

**Pre-Bid Queries and Clarifications:**

RFP "Empanelment of Human Resource Recruitment Consultants" for **BOB Financial Solutions Limited No. BCL: HRM: 2017/1317 dated 09.12.2017**

1. Is the scope only of permanent hiring or its includes contractual hiring also? If yes, then what would be the kind of positions?

***For all type of Recruitments***

2. You have mentioned to empanel a minimum of 3 applicants, thus would there be any exclusivity of positions given to each of these 3 applicants or would they be working on the same set of positions?

***While opening of vacancies, all empanelled search firms will be asked to submit separate bids (Techno-Commercial) and the job will be assigned to the selected search firm (criteria for selection shall be advised separately while opening of vacancy).***

3. Do you have any inbuilt technology in place(any ATS) ? Or you would want the applicant/vendor to bring in technology as a part of the program? for example : ATS or CRM tools

***As on date, there is no technology platform available. Obtaining services of technology platform will be a separate process.***

4. Are you also looking at campus hiring program to be part of the scope of work?

***For the present we are not doing campus hiring. The selected search firm will have to submit suitable profiles basis criteria specified for the position concerned.***

5. In addition to RPO (Recruitment Process Outsourcing), are you also open to look at Hire, train , Deploy model ?

***This will be a separate process of selection.***

6. In addition to the scope mentioned in the RFP, would you like us to include additional services like the Sales training Program which is a sales transformation workshop- this would invite an additional fees over and above the program fee

***Not part of scope of this RFP.***

7. *In 8.7 Penalty and Liquidation Damages: when you say 1% of Work Order Value , per week, What do you exactly mean by work value here? Is it the total program pricing/fees proposed by the vendor? Or does it mean something else. Kindly clarify.*

***Financial Quote amount / Fee to be charged for closing a position.***

8. *Preparation of advertisement for filling positions identified by the Company in various Middle & Junior management positions. Do you want the vendor to help you with the content of these advertisement to be posted on various channels or to also bear the costs of these advertisements which may include print ads as well.*

***The selected firm to help the company in preparation of JD with required criteria like qualifications, experience, age and also to suggest on Compensation etc.***

21.12.2017