
Q&A #1 – HOSTED WEB BASED APPLICATION (20-160060)

The following questions have been received, and the department hereby answers as follows:

QUESTIONS	ANSWERS
<p>Q.01 Can the Crown confirm if there is an incumbent currently providing these services? If so, could the Crown disclose the name of the firm and the contract value?</p>	<p>A.01 The crown can confirm that there has not been an incumbent providing ALL of these services requested.</p>
<p>Q.02 Can the Crown provide an estimated annual budget for the HWBA initiative?</p>	<p>A.02 The estimated annual budget for the HWBA initiative is CAD \$150,000.00.</p>
<p>Q.03 Is DFATD/GAC aware of the current GC Jobs Transformation being lead by PSC (through the Next Gen HR & Pay initiative) for a standalone web based Recruitment Solution? This project will replace the Public Service Resourcing System (PSRS) and can also meet the requirements outlined in this RFP.</p> <p>a. If so, is it the intention of DFATD to procure a recruiting/web-based application system outside of this government wide project?</p> <p>b. If not, would DFATD be open to a conversation/briefing/introductions on the GC Jobs Transformation project (from SAP SuccessFactors and/or PSC)?</p>	<p>A.03 The department is familiar with PSC 's efforts with GC Jobs Transformation. Nevertheless, the HWBA we are envisioning specifically targets Locally Engaged Staff (LES) outside of Canada, whom are not mandated by PSC. Moreover, our HWBA shall abide by various foreign legislations (notably the GDPR), and not just Canadian legislation. Going by GC Jobs Transformation website, the number of vacancies / job advertisements estimated on DFATD's HWBA cannot compare with PSC's needs. For all the above reasons, DFATD's intention is to procure a tailored HWBA for LES.</p>
<p>Q.04 We understand that the Government of Canada, as part of their NexGen HR solution, is implementing a recruiting solution that is intended to be used across all Government entities. Can you confirm if the solution of this RFP is completely separate from that larger initiative and only specific to DFATD?</p>	<p>A.04 DFATD's HWBA requirement is completely separate as it targets Locally Engaged Staff (LES) outside of Canada, whom are not mandated by PSC. Please see answer to Question # 3 for more details.</p>
<p>Q.05 Is it possible to get an extension on the submission date until a couple of weeks after the holidays?</p>	<p>A.05 The department will no extend the bid closing date at this time.</p>
<p>Q.06 Does DFATD have a technical PeopleSoft team for the existing HRIS who can support integration requirements from the PeopleSoft system's end?</p>	<p>A.06 While selected service provider may have to collaborate with DFTAD IT officials when it comes to HRMS integration or other issues, selected service provider would primary collaborate with project leader who would liaise with proper DFATD IT experts depending on the matter.</p>

<p>Q.07 Are the technical specifications listed in the SOW all considered mandatory? Would DFATD be open to a delayed solution based on a future planned product roadmap?</p>	<p>A.07 The technical specifications listed in in section 5.2 of Annex A-SOW will form an integral part of the contract. As key deliverables, they will be legally binding. Features, capabilities, requirements and options described in Annex A-SOW should all be incorporated and/or met within the first version to be delivered.</p>
<p>Q.08 As per Section 3 (Objective) of Annex A - Statement of Work, it states that the system should allow reference verification. Could you please elaborate on this requirement? Do you expect the system and our services to perform reference verification or that the system can integrate with the third-party company that offers this service?</p>	<p>A.08 The HWBA aims at providing an all-encompassing hiring/selection tool under one single platform. With respect to references check, the HWBA will provide automated e-forms to be filled by candidates and references. Compiled results will be displayed in a dashboard to facilitate hiring manager's analysis/decision. As per Part 3, bidders are allowed to submit bid as a joint venture. Interested parties may want to further consult section for requirements. In the event that a contract is awarded to a joint venture, all features/capabilities shall be integrated within the HWBA in order to avoid using multiple systems each commanding security assessments.</p>
<p>Q.09 As per Section 5.2 Technical Specification - point 16 – the HWBA must have assessment and interview modules available with self-booking slots for candidates. Could you elaborate on your expectations in terms of assessment functionality? What assessments would you require? Are you expecting the software to integrate with third party assessment company?</p>	<p>A.09 The HWBA shall be a platform into which applicants will log and complete the hiring processes steps while being assessed along the way. The pre-selection, assessments and interviews modules are integral parts of our hiring processes. While questions and grading may be supplied by DFATD officials as templates and/or by specialized HR assessment centers (for instance to test competencies in plumbing, electricity, HVAC, etc. through standardized tools such as simulations, roles plays, etc.), HWBA shall integrate all modules consisting of selection tools regardless if they are provided by DFATD or other entities. Assessment should be done through pre-selection screening, written or oral online exams, interviews, role-plays / simulation, assessment centers, and references to name few. See previous answer for details on joint venture options.</p>
<p>Q.10 As per Section 3 (Objective) of Annex A - Statement of Work, it states that the system should allow administering exam. Could you please elaborate on this requirement?</p>	<p>A.10 Through its assessment module, the HWBA will assist in selecting candidates. Assessment module will allow hiring managers to use different assessment tools for instance pre-selection screening, written online exam, oral exams such as interviews, role-play and simulations, assessment centers, references, etc. While question and grading may be supplied by DFATD officials as templates and/or by specialized HR assessment centers (for instance to test competencies in plumbing, electricity, HVAC, etc through standardized tools such as simulations, roles plays, simulations, assessment centers,</p>

	references, etc.), the HWBA would see qualified applicants completing their exam within the HWBA environment. Candidates' answers would either be automatically sorted/graded as per grading scales or hiring managers would subsequently log-on to grade applicants.
Q.11 What is the number of DFATD employees outside of Canada?	A.11 There are ± 5400 locally engaged staff in DFATD's missions abroad.