Software Engineering

As a software engineering firm, Soft-IT employs industry best practices to develop modern, high-quality applications that mirror **international standards** in programming and usability. The firm's professional software engineering process guides valued clients through analysis, design, implementation, and maintenance. In-house professionals provide comprehensive users training, support, and guidance, ensuring seamless communication throughout the entire system development life cycle.

> Consulting

As a consulting firm, Soft-IT provides specialized consultancy in Information Technology and Enterprise Business Solutions. IT solutions range from Wide

Area Networking to all aspects of software engineering, including Software Architecture, Programming, Database Administration, and Website design.

Soft-IT consulting services cover, but are not limited to, the following core areas:

- Enterprise IT Solution: Scaling technology infrastructure to meet corporate goals.
- Advanced Software Engineering: Architectural design, development, and system modernization.
- Computer Networking: Designing secure LANs and WANs.
- Enterprise Software and Business Solutions: Comprehensive systems for Pension Funds Management, Payroll Administration, Virtual Fiscalization, and Strategic Human Capital Management.

> Technologies

Soft-IT specializes in the following enterprise-grade technologies:

- Frameworks & Languages: Microsoft .NET Core, ASP.NET Core, Blazor, C#, HTML, CSS, XML, JavaScript, REST APIs, gRPC, and Distributed Systems.
- Platform Delivery: Desktop, Web, Cloud, and Mobile Programming along side Responsive, Dynamic and Static Websites.
- Specialized Solutions: Electronic Payments, and Fiscalization.
- Artificial Intelligence (AI): Large Language Models (LLMs), Model Context Protocol (MCP), and Retrieval-Augmented Generation (RAG).
- Architecture & Data: Domain-Driven Design (DDD), Clean Architecture, and Business Intelligence.
- Database Management: SQL Server, PostgreSQL, Oracle, Firebird, MySQL, DuckDB, and other modern database engines.

> Products

Since its inception, Soft-IT has developed a robust suite of scalable, enterprise-grade software products:

- Enterprise Resource Planning (ERP): Integrated modules spanning Human



Resource Management, Balanced Scorecard, Material Management, Property Management, and Pension Funds Systems.

- Standalone Software Suites: Targeted application for Payroll, Billing for Profit and Non-Profit organizations, Fiscalization, Result-Based Management, Geo Performance Management, and Hotel Management.
- Product Features & Integration: Full cross-platform accessibility (Web, Desktop, and Mobile) boasting a modern Microsoft Office suites (Excel, Word, Outlook), and seamless API integrations with major social networks (Facebook, LinkedIn, X).

> Services

Soft-IT provides expert IT consulting, secure software outsourcing, and full-cycle website development. We deliver corporate technical support alongside a fully compliant payroll bureau service. Our team hosts regional IT seminars, business training workshops, and intensive executive bootcamps.

> Training Capabilities

Over the past two decades, Soft-IT has trained over 400 professionals, from nearly **100 organizations**, ranging from executives to IT staff.



Early on, the company **became Zimbabwe's first Borland Delphi Training Partner**, later securing an informal tender to **train height Zimbabwe Revenue Authority (ZIMRA) officials** in Delphi programming language during the VAT system transition.

In 2013, following a successful **tender by World Vision** sponsored by the Australian Government, Soft-IT designed and delivered the **Bulawayo City Council website**. This high-profile commission included full source code delivery and

IT staff capacity building.

Notably, **over 90% of Soft-IT Training Alumni have gone on to distinguish themselves in successful IT professions**, locally, regionally, and internationally.



This elite network includes former technical staff, university attachés, and graduate trainees with a minimum employment tenure of ten months.

To support organizational scaling, **custom Resource Development Training Bootcamps are available on request** to maximize workforce skills.

> Team Collaboration Solutions

Team collaboration is one of the most crucial aspects of achieving success in the modern business environment. The vast majority of projects require assembling a team to tackle tasks together.

To avoid miscommunication and frustration, **team members must have a system in place that enables them to maximize productivity.** Soft-IT provides products and services that ensure teams work effectively by delivering seamless communication, centralized access to information, and secure content management.



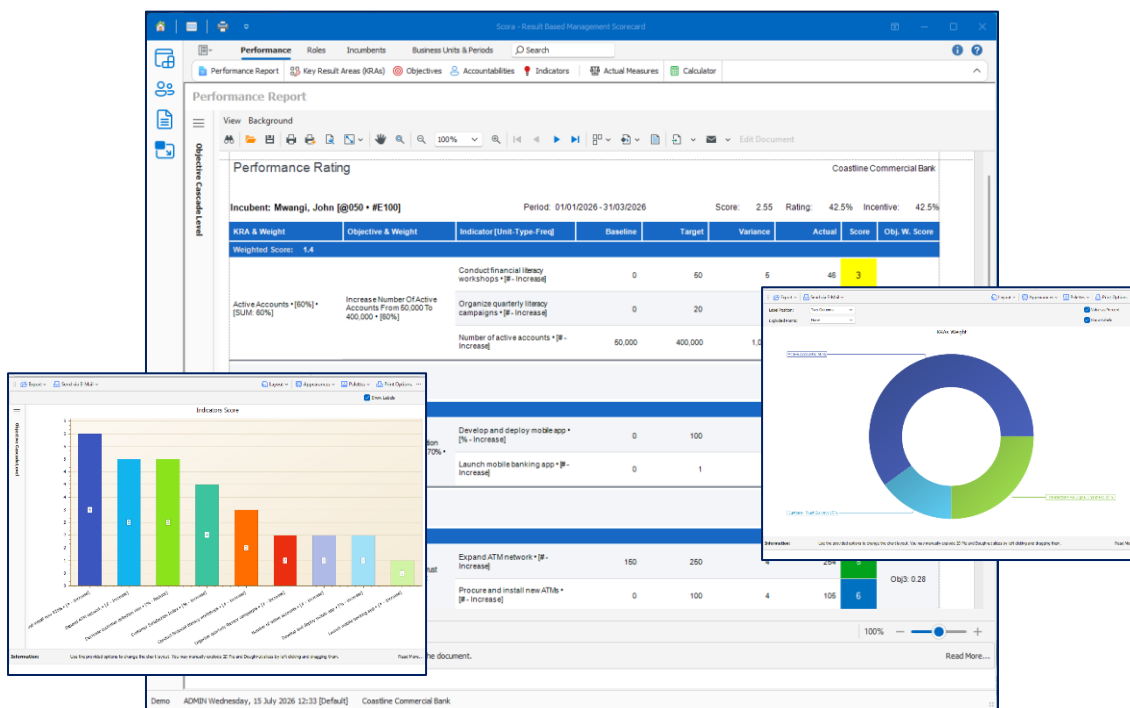
Soft-IT team collaboration solutions are built upon products integrated with the Microsoft collaboration platform, including SharePoint, Exchange, Outlook, Teams and other Office suites. **Soft-IT solutions are engineered to easily share data and reports with coworkers, managers, partners and vendors.** This effective collaboration helps manage time, align goals, accelerate decisions, and gather crucial business insights.

Featured Products

Result-Based Management Scorecard

Scora™ is a powerful yet intuitive Result-Based Management Scorecard (RBMS) solution designed to help organizations plan, execute, monitor, and evaluate their strategies with precision. Whether deployed on your Windows desktop or as a web-based application (intranet or internet), Scora™ empowers leaders to align every initiative with corporate goals and prove results with confidence.

RBM is a modern performance management approach that shifts focus from activities to results. Instead of asking “What did we do?”, RBM asks “What difference did we make?”



Integrated Billing & Fiscalization

Snappy Ex (Billing Express)™ is a cutting-edge solution designed to merge billing functions with fiscalization into a single, seamless system. Its standout feature is the ability to optimize the entire fiscalization billing process, managing everything from generating quotations to producing final, valid fiscalized invoices. By integrating these stages, this innovative software eliminates the necessity for multiple, separate systems. This modernized approach to billing and compliance streamlines operations for users and improves businesses efficiency.

Like a carefully assembled Swiss Army knife with many functionalities packed into a compact design, Snappy Ex beautifully balances the technical rigor of the system and the sense of security it provides to the user. Users enjoy peace of mind during fiscalization.

Integrated Billing & Fiscalization

Price starting from USD 299

FISCAL TAX INVOICE

SELLER: softIT Consultants International (Pvt) Ltd
229084711
Rajanyabva Str / 9th Ave, Bulawayo, Bulawayo
T-Z.com
74904890

BUYER: Modern Poly Academy (Pvt) Ltd.
TIN: 1527077312
VAT No: 65, Third Street Southgate, Hwange, Matabeleland North
bhebe.lovemore@gmail.com
(081) 20875

Invoice Details:
No: 3/21
Reference No: REFUSD092
Serial No: soft-it-1
Fiscal day No: 14
Date: 15/07/2024 17:10:00
Fiscal device ID: 12440

Description	Qty	Price	Amount (excl. tax)	VAT	Total
Export of Snappy Billing to Modern Poly Academy in Zimbia, including 5-year license	1	475.00	475.00	0.00	
Total (excl. tax)					
Total (incl. tax)					
Invoice total					
USD					

softIT
Experts in Software Engineering
We make IT right!
soft-it.com

Verification code
15DC266D-3CFL-8378
You can verify this receipt manually at
<https://fdmtest.dima.co.zw>

Payroll Administration

The release of **Snap PAY™** marks a pivotal milestone in Soft-IT's journey to modernize payroll management for enterprises. Snap PAY™ replaces our legacy payroll system, **GoldenPay™**, which served faithfully since its launch in 2002 as **the first Windows-based payroll system in Zimbabwe**. While GoldenPay™ laid the foundation for automated payroll processing in its time, Snap PAY™ introduces a new era of precision, compliance, and usability—designed to meet the evolving demands of statutory payroll administration, multi-currency logic, and user-centric workflows.

The image displays three overlapping windows from the Snap PAY software interface:

- Top Window: Generate TaRMS Periodic PAYE Returns from template [TaRMS Periodic PAYE Returns]**

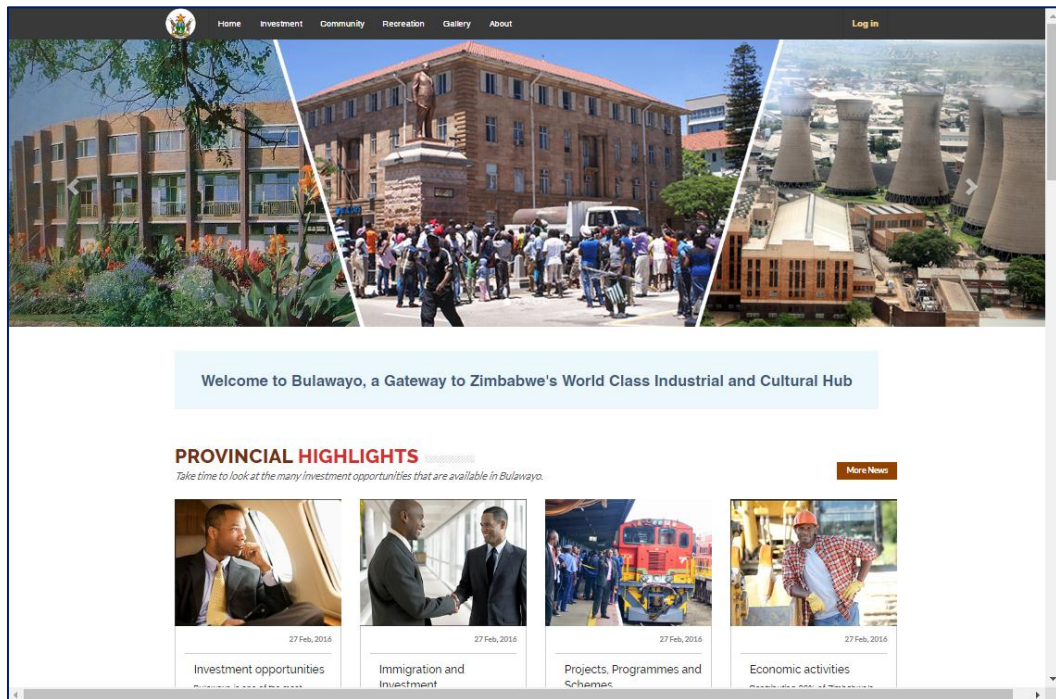
TIN or Personal ID of Employee	Employed From date	Employed To date	Current Salary, wages, fees, Commissions etc (regular earnings)	Other Exemptions on Current Salary, wages, fees, Commissions etc (regular earnings)	Current Overtime	Current Bonus	Current Irregular Commission	Current Other Irregular earnings	Current Seve pay, gratuit similar benef retirement exemption
1011121314	01/12/2023		280	0	0	0	0	0	0
1012345678	01/03/2003		500	0	0	0	0	0	0
112334455	22/04/2014		280	0	0	0	0	30	0
1213445566	01/02/2003		800	0	0	0	0	110	0
- Bottom Left Window: Print Compact Employees Payroll Superintendence - SUPERINTENDENCE**

Employee	Department	Position	Basic Pay	Allowances	Deductions	Net Pay
1011121314	Manufacturing & Production	Production Supervisor	280.00	0.00	0.00	280.00
- Bottom Right Window: Generate and Set Regular Earnings for Pay Group [Ground Staff - GROUND]**

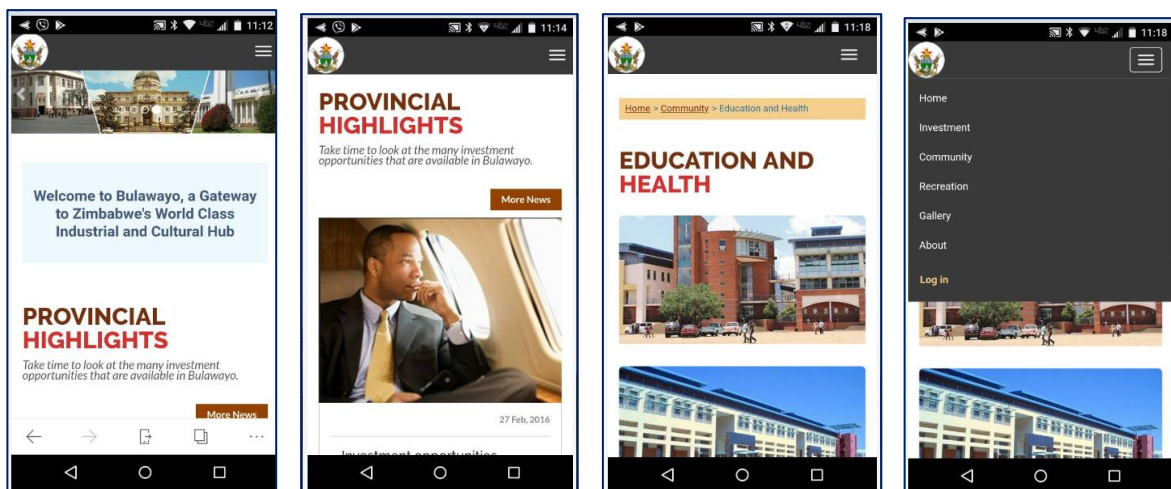
Pay Group	Emp. Number	Emp. Name	Position	Job Title	Marital St.	Earning Code	Earning Name	Code	Cur.	Amount
GROUND	E1295	Emil Kibabala	504	Warehouse Officer	Single	BASIC	Basic Pay	USD	USD	280.00
	E1806	Tawanda Lubele	109	Warehouse Officer	Single	FEALS	Hoods Subsidies	ZWC	ZSH Gold	25.00
	E1983	Ella Mhoyi	105	Operator	Married	BASIC	Basic Pay	USD	USD	280.00

Websites and Mobile Apps

Display on Desktop Computer



Display on Smartphone



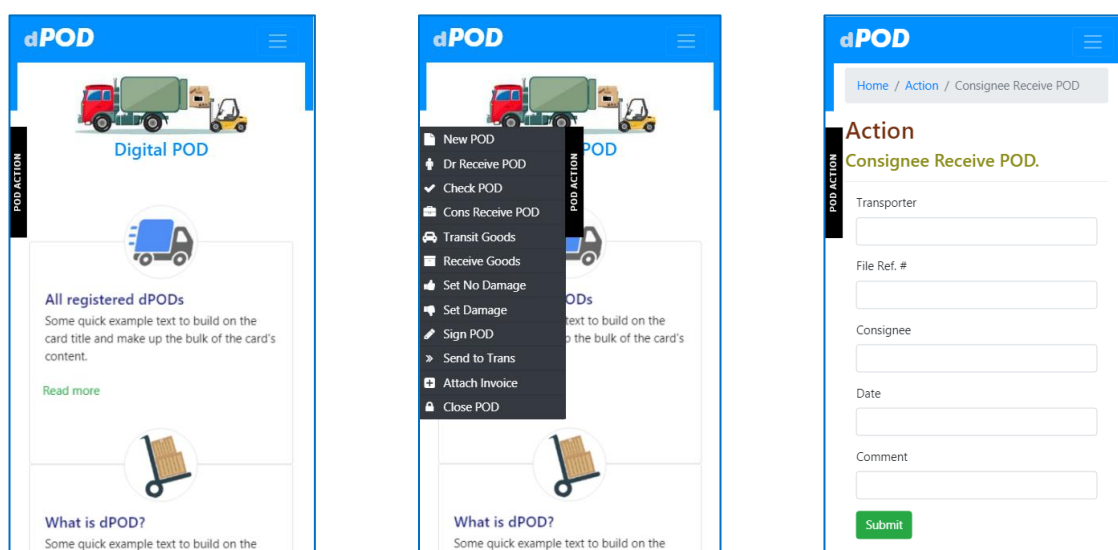
> Dynamic Responsive Websites

Soft-IT develops modern responsive and dynamics websites as illustrated in the figures on the previous page. We apply leading best practices to deliver attractive and fast loading websites on any modern device – desktop computer, tablet, or smartphone.

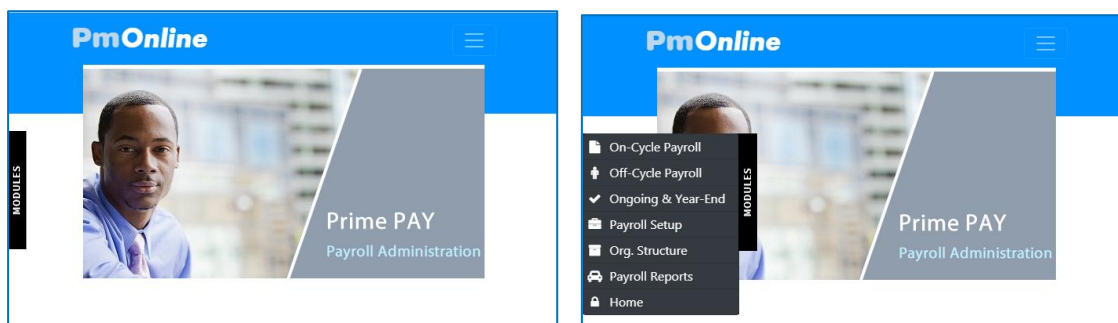
> Mobile Applications

The figures bellow illustrates our latest design for multi-device applications.

Road Transport Proof of Delivery



Online Payroll Administration



Our Clients

Soft-IT has proudly delivered high-performance technology solutions and consulting services to a diverse portfolio of renowned organizations, including:

Banks and Insurance

01. The People's Own Savings Bank (POSB)
02. ZB Financial Holdings Limited
03. Premier Finance Group (PFG)
04. Kingdom Bank
05. Caps Holdings
06. Africa Banking Corporation (ABC)
07. AON Zimbabwe (Insurance)
08. Jupiter Insurance
09. Caps Holdings
10. Merchant Bank of Central Africa (MBCA)

Parastatals

11. Bulawayo City Council
12. Bulawayo Ministry of Local Government Public Works & Urban Development
13. ZUPCO
14. National Railways Pension Fund (NRZCPF)

Manufacturing

15. Kango Products
16. Harambe Group (over 10 companies)

17. Mutare Board & Paper Mill (Mutare)

18. Proplastics

19. Rubber Products

20. Sino Zimbabwe

21. United Refineries

22. Zimbabwe Glass Industries Ltd

Retail

23. Edgars Stores

24. Food Connection

25. Irvines Zimbabwe

26. Tashas Supermarkets

NGO's

27. Adventist Drought Relief Agency (ADRA)

28. Africa Building Capacity Foundation (ABCF)

29. Care International

30. Catholic Relief Services

31. World Vision Relief

32. Icrisat

Education

33. EDUCARE

34. Orion College

35. Trust Academy

Tele communications

36. Netone Cellular

Legal Entities

37. Cheda and Partners

Other

38. Construction Industry Pension Funds (CIPF Harare)

39. Clothing Industry Pension Funds

40. Fort Group

41. Homeguard Security

42. African Sun Hotels

43. Elliot & Nephew

44. Guildenbay Investments

45. Maschco Holdings (Harare)

46. Platinum Video Club

47. Power FM

48. PSI Zimbabwe

49. Safeguard Security

50. Sheerline Consultancy

51. Zimbabwe Cricket Union

52. Zimbabwe Union Conference

> Testimonials

14 October 2024

Clothing Industry Pension Fund

We have dealt with Soft-IT Consultants International (Pvt) Ltd since 2014 when the company was sourced to supply a Pension Fund system for our Fund. “

Despite the complexity of the requirements for a fund with close to 20,000 pensioners as subscribers, Soft-IT developed the software from scratch. Their expertise in project management ensured timely delivery, and their technical competency was evident in accurately handling intricate transactions, including monthly individual salary records and reconciliation, and database currency conversions.

Prime PF, our Pension Fund system includes comprehensive user management which provides automated calculation and tracking of contributions. The benefit calculation feature allows accurate computation of retirement benefits, hence ensuring compliance with regulatory standards. The system offers robust portfolio management and generates real-time statistics and reports in just a few seconds.

In addition to Prime PF, Soft-IT was contracted to develop a Pension Fund billing software. The system was delivered within time and budget. And like other products, the software is user-friendly making the user-experience highly intuitive that technical support is rarely needed.

We have enjoyed business continuity with Soft-IT over the past ten years and are happy to recommend their services.

Sincerely,

I. Mlilo
Principal Officer
Clothing Industry Pension Fund

14 October 2024

People's Own Savings Bank (POSB)

This letter serves to confirm that Soft-IT Consultants International (Pvt) Ltd supplied our organization with a Human Resources Management System (HRMS) in 2017 after being awarded a tender. The Prime HR system was installed and implemented successfully, meeting all our initial requirements.

Over the years, Soft-IT Consultants continued to support and upgrade the system with enhanced features to adapt to our evolving organizational needs. Additionally, they provided us with the Prime BSC, a Balanced Scorecard system, which further improved our HR and performance management processes.

We were very satisfied with the quality of the systems and the professional support provided by Soft-IT Consultants. Their team demonstrated exceptional expertise and responsiveness throughout our collaboration. Although we discontinued the use of their systems due to internal reasons, we remain on very good terms with Soft-IT Consultants.

We highly recommend Soft-IT Consultants for their professionalism, technical expertise, and commitment to customer satisfaction.

Yours faithfully

For and on Behalf of POSB

M. Kujeke
Human Capital Executive
People's Own Savings Bank (POSB)

14 October 2024

Fort Group

Soft-IT Consultants (PVT) LTD has been supplying our organization with a Payroll Management system for more than two decades. As a group in the retail, hospitality, fuels, properties and manufacturing businesses, with over 1000 employees, we have relied on the GoldenPay Payroll system to manage our payroll processes efficiently and accurately. “

The system has been instrumental in streamlining our payroll operations, ensuring timely and precise salary disbursements.

Soft-IT Consultants has consistently provided excellent support and regular updates to the system, keeping it aligned with our growing and evolving needs.

We are pleased to announce that we will soon be upgrading to Snappy Pay, a new version of the Payroll system, further enhancing our payroll management capabilities.

Throughout our long-standing relationship, we have always found Soft-IT to be a respectable and reliable software provider and will not hesitate to recommend them to any company seeking organizational transformation and business continuity.

Sincerely,

J. Mashavira
Accountant
Fort Group

14 December 2012

Bulawayo City Council Website

This is to congratulate you as a company to do your job to the satisfaction of BCC.

“

It has been a wonderful experience working with Soft-IT under this partnership. I am sure the same scope or any project arises in the future that requires your expertise be assured World Vision would be delighted to work with your company again.

I am confident to say that you would be of assistance if at all BCC requires any support in relation to the work you have done until such time that they fell in control of have a grasp of everything.

Zekarias Asfaw
BOWSER Project Manager
(Bulawayo Water Supply and Sanitation)
World Vision

21 June 2012

National Railways of Zimbabwe Contributory Pension Fund

We have dealt with Soft-IT Consultants International Limited since 2005 as the provider and developer of Smart Executive HRIMS, an integrated business solution of Payroll and Human Resource Management System. Soft-IT has provided us with satisfactory support and we can confidently recommend Soft-IT for business.

“

Chipo Hlabangana
Deputy Manager Finance & IT
NRZ Pension Fund

23 August 2022

Treger Products (Pvt) Ltd – Kango Products Division

I have known Soft-IT since 2000. I have had a chance to engage them in one of our crucial projects when I needed to deliver a website within a week. With most Website Development companies turning me down, understandably so, because of the short timeframe that I had set for them to deliver the project, Soft-It took the gamble. They exceeded my expectations and produced a world class website that our organization is using to access our resources over the internet.

I wouldn't hesitate to engage Soft-It for my future projects and I would recommend them as a credible supplier to whoever wants to deal with them.

Njabulo Ndlovu

IT Manager

**Treger Products (Pvt) Ltd
Kango Products Division**

Founder Profile

Soft-IT is led by a Chief Executive possessing elite IT and enterprise management expertise, backed by over a decade of direct experience delivering complex networking software engineering, training, and strategic IT infrastructure to prominent global institutions – including the United Nations, USAID, and COMESA.

Executive Profile: Mr. K. Kensela (Founder & CEO)

- **Academic Foundation:** MSc. Engineering (1986).
- **Global Tech Leadership:** Over 35 years of professional experience, including 12 years serving as an official Computer Expert for the United Nations.
- **Multilateral Project Execution:** Spearheaded major technology deployments for the World Bank, USAID and COMESA during his tenure with the United Nations.
- **Advanced Business Governance:** Holds International Labor Organization (ILO) certifications across core MBA disciplines, including Strategic Management, Human Resource management, Marketing, Financial Management, and Operations.
- **Core Technical Competencies:** Enterprise Software Architect, Development Lead and Full Stack Programmer specializing in Domain-Driven Design (DDD) and Clean Architecture.
- **Strategic Execution:** Extensive field experience deploying Balanced Scorecard and Results-Based Management (RBM) corporate systems.
- **International Footprint:** Proven operational track record across multiple nations in Africa and Europe.
- **ICT Trainings:** Attended several Information Technology and Telecommunications trainings
- **Linguistic Fluency:** Native French speaker with full professional fluency in English, Kiswahili, and multiple regional African languages.

Why Do Business with Soft-IT?

Modern commerce demands navigation through constant market volatility, technological shift, escalating customer expectations, and intense global competition. **Information Technology sits at the absolute epicenter of daily corporate survival. To thrive, your organization requires a reliable, professional, and forward-thinking IT partner to help you surmount the challenges of the 21st century.**

Soft-IT possesses a decorated history of deploying premier services and mission-critical solutions to a distinguished roster of local, regional and international institutions.

Our distinct market advantage is forged through an unyielding pursuit of excellence across six pillars:

- **Cutting-Edge Stack Mastery:** Utilizing the latest enterprise software development ecosystems (.NET Core, Blazor, AI / LLMs).
- **Aggressive Research & Development:** Continuous R&D investment to future-proof client software investment.
- **Rigorous Quality Standards:** Delivery high-performance, secure, and internationally compliant applications.
- **Rapid Deployment Lifecycles:** Agile, professional, engineering execution ensuring fast time-to-market.
- **Continuous System Innovation:** Integrating emerging frameworks like RAG, microservices, and virtual fiscalization
- **Premier After-Sales Service:** Dedicated, continuous technical support, training updates, and platform maintenance.

When you call, Soft-IT will be there!

Soft-IT Website

Please visit our website at <https://soft-it.com>

softIT

Products Services Development About Us Contact us now

You dream IT, we make IT, and We Make IT Soft!

Are you looking for up-to-the-minute software, comprehensive information systems consultancy, across-the-board training, estimable research and prominent product quality, swift application development, constant innovation? At Soft-IT we give a human face to that!

[Read company profile](#) [Check our apps >](#)

Since 2008

