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Moncton  
New Brunswick  
E1C 1H1  
Bid Fax: (506) 851-6759

**SOLICITATION AMENDMENT  
MODIFICATION DE L'INVITATION**

The referenced document is hereby revised; unless otherwise indicated, all other terms and conditions of the Solicitation remain the same.

Ce document est par la présente révisé; sauf indication contraire, les modalités de l'invitation demeurent les mêmes.

**Comments - Commentaires**

THIS DOCUMENT CONTAINS A SECURITY  
REQUIREMENT / DOCUMENT CONTIENT DES  
EXIGENCES RELATIVES À LA SÉCURITÉ

**Vendor/Firm Name and Address**

Raison sociale et adresse du  
fournisseur/de l'entrepreneur

**Issuing Office - Bureau de distribution**

Acquisitions NB/PEI (Moncton Office) – Bureau  
d'acquisitions N.-B./Î.-P.-É. (Moncton)  
1045 Main Street / 1045, rue Main  
Moncton  
New Bruns  
E1C 1H1

<b>Title - Sujet</b> Informatics Professional Services	
<b>Solicitation No. - N° de l'invitation</b> 51019-194001/A	<b>Amendment No. - N° modif.</b> 003
<b>Client Reference No. - N° de référence du client</b> 51019-194001	<b>Date</b> 2019-02-25
<b>GETS Reference No. - N° de référence de SEAG</b> PW-\$MCT-014-5508	
<b>File No. - N° de dossier</b> MCT-8-41026 (014)	<b>CCC No./N° CCC - FMS No./N° VME</b>
<b>Solicitation Closes - L'invitation prend fin</b> at - à 02:00 PM on - le 2019-03-12	<b>Time Zone</b> Fuseau horaire Atlantic Daylight Saving Time ADT
<b>F.O.B. - F.A.B.</b>	
<b>Plant-Usine:</b> <input type="checkbox"/> <b>Destination:</b> <input checked="" type="checkbox"/> <b>Other-Autre:</b> <input type="checkbox"/>	
<b>Address Enquiries to: - Adresser toutes questions à:</b> MacDonald (MCT), Charline	<b>Buyer Id - Id de l'acheteur</b> mct014
<b>Telephone No. - N° de téléphone</b> (506) 871-2953 ( )	<b>FAX No. - N° de FAX</b> (506) 851-6759
<b>Destination - of Goods, Services, and Construction:</b> <b>Destination - des biens, services et construction:</b>	

Instructions: See Herein

Instructions: Voir aux présentes

<b>Delivery Required - Livraison exigée</b>	<b>Delivery Offered - Livraison proposée</b>
<b>Vendor/Firm Name and Address</b> Raison sociale et adresse du fournisseur/de l'entrepreneur	
<b>Telephone No. - N° de téléphone</b> <b>Facsimile No. - N° de télécopieur</b>	
<b>Name and title of person authorized to sign on behalf of Vendor/Firm</b> (type or print) <b>Nom et titre de la personne autorisée à signer au nom du fournisseur/ de l'entrepreneur (taper ou écrire en caractères d'imprimerie)</b>	
<b>Signature</b>	<b>Date</b>

**Title: Informatics Professional Services**

**Solicitation Amendment No. 003**

This solicitation is hereby amended to:

**1. Provide the following questions and answers:**

**Q2. In reference to Annex "E", Technical Evaluation Procedures and Criteria, Page 20 of 28, R.2 Point Rated Requirements for the Proposed Resource Categories (R), Article 5.:**

**Veteran Validation; how will the Crown validate that a proposed Resources has (1) successfully underwent basic training and that this Resource; and (2) was honourably released from the Canadian Armed Forces (CAF)?**

A2. As is the case with the submission of all proposed resources, their résumés will be subject to the following section of the RFP:

Part 5 Section (b) Subsection (ii)

(b) Professional Services Resources

(ii) By submitting a bid, the Bidder certifies that all the information provided in the résumés and supporting material submitted with its bid, particularly the information pertaining to education, achievements, experience and work history, has been verified by the Bidder to be true and accurate. Furthermore, the Bidder warrants that every individual proposed by the Bidder for the requirement is capable of performing the Work described in the resulting contract.

**Q3. In reference to Annex "E", Technical Evaluation Procedures and Criteria, Page 2 of 48, G.1 General Evaluation Procedures, Article 2. states:**

**"Resources can be proposed for up to two mandatory categories. Resources cannot be proposed for more than one optional category. No one resource may be proposed for three or more categories."**

**Can the Crown please confirm that a Resource cannot be proposed for one mandatory category AND for one optional category?**

A3. An individual resource can be proposed for one mandatory category AND for one optional category.

**Q4. As the RFP is currently structured, Bidder "A" can submit 35 different Resources to meet all Mandatory Resource Categories, while Bidder "B" could submit 18 different Resources that could also address 17 other Mandatory Resources Categories as per Annex "E", Technical Evaluation Procedures and Criteria, Page 2 of 48, G.1 General Evaluation Procedures, Article 2. states ["Resources can be proposed for up to two mandatory positions"], yet both Bidders can potentially score the exact same points for resources being Veterans of the Canadian Armed Forces (CAF). We believe that this scenario is at odds with the VAC's intent of recognizing the value of Veterans.**

**We make the following two recommendations for the Crown's consideration:**

**(A) We recommend that the Crown only award “Veteran Points” for 18 unique Mandatory Resources, not for all 35 mandatory resource positions, in this way having a fair and equitable rating of Veteran experience for Mandatory Categories.**

A4 (A).

Section R.2 #6 has been reworded to read:

Each Grid in the Rated Requirement section, has an additional criteria in which points are awarded for proposed resources who are Canadian Armed Forces Veterans. These points are not awarded on the basis of months of experience. They are additional points that are awarded, based upon the resource being a Veteran. Should the same Veteran be submitted for two resource categories, the additional points will be awarded for the category with the greatest amount of points available.

**(B) Given that either Bidder in the example above need not bid Optional Resources to potentially have a winning Bid and therefore not have the requirement to provide the services of a named resource that was identified as a Veteran, we recommend that the Crown remove from all Optional Resources the rated requirement for the “Qualified resource to be a Veteran of the Canadian Armed Forces (CAF)”.**

A4 (B).

Section R.2 #6 has been reworded to read:

Each Grid in the Rated Requirement section, has an additional criteria in which points are awarded for proposed resources who are Canadian Armed Forces Veterans. These points are not awarded on the basis of months of experience. They are additional points that are awarded, based upon the resource being a Veteran. Should the same Veteran be submitted for two resource categories, the additional points will be awarded for the category with the greatest amount of points available.

**Q5. In reference to Annex “E”, Technical Evaluation Procedures and Criteria, Pages 32 and 33 of 48, for category R.2.18 Project Manager/Scrum Master – Level 1 we have the following question:**

**Rated Criteria R.2.18.5 states Certification or Qualification in Project Management from a recognized organization such as PMI or a University or College (evidence must be included in the proposal) and Rated criteria R.2.18.6 states Certification or Qualification as a Scrum Master from a recognized organization or a University or College (evidence must be included in the proposal).**

**It is our understanding that the Project Management Institute (PMI) offers a course called PMI-ACP. The PMI Agile Certified Practitioner (PMI-ACP) formally recognizes your knowledge of agile principles and your skill with agile techniques. The PMI-ACP spans many approaches to agile such as Scrum, Kanban, Lean, extreme programming (XP) and test-driven development (TDD.) which are the same principles taught in the Scrum Master Certification, the only difference being the title.**

**For R.2.18.6: Would the Crown accept a PMI-ACP as a valid certification equivalent to that of a Scrum Master Certification?**

A5. PMI-ACP would be accepted as a valid certification.

R.2.18.6 should now read:

Certification or Qualification as a Scrum Master or PMI Agile Certified Practitioner (PMI\_ACP), from a recognized organization or a University or College (evidence must be included in the proposal).

**Q6. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, Mandatory and Rated Corporate Requirements – Bidder’s References.**

**In regards to all Corporate Mandatory and Rated Requirements, the Crown is requesting that a Bidder identify work assignments and/or contracts to demonstrate experience.**

**Would the Crown please confirm that any referenced assignment and/or contract must be an assignment and/or contract that a Bidder themselves hold directly with an end client?**

**[e.g. a Bidder cannot reference an assignment and/or contract where they are not the prime contractor?]**

**In our experience in replying to Government of Canada TBIPS Tier 2 Solicitations, the concept of “Prime Contractor” is a standard practice and requirement within Tier 2 Solicitations.**

A6. VAC does not confirm the statement put forth in the question.

VAC confirms that a bidder may reference any single contract where they provided services, as per the Corporate Mandatory and Corporate Rated Requirements found in Annex E.

**Q7. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, Mandatory and Rated Corporate Requirements – Client Reference Letter**

**In many cases for TBIPS Tier 2 requirements of “this length and cost” – as indicated by the Crown in Amendment No. 001 - the Crown includes as part of Mandatory Requirements the requirement that a Bidder provide a letter from its client (referencing a contract award date and a contract serial number or other unique contract identifier) that shows that the Bidder is providing or has provided the requested services.**

**To confirm that a Bidder has the experience claimed in any Mandatory or Rated Corporate Requirement and will therefore be capable of servicing Veterans Affairs Canada’s “lengthy and costly” contract, we recommend that the Crown update each requirement to include the following [a format successfully used by the Crown for other Government Departments with similar sized IM/IT Professional Services Requirements]:**

**“The Bidder must submit for each contract:**

- (1) A letter from its client (referencing a contract award date and a contract serial number or other unique contract identifier) that shows that the Bidder is providing or has provided such services under a contract with a minimum billed value of \$7,000,000.00 (excluding taxes) within the past four (4) years from the Closing Date of this Request for Proposal; and,**
- (2) The name, telephone number and, if available, e-mail address of a contact person so that Canada may verify any information provided by the Bidder”?**

A7. VAC does not require the submission of reference letters for this proposal, unless otherwise stated. Please refer to Part 5, Section B, ii - for further clarification.

**Q8. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, R.1.1.6 – Time Period**

**R.1.1.6 states that proposed resources, “Can be resources from M.1.1.1 and M.1.1.2.”**

**Given that resources proposed for M.1.1.1 and M.1.1.2 must be “in the last four (4) years”, we propose that R.1.1.6 be consistent with M.1.1.1 and M.1.1.2 and be updated to include the same time period and therefore read:**

**“The number of resources that have experience working on Veteran Affairs Systems in the last four (4) years; ...”.**

**Would the Crown please confirm the acceptance of this update to R.1.1.6?**

A8. VAC will not be incorporating the suggested update to R.1.1.6.

**Q9. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, R.1.1.6 – Different Veterans Affairs Systems**

**R.1.1.6 indicates: “Score as 10 points per resource per Veteran Affairs System, to a maximum of 100 points.”**

**Would the Crown please confirm that ten (10) different named resources must have worked on ten (10) different Veteran Affairs Systems? [e.g. no one resource can have worked on the same Veterans Affairs System]**

**In this way, the Bidder is awarded points for experience on a variety of Veterans Affairs Systems, preventing a Bidder proposing ten (10) different resources all working on the same Veterans Affairs System.**

A9: The bidder may propose the same resource on multiple VAC Systems.

**Q10. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, R.1.1.6 – Duration**

**R.1.1.6 does not indicate what duration of time proposed resources must have worked on Veterans Affairs Systems.**

**To be consistent with R.1.1.1, R.1.1.2, R.1.1.3, R.1.1.4, and, R.1.1.5 [that require a period of at least eight (8) weeks], and to demonstrate an acceptable level of “hands-on” experience, please confirm that R.1.1.6 should read:**

**“The number of resources that have experience working on Veterans Affairs Systems for a period of at least eight (8) weeks”?**

A10. VAC will not be revising R.1.1.6.

**Q11. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, M.1.1.1 and M.1.1.2 – Contract Billed Value**

For TBIPS Tier 2 requirements of “this length and cost” – as indicated by the Crown in Solicitation Amendment No. 001 - the Crown typically includes as part of Mandatory Requirements the requirement that a Bidder have been previously awarded Contract(s) of similar “length and cost”.

There is no such requirement in either M.1.1.1 or M.1.1.2.

Will the Crown please include in both M.1.1.1 and M.1.1.2 the requirement that the minimum billed value of the “single contract” referenced by the Bidder must have been \$7,000,000.00 (without applicable taxes) within the past four (4) years from the Closing Date of this RFP?

A11. VAC will not be including the suggested additions to the requirements for M.1.11 and M.1.12.

**Q12. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, M.1.1.1 – Two (2) Year Period**

For clarity, will the Crown please confirm that the at least 10 separate work assignments by at least 5 different IT resources must have occurred for a continuous two (2) year period in the last four (4) years? [e.g. there must have been at least one assignment active during a continuous two (2) year period in the last four (4) years?]

A12. VAC clarifies that it is not required, that the two (2) year period be continuous.

**Q13. Reference: Annex “E”, Technical Evaluation Procedures & Criteria, M.1.1.2 – Duration of Simultaneous Engagements**

M.1.1.2 does not indicate any duration that a Bidder must have provided in a single previous contract within the last four (4) years, at least 6 IT resources in simultaneous engagement.

In R.1.1.2, R.1.1.3, R.1.1.4, and, R.1.1.5, the Crown has indicated “a period of at least eight (8) weeks for each assignment”.

For consistency, will the Crown please update M.1.1.2 to read: “Bidder must have provided in a single previous contract within the last four (4) years, at least 6 IT resources in simultaneous engagements for a period of at least eight (8) weeks”?

A13. VAC will not be updating M.1.12.

**AND**

**2. Reference: ANNEX “E” – TECHNICAL EVALUATION PROCEDURES & CRITERIA**

**DELETE** the current ANNEX “E” – TECHNICAL EVALUATION PROCEDURES & CRITERIA; and

**INSERT** the revised ANNEX “E” – TECHNICAL EVALUATION PROCEDURES & CRITERIA (February 22, 2019) attached herein.

Solicitation No. - N° de l'invitation à soumissionner  
51019-194001/A  
Client Ref. No. - N° de réf. du client  
51019-194001

Amd. No. - N° de la modif.  
003  
File No. - N° du dossier  
MCT-8-41026

Buyer ID - Id de l'acheteur  
mct014  
CCC No./N° CCC - FMS No./N° VME

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**3. Reference: REQUEST FOR PROPOSAL, PART 1–GENERAL INFORMATION, 1.2 Summary**

**DELETE:** (b) It is intended to result in the award of one contract, each for one years plus two-6 month irrevocable options allowing Canada to extend the term of the contract(s); and

**INSERT:** (b) It is intended to result in the award of one contract for an initial period of three (3) years plus up to two (2) one year irrevocable options allowing Canada to extend the term of the contract.

If your bid has already been forwarded and you wish to revise same, this revision should be sent in a sealed envelope and mailed to the above address and reach the undersigned before the appropriate closing date. The solicitation number and the closing date are to be shown on the outside of the sealed envelope.

All other terms and conditions of the solicitation document remain unchanged.

All enquiries concerning this amendment are to be forwarded to:

Name: Charline MacDonald  
Telephone No: (506) 871-2953  
Facsimile No: (506) 851-6759

## G.1 GENERAL EVALUATION PROCEDURES

1. To be considered responsive, a proposal must:
  - a) Meet all the mandatory requirements of this solicitation; and
  - b) Obtain, for the technical evaluation criteria which are subject to point rating, the required minimum of 60 percent of the points for each resource category and obtain the required minimum 70 percent of the total score for all resource categories combined. (There is no minimum number of points required for the Point Rated Corporate Requirements.)

Proposals not meeting a) or b) above will be given no further consideration. Neither the responsive proposal that scores the highest number of rated points nor the one that contains the lowest price will necessarily be accepted. The selection of the contractor will be determined by a 60/40 ratio of technical score and price, respectively. The lowest priced technical responsive proposal is allocated the maximum points of 40 and other price proposals are prorated accordingly. Technical scores are prorated against the total possible score of 60 points. The proposal with the highest total score, when adding the technical points and the price points, is considered as the proposal representing the best value, and will be recommended for award of a contract.

### Example of Best Value Determination:

Bidders should be aware that the figures provided in the following example bear no relationship to the expectations of cost, bid prices, or the expected budget associated with these future requirements.

Calculations will be made by using a method of Highest Combined Point Rated Score, with 60% weight on point rated score, and 40% weight on cost/price score.

Calculation Data:	Point Rated Score	Bidder Quote Price
Bidder 1	*88/100	\$60,000
Bidder 2	82/100	\$55,000
Bidder 3	76/100	**\$50,000

**ANNEX E - TECHNICAL EVALUATION PROCEDURES & CRITERIA (February 22, 2019)**

<b>Final Calculation:</b>	<b>Point Rated Score</b>	<b>Price Score</b>	<b>TOTAL POINTS</b>
<b>Bidder 1</b>	88/88* X 60 = 60	**50/60 X 40 = 33.33	93.30
<b>Bidder 2</b>	82/88 X 60 = 55.91	**50/55 X 40 = 36.36	92.27
<b>Bidder 3</b>	76/88* X 60 = 51.82	**50/50 X 40 = 40	91.82

For the purposes of this example, assume that three responsive bids have been received, and that the maximum score which can be obtained is 100 points. The highest point rated proposal, and lowest priced proposal would receive the full percentage points possible (i.e., 60 and 40 respectively), with the scores of other proposals being pro-rated accordingly. Based on this example, contract award would be recommended to Bidder 1, whom obtained the highest overall score taking into consideration both technical/managerial merit, and the proposed price offered.

\*Represents the highest point rated score

\*\* Represents the lowest priced proposal

2. Bidders must submit a bid for all mandatory resource categories (M.2.1 to M.2.18 AND R.2.1 to R.2.18) and must propose a minimum of two resources for each mandatory category, **with the exception of category M.2.1 Application/Software Architect - Adobe Experience Manager (AEM) /LiveCycle. Only one resource is required to be proposed for this category.** Bidders must provide resumes for each resource (person) proposed. Resources can be proposed for up to two mandatory categories (R.2.1 to R.2.18). Resources cannot be proposed for more than one optional category (R.2.19 to R.2.46). No one resource may be proposed for three or more categories.
  
3. The Bidder may replicate the tables using the Bidder's own word processing system. The Bidder must complete the tables (or replicas), as follows:
  - a. for the Mandatory tables of Section M.1 and M.2, the Bidder must enter a "Y" for "Yes" or "N" for "No" in the "Meets" column and provide substantiation for the "Y" responses;
  - b. for the Rated tables, Sections R.1 and R.2, the Bidder must enter an amount claimed, either months of experience or points as the case may be, and provide substantiation for the claims. It is highly recommended that the Bidder assigns a number to each of the work assignments in the resume for easy reference in the evaluation tables.
  
4. The "substantiation" provided by the Bidder in the tables must provide sufficient information to substantiate, to the satisfaction of the evaluators, that the services or experience being proposed meet the requirement. The substantiation may be made within the table; or, for resources (i.e. personnel), may be referenced from the table to

## ANNEX E - TECHNICAL EVALUATION PROCEDURES & CRITERIA (February 22, 2019)

the résumé for the resource with a Page and Paragraph reference, or both (i.e. the Bidder may choose to add information in the Substantiation column that supports the information in the résumé, in addition to having a reference to the résumé).

5. Bidders are advised that listing resource experience without providing any supporting data to describe responsibilities, duties, and relevance to the requirements will not be considered "substantiated" for the purpose of this evaluation. The Bidder must provide complete experience and or project details as to where, when (month and year) and how (through which activities/responsibilities) the stated qualifications/experience were obtained. Experience gained during formal education shall not be considered work experience. All requirements for work experience shall be obtained in a legitimate work environment as opposed to an educational setting. Co-op terms are considered work experience provided they are related to the required services.
6. Bidders are advised that the month(s) of experience listed for a project whose time frame overlaps that of another referenced project will only be counted once. For example: Project 1 time frame is July 2016 to December 2016; Project 2 time frame is October 2016 to January 2017; the total months of experience for these two project references is seven (7) months.
7. Proposals must provide supporting information consisting of detailed résumés that clearly describe the degree and nature of the knowledge/experience possessed by the proposed resource. Supporting information must include relevant previous experience and or projects including dates that enabled the individuals to acquire the necessary experience/knowledge. **Where résumés only provide the year(s) that any relevant experience was acquired, the evaluation team will assume that length of relevant experience to be one month only for the starting and ending years. For example, if experience is stated as between 2007 and 2009, the evaluation team will consider the relevant experience to one month for 2007 i.e. December, 12 months for 2008 and one month, i.e. January for 2009 for a total of 14 months.**
8. For the purpose of interpreting the evaluation criteria, a requirement such as "within the last 4 years" is intended to mean "within the last 4 years from the date at which the RFP was issued".
9. For all resource categories listed in the Rated Tables, one point will be assigned for each month of experience that satisfies the requirements described in the tables. In some cases the requirement states "beyond the mandatory requirement", meaning that the requirement is identical to a Mandatory requirement, and that points will be allocated only for the Rated experience that is in excess of the Mandatory experience.
10. Unless otherwise specified, the same experience can be counted for each criterion within any one resource category. For example, if the resource proposed as a Programmer Analyst – Java EE had 60 months of experience working with client/server

**ANNEX E - TECHNICAL EVALUATION PROCEDURES & CRITERIA (February 22, 2019)**

or web architectures, technologies and tools on either UNIX or Microsoft Windows Server (requirement R.2.4.2), and it was all using Struts, then this experience could be counted for both R.2.4.2 and R.2.4.3.

11. To demonstrate the procedure in allocating scores as described in the two preceding paragraphs, the following table provides an EXAMPLE, where it is assumed for simplicity that the resource has 18 months of valid experience for each of the criteria.

EXAMPLE Criteria	EXAMPLE Rated Requirement for the Proposed Resource	EXAMPLE Max. Score	EXAMPLE Months Claimed	EXAMPLE Score
R.2.4.1	Experience <u>beyond the mandatory requirement of sixty (60) months</u> in the IT Industry.	24	18	18
R.2.4.2	Experience <u>beyond the mandatory requirement of sixty (60) months</u> working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	12	18	12
R.2.4.3	Experience with Struts	24	18	18
R.2.4.4	Experience with WebSphere 7.x/8.x	12	18	12
R.2.4.5	Experience with Rational Application Developer 7 or higher	24	18	18
<b>Total</b>	-----	96		78

12. The scores given for each resource within the resource categories will be entered into the table below in the Initial Resource Score column (Resource 1 - R1 and/or Resource 2 - R2), then the total initial score will be calculated (the average of R1 and R2), then multiplied by the Weight to achieve the Weighted Resource Score.

Criteria	Resource Category	Initial		Total Initial Score (Average)	Weight	Weighted Resource Score ("Initial Resource Score" multiplied by "Weight")
		R 1	R2			
<b>Mandatory</b>						
M.2.1	A.1 Application/Software Architect - <u>Adobe Experience Manager (AEM) / LiveCycle</u> - Level 1		→		1.2	
M.2.2	A.7 Programmer/Analyst - <u>Adobe Experience Manager (AEM) / LiveCycle</u> - Level 2				1.0	
M.2.3	A.7 Programmer/Analyst - <u>PL / SQL</u> - Level 1				1.0	

**ANNEX E - TECHNICAL EVALUATION PROCEDURES & CRITERIA (February 22, 2019)**

M.2.4	A.7 Programmer/Analyst – <u>Java EE</u> - Level 1				1.0	
M.2.5	A.7 Programmer/Analyst – <u>Java EE</u> - Level 2				1.5	
M.2.6	A.7 Programmer/Analyst – <u>Mobile Development</u> - Level 1				1.0	
M.2.7	A.7 Programmer/Analyst – <u>IBM Watson</u> - Level 2				1.0	
M.2.8	A.7 Programmer/Analyst – <u>CRM Dynamics</u> - Level 1				1.0	
M.2.9	A.7 Programmer/Analyst – <u>CRM Dynamics</u> - Level 2				1.0	
M.2.10	A.1 Application/Software Architect - AI Data Architect - Level 1				1.0	
M.2.11	A.11 Tester - Level 1				1.5	
M.2.12	A.11 Tester - Level 2				1.5	
M.2.13	A.14 Web Developer – Level 1				1.0	
M.2.14	A.14 Web Developer - Level 2				1.5	
M.2.15	B.1 Business Analyst - Level 1				1.2	
M.2.16	B.1 Business Analyst - Level 2				1.2	
M.2.17	C.16 PIA Specialist - Level 1				1.3	
M.2.18	P.9 Project Manager - Level 1				1.3	
<b>Optional</b>						
R.2.19	A.1 Application /Software Architect - Level 1		→		0.5	
R.2.20	A.1 Application /Software Architect - Level 2		→		0.5	
R.2.21	A.3 ERP Programmer Analyst - <u>PeopleSoft</u> - Level 1		→		0.5	
R.2.22	A.3 ERP Programmer Analyst - <u>SAP</u> - Level 1		→		0.5	
R.2.23	A.7 Programmer / Analyst - <u>C++</u> - Level 1		→		0.5	
R.2.24	A.7 Programmer / Analyst – Business Intelligence - Level 1		→		0.5	
R.2.25	A.7 Programmer / Analyst - <u>PowerBuilder</u> - Level 1		→		0.5	
R.2.26	A.7 Programmer / Analyst - <u>PowerBuilder</u> - Level 2		→		0.5	
R.2.27	A.7 Programmer / Analyst - <u>Microsoft .NET</u> - Level 1		→		0.5	

**ANNEX E - TECHNICAL EVALUATION PROCEDURES & CRITERIA (February 22, 2019)**

R.2.28	A.7 Programmer / Analyst - <u>Microsoft .NET</u> - Level 2		→		0.4	
R.2.29	A.7 Programmer / Analyst – <u>PL/SQL</u> - Level 2		→		0.5	
R.2.30	A.11 Tester - <u>Bilingual</u> - Level 1		→		0.5	
R.2.31	A.11 Tester - <u>Bilingual</u> - Level 2		→		0.5	
R.2.32	A.11 Tester – <u>Regression/IFT</u> - Level 1		→		0.5	
R.2.33	A.11 Tester – <u>Regression/IFT</u> - Level 2		→		0.5	
R.2.34	A.11 Tester – <u>Performance</u> - Level 1		→		0.5	
R.2.35	A.12 Web Architect - Level 1		→		0.5	
R.2.36	A.12 Web Architect - Level 2		→		0.25	
R.2.37	A.15 Web Graphics Designer - Level 1		→		1.0	
R.2.38	A.15 Web Graphics Designer - Level 2		→		0.5	
R.2.39	A.16 Web Multi-media Content Consultant - Level 1		→		1.5	
R.2.40	B.1 Business Analyst - <u>Bilingual</u> - Level 1		→		0.3	
R.2.41	B.1 Business Analyst - <u>Bilingual</u> - Level 2		→		0.5	
R.2.42	B.5 Business Process Re-engineering (BPR) Consultant - Level 2		→		0.3	
R.2.43	B.11 Instructor – Level 2		→		0.5	
R.2.44	B.14 Technical Writer - Level 1		→		0.5	
R.2.45	P.6 Project Administrator - Level 1		→		1.0	
R.2.46	P.7 Project Coordinator - Level 1		→		1.0	
<b>Total Weighted Resource Score</b>						

13. The two Rated requirements will be combined into a Total Rated Score by multiplying the total score for the Corporate Rated requirements and the total score for the Weighted Resource Rated requirements by a weighting factor, and then summing the result, as follows:

$$(Rated\ Corporate\ Score * 5\%) + (Weighted\ Resource\ Score * 95\%)$$

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**14. BIDDERS ARE ADVISED THAT A PASS MARK OF 60% IS APPLIED TO EACH RESOURCE CATEGORY. FAILURE TO OBTAIN THIS PASS MARK WILL RESULT IN THE PROPOSAL BEING CONSIDERED NON-RESPONSIVE AND WILL NOT BE GIVEN FURTHER CONSIDERATION.** This pass mark does not apply to each criterion of a resource category or to each resource individually, but rather to the total Maximum score for the resource category. In the example below, the total Maximum score is 60, so a pass mark of 36 (60% of 60) would apply. Resource 1 was awarded a total of 60 points and Resource 2 was awarded a total of 18 points for a Total Average Category Score of 39 which is 65 % of the total score of 60, meeting the pass mark. For resources proposed in optional categories, as well as for the mandatory M.2.1. Application/Software Architect - Adobe Experience Manager (AEM) LiveCycle, only the Initial Score will be used to calculate the pass mark, as only one resource may be proposed.

Tester - Level 1	Max Score	Initial Score		Category Score (Avg)	Category Percentage	60% Pass Y/N
		Resource 1	Resource 2			
R.2.6.1 Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT industry.	24	24	12	18		
R.2.6.2 Experience <u>beyond the mandatory requirement of thirty-six (36) months</u> working with client/server or web architectures, technologies and tools on either Unix or Microsoft Windows Server.	12	12	6	9		
R.2.6.3 Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> utilizing testing solutions/tools in a software testing environment.	12	12	0	6		
R.2.6.4 Experience with IBM Rational Functional Tester and Rational Quality Manager tools in a software testing environment.	12	12	0	6		
<b>Total for Category</b>	<b>60</b>	<b>60</b>	<b>18</b>	<b>39</b>	<b>65%</b>	<b>Y</b>

**15. BIDDERS ARE ADVISED THAT A PASS MARK OF 70% IS APPLIED TO THE TOTAL SCORE FOR ALL MANDATORY RESOURCE CATEGORIES AND COMPLETED OPTIONAL CATEGORIES COMBINED.** In other words, the score achieved for all 46 resource categories is summed, and divided by the sum of all 46 Maximum scores (less any optional categories not completed) and multiplied by 100%. If the result is less than 70%, the proposal will be considered non-responsive and will not be given further consideration. For example, if resources are proposed for all categories and the total score is 4094 points, this would be divided by the sum of all 46 Maximum scores (6672) and multiplied by 100% for a total percentage of 61.36%,

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which would be considered non-responsive. If resources were proposed for only the mandatory categories and the total score was 1470, this would be divided by the sum of all 18 Maximum scores (2041) for the mandatory categories only and multiplied by 100% for a total percentage of 72.02%, which would be considered a pass. In a third example, if resources were proposed for all of the mandatory and only the first 3 optional categories for a total score of 2044, this would be divided by the sum of all 18 Maximum scores (2041) for the mandatory categories plus the sum of the Maximum scores for the 3 completed optional categories (466) for a total of 2507 then multiplied by 100% for a total percentage of 81.53%, which would be considered a pass.

16. Once the technical scores are finalized, the Total Evaluated Price will be calculated by multiplying the Bidder's proposed per diem rates for each of the three years by the "Estimated days per Year" (see "Basis of Payment" document for details), and then summing the products of those calculations. The "Estimated days per Year" is used for the evaluation process only, and is not intended to estimate the actual utilization under the contract.

17. For the purposes of bid evaluation, if there are no resources proposed for the optional categories, the following matrix will be used to determine the Firm per Diem Rate for the optional categories:

Optional Category	Maps to	Mandatory Category
A.1 Application /Software Architect – Level 1	→	A.1 Application/Software Architect - <u>Adobe Experience Manager (AEM)</u> / <u>LiveCycle</u> - Level 1
A.1 Application /Software Architect – Level 2	→	A.1 Application/Software Architect - <u>Adobe Experience Manager (AEM)</u> / <u>LiveCycle</u> - Level 1
A.3 ERP Programmer Analyst - <u>PeopleSoft</u> - Level 1	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 1
A.3 ERP Programmer Analyst - <u>SAP</u> - Level 1	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 1
A.7 Programmer / Analyst - <u>C++</u> - Level 1	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 1
A.7 Programmer / Analyst – Business Intelligence - Level 1	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 1
A.7 Programmer / Analyst - <u>PowerBuilder</u> - Level 1	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 1
A.7 Programmer / Analyst - <u>PowerBuilder</u> - Level 2	→	A.7 Programmer/Analyst – Java EE - Level 2
A.7 Programmer / Analyst – <u>Microsoft .NET</u> - Level 1	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 2
A.7 Programmer / Analyst – <u>Microsoft .NET</u> - Level 2	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 2
A.7 Programmer / Analyst – <u>PL/SQL</u> - Level 2	→	A.7 Programmer/Analyst – <u>Java EE</u> - Level 2
A.11 Tester - <u>Bilingual</u> - Level 1	→	A.11 Tester - Level 1
A.11 Tester - <u>Bilingual</u> - Level 2	→	A.11 Tester - Level 2

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A.11 Tester – <u>Regression/IFT</u> - Level 1	→	A.11 Tester - Level 1
A.11 Tester – <u>Regression/IFT</u> - Level 2	→	A.11 Tester - Level 2
A.11 Tester – <u>Performance</u> - Level 1	→	A.11 Tester - Level 1
A.12 Web Architect - Level 1	→	A.14 Web Developer - Level 1
A.12 Web Architect - Level 2	→	A.14 Web Developer - Level 2
A.15 Web Graphics Designer - Level 1	→	A.14 Web Developer - Level 1
A.15 Web Graphics Designer - Level 2	→	A.14 Web Developer - Level 2
A.16 Web Multi-media Content Consultant - Level 1	→	A.14 Web Developer - Level 1
B.1 Business Analyst - <u>Bilingual</u> - Level 1	→	B.1 Business Analyst - Level 1
B.1 Business Analyst - <u>Bilingual</u> - Level 2	→	B.1 Business Analyst - Level 2
B.5 Business Process Re-engineering (BPR) Consultant - Level 2	→	B.1 Business Analyst - Level 2
B.11 Instructor - Level 2	→	A.11 Tester - Level 1
B.14 Technical Writer - Level 1	→	A.11 Tester - Level 1
P.6 Project Administrator - Level 1	→	A.11 Tester - Level 1
P.7 Project Coordinator - Level 1	→	A.11 Tester - Level 1

### M.1 Mandatory Corporate Requirements (M)

1. All the requirements for each of the subsections in the following Table are mandatory requirements and must be completed by the Bidder.

#### MANDATORY CORPORATE REQUIREMENTS (Table to be completed by Bidders)

Criteria	Mandatory Requirement for the Bidder	Meets Y / N	Reference / substantiation
<b>M.1.1.1</b>	Bidder must have provided resources, within a two (2) year period in the last four (4) years, such that at least 10 separate work assignments were begun by at least 5 different IT resources either on an “as and when requested” basis, or as tasks on a single contract. (The intent is that the Bidder show experience in allocating and managing resources in response to rapidly changing demands). Brief descriptions are required for the work of the contract.		
<b>M.1.1.2</b>	Bidder must have provided in a single previous contract within the last four (4) years, at least 6 IT resources in simultaneous engagements. Brief descriptions are required for the work of the contracts.		

## M.2 Mandatory Requirements for Proposed Resources (M)

1. All the requirements in the Tables of this section are mandatory requirements and must be completed by the Bidder.
2. The bidder is asked to duplicate the following tables, and ensure that there is a completed table for each resource proposed.
3. Mandatory categories will have two resources assessed, with the exception of the mandatory category M.2.1 Application/Software Architect - Adobe Experience Manager (AEM) LiveCycle, which will have only one resource assessed.

### M.2.1 A.1 Application/Software Architect - Adobe Experience Manager (AEM) / LiveCycle - Level 1

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.1.1	Minimum of forty-eight (48) months experience in the IT Industry.		
M.2.1.2	Minimum of thirty-six (36) months experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.		
M.2.1.3	Minimum of twenty-four (24) months of experience working with Java EE, Oracle, SQL, Web Services (WSDL or REST), HTML and XML.		
M.2.1.4	Minimum of twelve (12) months of experience working with AEM/LiveCycle Services for Documents (forms, letters and other documents)		
M.2.1.5	Minimum of twelve (12) months of experience working with AEM/LiveCycle Process Management Development (including knowledge of the Workbench and designer tools, as well as the System Development Kit (SDK)) to integrate those technologies.		

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**M.2.2 A.7 Programmer / Analyst - Adobe Experience Manager (AEM) / LiveCycle - Level 2**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.2.1	Minimum of sixty (60) months experience in the IT Industry.		
M.2.2.2	Minimum of sixty (60) months experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.		
M.2.2.3	Minimum of twenty-four (24) months of experience programming in a Java EE environment.		
M.2.2.4	Minimum of six (6) months of experience creating and modifying Adobe forms (in XDP format) using Adobe Designer by creating data validation scripts for form fields using JavaScript and accessing data in XML for field population and saving <b>and/or</b> creating and modifying Document Workflow Processes using Adobe WorkBench Integrated Development Environment.		

**M.2.3 A.7 Programmer / Analyst - PL / SQL - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.3.1	Minimum of forty-eight (48) months experience in the IT Industry.		
M.2.3.2	Minimum of thirty-six (36) months experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.		
M.2.3.3	Minimum of twenty-four (24) months of experience programming reports in Cognos/ERP systems.		
M.2.3.4	Minimum of twenty-four (24) months of experience programming extract, transform and load (ETL) software		

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**M.2.4 A.7 Programmer / Analyst – Java EE - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.4.1	Minimum of forty-eight (48) months experience in the IT Industry.		
M.2.4.2	Minimum of thirty-six (36) months experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.		
M.2.4.3	Minimum of thirty-six (36) months of experience programming in a Java EE environment.		

**M.2.5 A.7 Programmer / Analyst – Java EE - Level 2**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.5.1	Minimum of sixty (60) months experience in the IT Industry.		
M.2.5.2	Minimum of sixty (60) months experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.		
M.2.5.3	Minimum of sixty (60) months of experience programming in a Java EE environment.		

**M.2.6 A.7 Programmer / Analyst – Mobile Development - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.6.1	Minimum of thirty-six (36) months experience using JavaScript front-end frameworks for application development.		
M.2.6.2	Minimum of thirty-six (36) months experience in Android		

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	and/or iOS development.		
<b>M.2.6.3</b>	Minimum of twenty-four (24) months experience building and maintaining RESTful web services		
<b>M.2.6.4</b>	Minimum of twelve (12) months experience working with React Native and Redux, the Ionic Framework and Native Mobile Application Development.		

**M.2.7 A.7 Programmer / Analyst – IBM Watson - Level 2**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
<b>M.2.7.1</b>	Minimum of sixty (60) months experience in the IT Industry.		
<b>M.2.7.2</b>	Minimum of sixty (60) months experience working with client/server or web architectures, technologies and tools.		
<b>M.2.7.3</b>	Minimum of sixty (60) months of experience programming in Java and/or C#.		
<b>M.2.7.4</b>	Minimum of twenty-four (24) months of experience working with IBM Watson.		

**M.2.8 A.7 Programmer / Analyst – CRM Dynamics - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
<b>M.2.8.1</b>	Minimum of forty-eight (48) months experience in the IT Industry.		
<b>M.2.8.2</b>	Minimum of thirty-six (36) months experience working with client/server or web architectures, technologies and tools.		
<b>M.2.8.3</b>	Minimum of thirty-six (36) of experience programming in Java and/or C#.		
<b>M.2.8.4</b>	Minimum of twenty (24) months of experience working with CRM Dynamics		

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**M.2.9 A.7 Programmer / Analyst – CRM Dynamics - Level 2**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.9.1	Minimum of sixty (60) months experience in the IT Industry.		
M.2.9.2	Minimum of sixty (60) months experience working with client/server or web architectures, technologies and tools.		
M.2.9.3	Minimum of sixty (60) months of experience programming in Java and/or C#.		
M.2.9.4	Minimum of thirty-six (36) months of experience working with CRM Dynamics.		

**M.2.10 A.1 Application/Software Architect - AI Data Architect - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.10.1	Minimum of forty-eight (48) months experience in the IT Industry.		
M.2.10.2	Minimum of twenty-four (24) configuring AI software and designing AI solutions.		
M.2.10.3	Minimum of twenty-four (24) months of experience using data for business decision-making, applying machine learning and data mining to different types of data.		
M.2.10.4	Minimum of twenty-four (24) designing algorithms which will be used as part of the analyses of data collections, as well as experience assembling and organizing data collections.		

**M.2.11 A.11 Tester - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.11.1	Minimum of forty-eight (48) months experience in the IT Industry.		

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<b>M.2.11.2</b>	Minimum of thirty-six (36) months experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.		
<b>M.2.11.3</b>	Minimum of twenty-four (24) months of experience utilizing testing solutions/tools in a software testing environment.		

**M.2.12 A.11 Tester - Level 2**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Mandatory Requirement for the Proposed Resource</b>	<b>Meets (Y/N)</b>	<b>Reference/ Substantiation</b>
<b>M.2.12.1</b>	Minimum of sixty (60) months experience in the IT Industry.		
<b>M.2.12.2</b>	Minimum of sixty (60) months experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.		
<b>M.2.12.3</b>	Minimum of sixty (60) months of experience utilizing testing solutions/tools in a software testing environment.		

**M.2.13 A.14 Web Developer - Level 1**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Mandatory Requirement for the Proposed Resource</b>	<b>Meets (Y/N)</b>	<b>Reference/ Substantiation</b>
<b>M.2.13.1</b>	Minimum of twenty-four (24) months experience in the Web Development industry.		
<b>M.2.13.2</b>	Minimum of twenty-four (24) months experience working with client/server or web architectures, technologies and tools on Microsoft Windows Server.		
<b>M.2.13.3</b>	Minimum of twenty-four (24) months experience working with ColdFusion, SQL Server, HTML, CSS and jQuery.		
<b>M.2.13.4</b>	Minimum of six (6) months of experience working with the Web Standards for the Government of Canada.		

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**M.2.14 A.14 Web Developer - Level 2**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.14.1	Minimum of sixty (60) months experience in the Web Development industry.		
M.2.14.2	Minimum of sixty (60) months experience working with client/server or web architectures, technologies and tools on Microsoft Windows Server.		
M.2.14.3	Minimum of sixty (60) months experience working with ColdFusion, SQL Server, HTML, CSS and jQuery.		
M.2.14.4	Minimum of twelve (12) months of experience working with the Web Standards for the Government of Canada.		

**M.2.15 B.1 Business Analyst - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.15.1	Minimum of forty-eight (48) months experience in the IT Industry.		
M.2.15.2	Minimum of twenty-four (24) months experience developing, updating and facilitating the gathering of functional specifications.		
M.2.15.3	Minimum of twelve (12) months experience with presenting and demonstrating software applications to client stakeholder groups.		

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**M.2.16 B.1 Business Analyst - Level 2**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.16.1	Minimum of sixty (60) months experience in the IT Industry.		
M.2.16.2	Minimum of sixty (60) months experience developing, updating and facilitating the gathering of functional specifications.		
M.2.16.3	Minimum of sixty (60) months experience with presenting and demonstrating software applications to client stakeholder groups.		

**M.2.17 C.16 PIA Specialist - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.17.1	Minimum of thirty-six (36) months experience working in a Federal Government environment.		
M.2.17.2	Minimum of twenty-four (24) months experience conducting Privacy Impact Assessments (PIAs) and / or CORE Privacy Impact Assessments according to Treasury Board Policy and Directives.		
M.2.17.3	Minimum of twenty-four (24) months experience developing Privacy Risk Management Plans.		
M.2.17.4	Minimum of twenty-four (24) months experience developing recommendations as to possible risk mitigation strategies.		

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**M.2.18 P.9 Project Manager / Scrum Master - Level 1**

Name: \_\_\_\_\_

Criteria	Mandatory Requirement for the Proposed Resource	Meets (Y/N)	Reference/ Substantiation
M.2.18.1	Minimum of forty-eight (48) months experience in the IT Industry.		
M.2.18.2	Minimum of forty-eight (48) months experience as a Project Manager or Scrum Master in the development of medium to large size application systems.		
M.2.18.3	Minimum of twenty-four (24) months experience working in a Government environment.		
M.2.18.4	Minimum of twenty-four (24) months experience conducting risk analysis.		

**R.1 Point Rated Corporate Requirements (R)**

- All the requirements in the Tables of this section are Rated requirements and should be completed by the Bidder.

**Point Rated Bidder Requirements:**

Criteria	Rated Requirement for the Bidder	Max. Score	Claimed by the Bidder	Reference / substantiation
R.1.1.1	For resources beyond the mandatory requirement of M.1.1.1 and M.1.1.2, score as 10 points per resource up to a maximum of 50 points. Bidder must state the TOTAL number of resources, using the Substantiation column.	50		
R.1.1.2	The number of different resources on work assignments within the last four years where those work assignments called for primarily Java EE expertise for a period of at least eight (8) weeks for each assignment. (Will be scored as 10 points per resource up to a maximum 20 points) Bidder must state the TOTAL number of resources, using the Substantiation column.	20		

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<b>Criteria</b>	<b>Rated Requirement for the Bidder</b>	<b>Max. Score</b>	<b>Claimed by the Bidder</b>	<b>Reference / substantiation</b>
<b>R.1.1.3</b>	The number of different resources on work assignments within the last four years where those work assignments called for primarily Application/Software Architect expertise for a period of at least eight (8) weeks for each assignment. (Will be scored as 10 points per resource up to a maximum 20 points) Bidder must state the TOTAL number of resources, using the Substantiation column.	20		
<b>R.1.1.4</b>	The number of different resources on work assignments within the last four years where those work assignments called for primarily Adobe Experience Manager (AEM) / LiveCycle Programmer/Analyst expertise for a period of at least eight (8) weeks for each assignment. (Will be scored as 10 points per resource up to a maximum 20 points) Bidder must state the TOTAL number of resources, using the Substantiation column.	20		
<b>R.1.1.5</b>	The number of different resources on work assignments within the last four years where those work assignments called for primarily Tester expertise for a period of at least eight (8) weeks for each assignment. (Will be scored as 10 points per resource up to a maximum 20 points) Bidder must state the TOTAL number of resources, using the Substantiation column.	20		
<b>R.1.1.6</b>	The number of resources that have experience working on Veteran Affairs Systems. Score as 10 points per resource per Veterans Affairs System, to a maximum of 100 points. Bidder must state the resource(s) and Veteran Affairs System(s) using the Substantiation column. See glossary for details of systems. Can be resources from M.1.1.1 and M.1.1.2.	100		
	<b>MAX. SCORE TOTAL</b>	230		

**R.2. Point Rated Requirements for the Proposed Resource Categories (R)**

- All the requirements in the Tables of this section are Rated requirements and should be completed by the Bidder. **One point will be assigned for each month of experience, where applicable.**
- Optional categories **(R.2.19 to R.2.46)** will have only one resource assessed.

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3. Where certification is requested, the points awarded will be given based on the validity of the certification and not the number of months that the resource has had the certification.
4. The bidder is asked to duplicate the following tables, and ensure that there is a completed table for each resource proposed.
5. \* For purposes of the rated requirement for proposed resources - **Veteran** is defined as any former member of the Canadian Armed Forces, who successfully underwent basic training and is honourably released. For further clarification please visit: <http://www.veterans.gc.ca/eng/about-us/definition-veteran>
6. \* Each Grid in the Rated Requirement section, has an additional criteria in which points are awarded for proposed resources who are Canadian Armed Forces Veterans. These points are not awarded on the basis of months of experience. They are additional points that are awarded, based upon the resource being a Veteran. **Should the same Veteran be submitted for two resource categories, the additional points will be awarded for the category with the greatest amount of points available.**

**Mandatory - Point Rated Requirements (R.2.1 to R.2.18)**

**R.2.1 A.1 Application/Software Architect - Adobe Experience Manager (AEM) / LiveCycle - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.1.1	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT Industry.	24		
R.2.1.2	Experience <u>beyond the mandatory requirement of thirty-six (36) months</u> working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	12		
R.2.1.3	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> working with Java EE, Oracle, SQL, Web Services (WSDL and REST), HTML and XML.	24		

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<b>R.2.1.4</b>	Experience <u>beyond the mandatory requirement of twelve (12) months</u> working with the Adobe Experience Manager LiveCycle Services for Documents (forms, letters and other documents)	24		
<b>R.2.1.5</b>	Experience <u>beyond the mandatory requirement of twelve (12) months</u> working with AEM/LiveCycle Process Management Development (including knowledge of the Workbench and designer tools, as well as the System Development Kit (SDK)) to integrate those technologies.	24		
<b>R.2.1.6</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		113		

**R.2.2 A.7 Programmer / Analyst - Adobe Experience Manager (AEM) / LiveCycle - Level 2**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.2.1</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> in the IT Industry.	24		
<b>R.2.2.2</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	24		
<b>R.2.2.3</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> programming in a Java EE environment.	24		
<b>R.2.2.4</b>	Experience <u>beyond the mandatory requirement of six (6) months</u> creating and modifying Adobe forms (in XDP format) using Adobe Designer by creating data validation scripts for form fields using JavaScript and accessing data in XML for field population and saving.	24		
<b>R.2.2.5</b>	Experience <u>beyond the mandatory requirement of six (6) months</u> creating and modifying Document Workflow Processes using Adobe WorkBench Integrated Development Environment.	24		

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<b>R.2.2.6</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	6		
<b>MAX. SCORE TOTAL</b>		126		

**R.2.3 A.7 Programmer / Analyst - PL / SQL - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.3.1</b>	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT Industry.	24		
<b>R.2.3.2</b>	Experience <u>beyond the mandatory requirement of thirty-six (36) months</u> working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	12		
<b>R.2.3.3</b>	Experience with logical and physical database schemas.	24		
<b>R.2.3.4</b>	Experience with PL/SQL.	12		
<b>R.2.3.5</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> programming extract, transform and load (ETL) software.	24		
<b>R.2.3.6</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		101		

**R.2.4 A.7 Programmer / Analyst – Java EE - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.4.1</b>	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT Industry.	24		
<b>R.2.4.2</b>	Experience <u>beyond the mandatory requirement of thirty-six (36) months</u> working with client/server or	12		

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	web architectures, technologies and tools on either UNIX or Microsoft Windows Server.			
<b>R.2.4.3</b>	Experience <u>beyond the mandatory requirement of thirty-six (36) months</u> programming in a Java EE environment	12		
<b>R.2.4.4</b>	Experience with Struts 1.x/2x	24		
<b>R.2.4.5</b>	Experience with WebSphere 8.x/9.x	12		
<b>R.2.4.6</b>	Experience with Rational Application Developer 8.x or higher	12		
<b>R.2.4.7</b>	Experience working with SQL and Oracle PL/SQL	24		
<b>R.2.4.8</b>	Experience working with SOAP Web Services.	12		
<b>R.2.4.9</b>	Experience working with RESTful Web Services.	12		
<b>R.2.4.10</b>	Experience working in JavaScript and 1 or more of the following web technologies (HTML, XML, CSS, jQuery, AJAX).	12		
<b>R.2.4.11</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	8		
<b>MAX. SCORE TOTAL</b>		164		

**R.2.5 A.7 Programmer / Analyst – Java EE - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.5.1</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> in the IT Industry.	24		
<b>R.2.5.2</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	12		
<b>R.2.5.3</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> programming in a Java EE environment.	24		
<b>R.2.5.4</b>	Experience with Struts	24		
<b>R.2.5.5</b>	Experience with WebSphere 8.x/9.x	24		

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<b>R.2.5.6</b>	Experience with Rational Application Developer 8 or higher	24		
<b>R.2.5.7</b>	Experience working with SQL and Oracle PL/SQL	36		
<b>R.2.5.8</b>	Experience working with SOAP Web Services.	24		
<b>R.2.5.9</b>	Experience working with RESTful Web Services.	24		
<b>R.2.5.10</b>	Experience working in JavaScript and 1 or more of the following web technologies (HTML, XML, CSS, jQuery, AJAX).	24		
<b>R.2.5.11</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	12		
<b>MAX. SCORE TOTAL</b>		252		

**R.2.6 A.7 Programmer/Analyst – Mobile Development - Level 1**

Name: \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.6.1</b>	Experience beyond the mandatory requirement of thirty-six (36) months using JavaScript front-end frameworks for application development.	24		
<b>R.2.6.2</b>	Experience beyond the mandatory requirement of thirty-six (36) months in Android and/or iOS development.	24		
<b>R.2.6.3</b>	Experience beyond the mandatory requirement of twenty-four (24) months building and maintaining RESTful web services	24		
<b>R.2.6.4</b>	Experience beyond the mandatory requirement of twelve (12) months working with React Native and Redux.	12		
<b>R.2.6.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		88		

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**R.2.7 A.7 Programmer/Analyst – IBM Watson - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.7.1	Experience <u>beyond the mandatory requirement of sixty (60) months</u> in the IT Industry.	60		
R.2.7.2	Experience <u>beyond the mandatory requirement of sixty (60) months</u> working with client/server or web architectures, technologies and tools.	60		
R.2.7.3	Experience <u>beyond the mandatory requirement of sixty (60) months</u> programming in Java and/or C#.	60		
R.2.7.4	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> working with IBM Watson enabled applications and interfacing with those applications through their published programming interfaces.	12		
R.2.7.5	Experience using IBM Blue Mix	12		
R.2.7.6	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	10		
<b>MAX. SCORE TOTAL</b>		214		

**R.2.8 A.7 Programmer/Analyst – CRM Dynamics - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.8.1	Experience beyond the mandatory requirement of forty-eight (48) months experience in the IT Industry.	24		
R.2.8.2	Experience beyond the mandatory requirement of thirty-six (36) months experience working with client/server or web architectures, technologies and tools.	12		
R.2.8.3	Experience beyond the mandatory requirement of thirty-six (36) of experience programming in Java and/or C#.	24		

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<b>R.2.8.4</b>	Experience beyond the mandatory requirement of twenty (24) months of experience working with CRM Dynamics	24		
<b>R.2.8.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		88		

**R.2.9 A.7 Programmer/Analyst – CRM Dynamics - Level 2**

Name: \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.9.1</b>	Experience beyond the mandatory requirement of sixty (60) months experience in the IT Industry	24		
<b>R.2.9.2</b>	Experience beyond the mandatory requirement of sixty (60) months experience working with client/server or web architectures, technologies and tools.	12		
<b>R.2.9.3</b>	Experience beyond the mandatory requirement of sixty (60) of experience programming in Java and/or C#.	24		
<b>R.2.9.4</b>	Experience beyond the mandatory requirement of thirty-six (36) months of experience working with CRM Dynamics.	24		
<b>R.2.9.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		88		

**R.2.10 A.1 Application/Software Architect – AI Data Architect - Level 1**

Name: \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.10.1</b>	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT Industry.	12		
<b>R.2.10.2</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> configuring AI software and designing AI solutions	36		

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<b>R.2.10.3</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> using data for business decision-making, applying machine learning and data mining to different types of data.	36		
<b>R.2.10.4</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> designing algorithms which will be used as part of the analyses of data collections, as well as experience assembling and organizing data collections.	36		
<b>R.2.10.5</b>	Experience using IBM Watson	12		
<b>R.2.10.6</b>	Experience using IBM Blue Mix	12		
<b>R.2.10.7</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	7		
<b>MAX. SCORE TOTAL</b>		151		

**R.2.11 A.11 Tester - Level 1**

Name: \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.11.1</b>	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT Industry.	24		
<b>R.2.11.2</b>	Experience <u>beyond the mandatory requirement of thirty-six (36) months</u> working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	12		
<b>R.2.11.3</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> utilizing testing solutions/tools in a software testing environment.	12		
<b>R.2.11.4</b>	Experience with IBM Rational Functional Tester and Rational Quality Manager tools in a software testing environment.	12		
<b>R.2.11.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	3		
<b>MAX. SCORE TOTAL</b>		63		

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**R.2.12 A.11 Tester - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.12.1	Experience <u>beyond the mandatory requirement of sixty (60) months</u> in the IT Industry.	24		
R.2.12.2	Experience <u>beyond the mandatory requirement of sixty (60) months</u> working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	12		
R.2.12.3	Experience <u>beyond the mandatory requirement of sixty (60) months</u> utilizing testing solutions/tools in a software testing environment.	12		
R.2.12.4	Experience with IBM Rational Functional Tester and Rational Quality Manager tools in a software testing environment.	12		
R.2.12.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	3		
<b>MAX. SCORE TOTAL</b>		63		

**R.2.13 A.14 Web Developer - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.13.1	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> in the Web Development industry.	24		
R.2.13.2	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> with client/server or web architectures, technologies and tools on Microsoft Windows Server.	24		

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<b>R.2.13.3</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> working with ColdFusion, SQL Server, HTML, CSS and jQuery.	24		
<b>R.2.13.4</b>	Experience <u>beyond the mandatory requirement of six (6) months</u> with the Web Standards for the Government of Canada.	12		
<b>R.2.13.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		88		

**R.2.14 A.14 Web Developer - Level 2**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.14.1</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> in the Web Development industry.	24		
<b>R.2.14.2</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> with client/server or web architectures, technologies and tools on Microsoft Windows Server.	24		
<b>R.2.14.3</b>	Experience <u>beyond the mandatory requirement of sixty (60) months</u> working with ColdFusion, SQL Server, HTML, CSS and jQuery.	24		
<b>R.2.14.4</b>	Experience <u>beyond the mandatory requirement of twelve (12) months</u> with the Web Standards for the Government of Canada.	12		
<b>R.2.14.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		88		

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**R.2.15 B.1 Business Analyst - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.15.1	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT Industry.	24		
R.2.15.2	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> developing, updating and facilitating the gathering of functional specifications.	24		
R.2.15.3	Experience <u>beyond the mandatory requirement of twelve (12) months</u> with presenting and demonstrating software applications to client stakeholder groups.	12		
R.2.15.4	Experience in software development testing.	24		
R.2.15.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		<b>88</b>		

**R.2.16 B.1 Business Analyst - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.16.1	Experience <u>beyond the mandatory requirement of sixty (60) months</u> in the IT Industry.	24		
R.2.16.2	Experience <u>beyond the mandatory requirement of sixty (60) months</u> developing, updating and facilitating the gathering of functional specifications.	24		
R.2.16.3	Experience <u>beyond the mandatory requirement of sixty (60) months</u> with presenting and demonstrating software applications to client stakeholder groups.	12		
R.2.16.4	Experience in software development testing.	24		

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<b>R.2.16.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		88		

**R.2.17 C.16 PIA Specialist - Level 1**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.17.1</b>	Experience <u>beyond the mandatory requirement of thirty-six (36) months</u> working in a Federal Government environment.	24		
<b>R.2.17.2</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> conducting Privacy Impact Assessments (PIAs) and / or CORE Privacy Impact Assessments according to Treasury Board Policy and Directives.	24		
<b>R.2.17.3</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> developing Privacy Risk Management Plans.	12		
<b>R.2.17.4</b>	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> developing risk mitigation strategies.	12		
<b>R.2.17.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		76		

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**R.2.18 P.9 Project Manager / Scrum Master - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.18.1	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> in the IT Industry. Experience in the IT Industry.	24		
R.2.18.2	Experience <u>beyond the mandatory requirement of forty-eight (48) months</u> as a Project Manager or Scrum Master in the development of medium to large size application Systems.	24		
R.2.18.3	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> working in a Government environment.	12		
R.2.18.4	Experience <u>beyond the mandatory requirement of twenty-four (24) months</u> conducting risk analysis	12		
R.2.18.5	Certification or Qualification in Project Management from a recognized organization such as PMI or a University or College (evidence must be included in the proposal).	12		
R.2.18.6	Certification or Qualification as a Scrum Master <b>or PMI Agile Certified Practitioner (PMI_ACP)</b> , from a recognized organization or a University or College (evidence must be included in the proposal).	12		
R.2.18.7	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		101		

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**Optional - Point Rated Requirements (R.2.19 to R.2.46)**

**R.2.19 A.1 Application/Software Architect - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.19.1	Experience in the IT Industry.	48		
R.2.19.2	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
R.2.19.3	Experience working with Oracle and SQL.	24		
R.2.19.4	Experience working with Business Intelligence Administration and Framework Manager.	24		
R.2.19.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	7		
<b>MAX. SCORE TOTAL</b>		139		

**R.2.20 A.1 Application/Software Architect - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.20.1	Experience in the IT Industry.	60		
R.2.20.2	Experience recommending, designing, and building architectures, using technologies and tools specifically for n-Tier, Web Services (WSDL and REST), XML Schemas and Message Queuing.	48		
R.2.20.3	Experience designing Relational database and Object models.	36		
R.2.20.4	Experience preparing software architectural road maps and detailed documentation for proposed solutions.	24		

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<b>R.2.20.5</b>	Experience defining architecture specifically for WebSphere Application Server 7 or higher, Java EE 5 or higher and Oracle Database 11g database or higher.	24		
<b>R.2.20.6</b>	Experience preparing cost benefit analysis documentation and alternative solutions to meet system and business requirements.	12		
<b>R.2.20.7</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	10		
<b>MAX. SCORE TOTAL</b>		214		

**R.2.21 A.3 Programmer / Analyst - PeopleSoft - Level 1**

**Name:** \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.21.1</b>	Experience in the IT Industry.	48		
<b>R.2.21.2</b>	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
<b>R.2.21.3</b>	Experience programming in Peoplecode and/or PeopleTools 8.x environment	24		
<b>R.2.21.4</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		113		

**R.2.22 A.3 ERP Programmer / Analyst - SAP - Level 1**

**Name:** \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.22.1</b>	Experience in the IT Industry.	48		

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<b>R.2.22.2</b>	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
<b>R.2.22.3</b>	Experience with SAP Financials Reporting	24		
<b>R.2.22.4</b>	Experience with converting existing corporate Financial Systems to SAP	24		
<b>R.2.22.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	7		
<b>MAX. SCORE TOTAL</b>		139		

**R.2.23 A.7 Programmer / Analyst - C++ - Level 1**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.23.1</b>	Experience in the IT Industry.	48		
<b>R.2.23.2</b>	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
<b>R.2.23.3</b>	Experience programming in the C/C++/ Pro*C language.	24		
<b>R.2.23.4</b>	Experience with PL/SQL/Oracle.	12		
<b>R.2.23.5</b>	Experience writing Unix scripts (i.e. Korn shell).	12		
<b>R.2.23.6</b>	Experience with logical and physical data base schemas.	12		
<b>R.2.23.7</b>	Experience in the development and maintenance of Batch processing jobs and Production Schedules.	12		
<b>R.2.23.8</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	8		
<b>MAX. SCORE TOTAL</b>		164		

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**R.2.24 A.7 Programmer / Analyst – Business Intelligence - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.24.1	Experience in the IT Industry.	48		
R.2.24.2	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
R.2.24.3	Experience with Business Intelligence Framework Manager.	24		
R.2.24.4	Experience with Business Intelligence Administration.	12		
R.2.24.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	6		
<b>MAX. SCORE TOTAL</b>		126		

**R.2.25 A.7 Programmer / Analyst - PowerBuilder - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.25.1	Experience in the IT Industry.	48		
R.2.25.2	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
R.2.25.3	Experience programming in PowerBuilder 10.5 (or higher) languages	24		
R.2.25.4	Experience with PL/SQL	12		
R.2.25.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	6		
<b>MAX. SCORE TOTAL</b>		126		

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**R.2.26 A .7 Programmer / Analyst - PowerBuilder - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.26.1	Experience in the IT Industry.	60		
R.2.26.2	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	60		
R.2.26.3	Experience programming in PowerBuilder 10.5 (or higher) languages	36		
R.2.26.4	Experience with PL/SQL	24		
R.2.26.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	9		
<b>MAX. SCORE TOTAL</b>		189		

**R.2.27 A.7 Programmer / Analyst - Microsoft .NET - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.27.1	Experience in the IT Industry.	36		
R.2.27.2	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
R.2.27.3	Experience working with Microsoft C # ver. 3 or higher and Microsoft SQL Server 2008 or higher.	24		
R.2.27.4	Experience with Microsoft IIS 8.0 or higher.	24		
R.2.27.5	Experience with Microsoft Visual Studio 2013 or higher.	24		
R.2.27.6	Experience with Microsoft Dynamics CRM 2013 or higher.	12		

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<b>R.2.27.7</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	8		
<b>MAX. SCORE TOTAL</b>		164		

**R.2.28 A.7 Programmer / Analyst - Microsoft .NET - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.28.1</b>	Experience in the IT Industry.	60		
<b>R.2.28.2</b>	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	60		
<b>R.2.28.3</b>	Experience working with Microsoft C # ver. 3 or higher and Microsoft SQL Server 2008 or higher.	48		
<b>R.2.28.4</b>	Experience with Microsoft IIS 8.0 or higher.	36		
<b>R.2.28.5</b>	Experience with Microsoft Visual Studio 2013 or higher.	36		
<b>R.2.28.6</b>	Experience with Microsoft Dynamics CRM 2013 or higher.	12		
<b>R.2.28.7</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	13		
<b>MAX. SCORE TOTAL</b>		265		

**R.2.29 A.7 Programmer / Analyst - PL / SQL - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.29.1</b>	Experience in the IT Industry.	60		

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<b>R.2.29.2</b>	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	60		
<b>R.2.29.3</b>	Experience with logical and physical database schemas.	36		
<b>R.2.29.4</b>	Experience with PL/SQL	24		
<b>R.2.29.5</b>	Experience programming ETL software.	36		
<b>R.2.29.6</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	11		
<b>MAX. SCORE TOTAL</b>		227		

**R.2.30 A.11 Tester - Bilingual - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.30.1</b>	Experience in the IT Industry.	48		
<b>R.2.30.2</b>	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	24		
<b>R.2.30.3</b>	Experience utilizing testing solutions/tools in a software testing environment.	24		
<b>R.2.30.4</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		101		

**R.2.31 A.11 Tester - Bilingual - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.31.1</b>	Experience in the IT Industry.	60		

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<b>R.2.31.2</b>	Experience working with client/server or web architectures, technologies and tools on either UNIX or Microsoft Windows Server.	36		
<b>R.2.31.3</b>	Experience utilizing testing solutions/tools in a software testing environment.	24		
<b>R.2.31.4</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	6		
<b>MAX. SCORE TOTAL</b>		126		

**R.2.32 A.11 Tester – Regression/IFT - Level 1**

Name: \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.32.1</b>	Experience utilizing testing solutions/tools in a software testing environment.	24		
<b>R.2.32.2</b>	Experience with IBM Rational Functional Tester and Rational Quality Manager tools in a software testing environment.	24		
<b>R.2.32.3</b>	Experience developing, maintaining and executing unit test plans and test cases based on the Business Requirements Documents or Use Case Documents.	24		
<b>R.2.32.4</b>	Experience developing, maintaining and executing integrated functional test plans and test cases based on the Business Requirements Documents or Use Case Documents.	24		
<b>R.2.32.5</b>	Experience interacting with both technically oriented teams as well as business oriented teams on the identification and progress of application testing issues encountered, performing additional testing analysis as required.	24		
<b>R.2.32.6</b>	Experience managing test environments that include Client Server, Web and Data Base components.	24		
<b>R.2.32.7</b>	Experience working in a mobile test environment that includes iOS and Android.	12		
<b>R.2.32.8</b>	ISTQB Certification acquired (evidence must be included in the proposal).	12		
<b>R.2.32.9</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	8		
<b>MAX. SCORE TOTAL</b>		176		

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**R.2.33 A.11 Tester – Regression/IFT - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.33.1	Experience utilizing testing solutions/tools in a software testing environment.	60		
R.2.33.2	Experience with IBM Rational Functional Tester and Rational Quality Manager tools in a software testing environment.	60		
R.2.33.3	Experience developing, maintaining and executing unit test plans and test cases based on the Business Requirements Documents or Use Case Documents.	60		
R.2.33.4	Experience developing, maintaining and executing integrated functional test plans and test cases based on the Business Requirements Documents or Use Case Documents.	60		
R.2.33.5	Experience interacting with both technically oriented teams as well as business oriented teams on the identification and progress of application testing issues encountered, performing additional testing analysis as required.	60		
R.2.33.6	Experience managing test environments that include Client Server, Web and Data Base components.	60		
R.2.33.7	Experience working in a mobile test environment that includes iOS and Android.	24		
R.2.33.8	ISTQB Certification acquired (evidence must be included in the proposal).	12		
R.2.33.9	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	20		
<b>MAX. SCORE TOTAL</b>		416		

**R.2.34 A.11 Tester – Performance - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.34.1	Experience utilizing testing solutions/tools in a software testing environment.	48		

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<b>R.2.34.2</b>	Experience developing, maintaining and executing unit test plans and test cases based on the Business Requirements Documents or Use Case Documents.	48		
<b>R.2.34.3</b>	Experience developing, maintaining and executing integrated functional test plans and test cases based on the Business Requirements Documents or Use Case Documents.	48		
<b>R.2.34.4</b>	Experience developing, maintaining and executing performance or capacity or load or stress tests.	48		
<b>R.2.34.5</b>	Experience with IBM Rational Performance Tester tools in a software testing environment.	48		
<b>R.2.34.6</b>	ISTQB Certification acquired (evidence must be included in the proposal).	12		
<b>R.2.34.7</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	13		
<b>MAX. SCORE TOTAL</b>		265		

**R.2.35 A.12 Web Architect - Level 1**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.35.1</b>	Experience in the Web Development industry.	24		
<b>R.2.35.2</b>	Experience in architectural modeling to ensure design consistency (usability), impact assessments, technology selection and unit testing.	24		
<b>R.2.35.3</b>	Experience with client/server or web architectures, technologies and tools on Microsoft Windows Server.	24		
<b>R.2.35.4</b>	Experience working with ColdFusion, SQL Server, HTML, CSS and jQuery.	24		
<b>R.2.35.5</b>	Experience the Web Standards for the Government of Canada.	6		
<b>R.2.35.6</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		107		

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**R.2.36 A.12 Web Architect - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.36.1	Experience in the Web Development industry.	60		
R.2.36.2	Experience in architectural modeling to ensure design consistency (usability), impact assessments, technology selection and unit testing.	60		
R.2.36.3	Experience with client/server or web architectures, technologies and tools on Microsoft Windows Server.	60		
R.2.36.4	Experience working with ColdFusion, SQL Server, HTML, CSS and jQuery.	60		
R.2.36.5	Experience the Web Standards for the Government of Canada.	12		
R.2.36.6	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	13		
<b>MAX. SCORE TOTAL</b>		265		

**R.2.37 A.15 Web Graphics Designer- Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.37.1	Experience in the Web Design industry.	24		
R.2.37.2	Experience with Adobe Photoshop, Adobe Illustrator and Adobe Indesign.	24		
R.2.37.3	Experience working with HTML, CSS and jQuery.	24		
R.2.37.4	Experience with the Web Standards for the Government of Canada.	6		

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<b>R.2.37.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		82		

**R.2.38 A.15 Web Graphics Designer- Level 2**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.38.1</b>	Experience in the Web Design industry.	60		
<b>R.2.38.2</b>	Experience with Adobe Photoshop, Adobe Illustrator and Adobe Indesign.	60		
<b>R.2.38.3</b>	Experience working with HTML, CSS and jQuery.	60		
<b>R.2.38.4</b>	Experience with the Web Standards for the Government of Canada.	12		
<b>R.2.38.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	10		
<b>MAX. SCORE TOTAL</b>		202		

**R.2.39 A.16 Web Multi-media Content Consultant - Level 1**

**Name:** \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.39.1</b>	Experience in Multimedia Production.	24		
<b>R.2.39.2</b>	Experience with Articulate Storyline, Camtasia, and Adobe Photoshop, Adobe Illustrator, Adobe Premiere.	24		
<b>R.2.39.3</b>	Experience working with HTML, CSS, XML.	24		
<b>R.2.39.4</b>	Experience with the Web Standards for the Government of Canada.	6		

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<b>R.2.39.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		82		

**R.2.40 B.1 Business Analyst - Bilingual - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.40.1</b>	Experience in the IT Industry.	48		
<b>R.2.40.2</b>	Experience developing, updating and facilitating the gathering of functional specifications.	24		
<b>R.2.40.3</b>	Experience in software development testing.	24		
<b>R.2.40.4</b>	Experience with presenting and demonstrating software applications to client stakeholder groups.	12		
<b>R.2.40.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		113		

**R.2.41 B.1 Business Analyst - Bilingual - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
<b>R.2.41.1</b>	Experience in the IT Industry.	60		
<b>R.2.41.2</b>	Experience developing, updating and facilitating the gathering of functional specifications.	60		
<b>R.2.41.3</b>	Experience in software development testing.	24		
<b>R.2.41.4</b>	Experience with presenting and demonstrating software applications to client stakeholder groups.	60		
<b>R.2.41.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	10		
<b>MAX. SCORE TOTAL</b>		214		

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**R.2.42 B.5 Business Process Re-engineering (BPR) Consultant - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.42.1	Experience in the IT Industry.	60		
R.2.42.2	Experience in BPR projects in Government.	60		
R.2.44.3	Experience in projects to automate processes by using electronic documents with data harvesting techniques.	60		
R.2.42.4	Experience in projects using Adobe Experience Manager (AEM) / LiveCycle as the Process Management server.	60		
R.2.42.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	12		
<b>MAX. SCORE TOTAL</b>		252		

**R.2.43 B.11 Instructor - Level 2**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.43.1	A minimum of 90 training days within the last 3 years as an Instructor in the areas of Information Technology, Project Management or Business Processing.	48		
R.2.43.2	A minimum of 1 year experience as a practitioner in the areas of Information Technology, Project Management or Business Processing.	24		
R.2.43.3	Experience delivering training both in a face to face and on-line environment.	24		
R.2.43.4	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		101		

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**R.2.44 B.14 Technical Writer - Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.44.1	Experience in the IT Industry.	48		
R.2.44.2	Experience creating UML and/or Use Case Diagrams.	24		
R.2.44.3	Experience designing the layout of manuals, using word processing, desktop publishing and graphics software packages.	24		
R.2.44.4	Experience with the Web Standards for the Government of Canada.	12		
R.2.44.5	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	5		
<b>MAX. SCORE TOTAL</b>		113		

**R.2.45 P.6 Project Administrator- Level 1**

Name: \_\_\_\_\_

Criteria	Rated Requirement for the Proposed Resource	Max. Score	Months/Pts. Claimed	Reference/ Substantiation
R.2.45.1	Experience in Project Administration.	24		
R.2.45.2	Experience with Microsoft Project, Microsoft Office Suite of Products	24		
R.2.45.3	Experience working with Government of Canada Policies, Procedures, and Guidelines.	24		
R.2.45.4	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		76		

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**R.2.46 P.7 Project Coordinator - Level 1**

Name: \_\_\_\_\_

<b>Criteria</b>	<b>Rated Requirement for the Proposed Resource</b>	<b>Max. Score</b>	<b>Months/Pts. Claimed</b>	<b>Reference/ Substantiation</b>
<b>R.2.46.1</b>	Experience in the communications and web industries.	18		
<b>R.2.46.2</b>	Experience assisting project managers, maintaining project documentation, preparing status reports and correspondence.	18		
<b>R.2.46.3</b>	Experience communicating with project managers, developers, technical users and end users.	18		
<b>R.2.46.4</b>	Experience with the Microsoft Office Suite.	18		
<b>R.2.46.5</b>	Qualified resource is a Veteran of the Canadian Armed Forces (CAF).	4		
<b>MAX. SCORE TOTAL</b>		76		