

Tender Number: T46/11/22

Tender description: TALENT ACQUISITION RESPONSE HANDLING AND RECRUITMENT SERVICES

Question and Answers Version 1

| No. | Question | Type | Answer |
|-----|--|-----------|--|
| 1 | <p>On page 14 (2. Background Information) it states that it is "preferential for the software to be a Cloud-based, Software-as-a-Service (Saas) solution" and on page 16 (4. Provide on-site specialist talent acquisition resources based on business activity needs) it is stated that the bidding entity must provide at least a minimum of three (3) on-site Talent Acquisition specialist resources based on business activity.</p> <p>It is also stated on page 17 "Note: *The IDC currently has on-site contracted resources who are familiar with the IDC and could be considered for transitioning by the bidding entity."</p> <p>please confirm that it would be suitable for service provider to train the "IDC on-site contracted resources" our e-recruitment solution?</p> | Technical | <p>The IDC is looking to appoint a service provider that is able to manage the end to end talent acquisition process and service. The intention is not to only procure a system but the full value add service. For the duration of the proposed contract to the successful bidder we would expect the bidder to have/provide the Talent Acquisition professionals to the IDC through the service provider i.e. the current resources we have on contract could be integrated with the bidder but be in the service of the bidder and incorporated into the overall contract and contract value.</p> |
| 2 | May I request clarification regarding IDC assessment policy | Technical | <p>The IDC does have an assessment policy that defines the assessments to be conducted for each level in the Corporation. The assessments will be undertaken by IDC through its appointed service providers as part of the selection process.</p> |
| 3 | Explanation about on-site specialists talent acquisition resources mentioned in the scope of work. Is it the expectation from IDC that these resources should be placed physically at IDC premises, or is it the expectation that resources should be available online? | Technical | <p>The IDC requires the resources to be onsite. However we are currently operating on a hybrid model where the individual is required to be in office 2 days a week and the others can be remote. This continuity is still subject to final approval of the IDC Hybrid working policy currently in progress.</p> |
| | | | |