

RFP Number: TS1/11/24

RFP description: APPOINTMENT OF EXECUTIVE SEARCH FIRMS ('HEAD-HUNTER') ON A PANEL OF SERVICE PROVIDERS TO SOURCE AND PLACE POTENTIAL EXECUTIVE, SENIOR MANAGEMENT AND CRITICAL SPECIALIST ROLES OF THE INDUSTRIAL DEVELOPMENT CORPORATION.

Question and Answers Version 2

No.	Question	Type	Answer
1	About submitting the financial statement, would it be acceptable to submit a letter from my accountants indicating the annual turnover in case the financial statements are not available?		Yes, a letter from an accountant will be acceptable.
2	Regarding Table B (on Page 28): Executive Search Process Leading to an Internal Appointment, will we be required to conduct the headhunting ourselves, or will we be provided with a pool of candidates to work from.		There are instances where we request an executive search company on an assignment to conduct a normal 'headhunting' process potential candidates in the external market. All opportunities are also advertised internally, and, in this instance, we will request the interest candidates to apply directly through to the appointment head-hunter – so you would thus be provided with the pool of candidates based on their application. The head-hunter would then need to assess all candidates as part of the process. Once the recruitment process is concluded it may result in an appointment of an IDC internal candidate.