

Non-Compulsory Briefing Talent Acquisition Response & Recruitment Services-20260611_140148-Meeting Recording

June 11, 2026, 12:01PM

1h 9m 27s

● **Fhulufhedzani Kone** started transcription

FK **Fhulufhedzani Kone** 0:09

Um...

Thank you for...

By joining us.

They can confirm that you can see my.

My screen, you can see.

 **Tebogo Mbhele** 0:26

We can, your slides, yeah we can, but please don't forget to put them on.

FK **Fhulufhedzani Kone** 0:33

Yes, yes, on.

 **Tebogo Mbhele** 0:37

Presentation launch.

FK **Fhulufhedzani Kone** 0:37

presentation.

Okay, thank you for that.

Good afternoon again. I will start with the introductions. My name is with the procurement department at the IDC. I'm here with three of my colleagues.

MP **Mogale Solution Providers** 1:02


Oh, wait.


FK **Fhulufhedzani Kone** 1:05


Mofe, Mofe, would you like to introduce yourself, and then Olga and Deboko can introduce themselves, then we can start with the meeting.


 **Mahlatse Masombuka** 1:05
Data.

 **Mogale Solution Providers** 1:06
Yeah.


 **Mahlatse Masombuka** 1:07
Do you encourage?
Hello!


 **Muofhe Makhado** 1:17
Thank you, Fulu. Good day, colleagues. My name is Moka Makado from the IDC procurement, and I'm working alongside Fulu. Thank you very much.

 **Fhulufhedzani Kone** 1:32
They will hold.

 **Tebogo Mbhele** 1:36
Okay, let me go. I thought you had said Holger, but it's fine. I want to put a face to the name. So good afternoon, everyone. Debo Hombele, Senior Human Capital Business Partner, supporting the process because Human Capital Business Partners.

 **Fhulufhedzani Kone** 1:39
Ohh.

 **Tebogo Mbhele** 1:56
in our setup is responsible for the talent acquisition aspect. So yeah, I'm here with my other colleague, Holger. Thank you.

 **Holger Fischer** 2:09
Thanks Tebogo. So good afternoon everybody. And I'll also put my camera on because these days you don't know if you're talking to AI robot or if it's a real

person. So it is indeed. My name is Holger Fischer. I head up Human Capital Business Partners for the IDC. And as Tebogo quite rightly indicated, the talent acquisition function responsibility resides in my space. Thank you very much.

FK

Fhulufhedzani Kone 2:34

Thanks, thanks for that, colleagues. This is the agenda, as you can see on your screen for a meeting.

today. So starting with the registration, I would like to request that each of you who are attending the meeting

You in the chat, you must give us your full name, the name of the company that you are representing, telephone or cell phone number, as well as your email address. We need the

the details for any follow up communications that may come out from after this meeting. Important details. My name, I'm the contact person. That's my number as well. It's on the tender document.

my email address and we will not be accepting any queries after the 17th of June. So if you have any questions with regards to the tender document, you need to make sure that they've been sent

to me in writing by the 17th of June.

Um, Tebogo, uh, Holger.

Can you take us through the background and context of this tender, please?



Holger Fischer 4:19

Oh, thanks. I'll start with that and then Tebogo will either add in or then she'll continue. So a very good afternoon to all of you. And we see there's quite a lot of activity and people present. So that's absolutely great. And thank you for making the time this afternoon.

I see in the lobby, well in total there's about 81 people in the meeting, give or take.

So yeah, so as I indicated, Holger Fischer head up Human Capital Business Partners.

The talent acquisition function within the IDC resides within my unit. To give you a high level context, obviously the IDC has been around for 86 years.

The South Africa's national DFI, and obviously we...

NS **Nokuthula Sithole** 5:05

I am too soon.

 **Holger Fischer** 5:11

Sorry, if we can just mute possibly colleagues, thank you. And yeah, so I'm not going to spend too much about the IDC as an entity, because a lot of that you would also be able to go and see online on our portal, etc. But to give you an overview of the organization, we have approximately 800 and, okay, this was a little bit dated, but we have probably about 870 odd permanent employees of the IDC. We have approximately 150 fixed term contractors. We have an approved headcount currently of around 977. So give or take, we have approximately 100 vacancies. Obviously, that is a moving target, because it depends on people who come, people who leave, etc. But on just to give you a sense of where we are currently from a recruitment volumes perspective, that's roughly where it sits at the moment. Maybe before I get into too much of the detail, a little bit about how we operate as the IDC and why, particularly this tender.

So, in the IDC, from a human capital perspective, we operate, for those of you who may be familiar with it, is very much on the what is known as the Dave Aubrey operating model, which essentially says you have a team of individuals who are really your client facing and support our clients in our context. Obviously, the clients are all our line managers, employees, divisions, business units within the IDC. And myself and my team are essentially those people. So we're the frontline. We are engaging with the clients and supporting our clients.

So obviously when they have a talent acquisition need to appoint somebody, be it on a permanent or a fixed term basis, we would obviously be their first port of call. And obviously the role of the business partner team is really to be their client interface, but obviously the strategic an incredible business partner, particularly for our clients. And the model that we've adopted essentially is that we obviously want to partner with a service provider who really becomes an extension of particularly on the talent acquisition needs and requirements. So essentially we are seeking to appoint a service provider who will partner with us and essentially run the

end-to-end talent acquisition recruitment and obviously the sourcing of talent, particularly for our business. And it obviously plays a very close interface with the business partner. And that's why I said we see it really as one team and an extension of that team. So I think for us, what's obviously important is we ultimately want to partner with somebody that really becomes one of our partners and as opposed to what is typically known as a, you know, just a service provider. It's really a partner that really partners with us because ultimately our objective between ourselves as business partners and the team is then really to service the client and obviously make sure they have the skills, capabilities, and capacity requirements that they need within the corporation. The recruitment cuts across all levels in the organization from executive right up until our administrative and support staff. And really it cuts right across. In essence, what we are looking for is that independent provider that will provide that end-to-end acquisition service. And you'll see we'll go a little bit more into the detail just now, but it would then essentially cover a couple of components. One is we are specifically looking to partner with a service provider that would also provide the on-site talent acquisition resourcing needs. to be able to deliver on this mandate. In addition, the entity that we ultimately appoint must be able to do all the verification and checks that we require as an organization end to end. We would obviously also want the service provider to be able to supply and provide the requisite ATS system so that we can obviously manage our recruitment efforts and activities on a credible, efficient, user-friendly platform, also obviously for our clients. So those really are the primary requirements that we have from an end-to-end acquisition. And as we go through the presentation in more detail, there may be specific questions that you may have, which we can obviously refer to at a point in time. But at this stage, let's maybe get into it a little bit more Fuller, and maybe I'll leave it there and pause for now. Thanks.



Tebogo Mbhele 10:29

Yeah, can I shoot Hulu?



Holger Fischer 10:32

Go for a tea?



Tebogo Mbhele 10:34

Thank you. So I think Holger has slightly gone into some of the aspects here. I'll try to just deepen the scope and enhance perhaps the requirements. So I think what we've tried to do is just almost compartmentalize them so that we give almost the components, but also give a view in terms of the integration that we want to be able to ultimately

ultimately get from the service provider. So just in terms of what we're really looking for, and I think maybe just tying it in with Holger, because our talent acquisition process is so aligned, we want to ensure that we do a cradle to grave process. So from start up until finish.

So what we are ultimately looking for is an applicant tracking system in its entirety. And I think for those of you who've worked with an ATS, understand that requirement. So ultimately, obviously the requirements are that it needs to be cloud-based and SAA, so software as a service. And built into that, obviously we want to ensure that from the requisition

be placed or job advert being placed up until the offer, all of it is seamless and that we're able to check during that process. So this will then entail the job management or job requisition process around Approvals, obviously with the relevant stakeholders that would have been loaded into the system. We want to ensure that screening happens, but the screening

is aligned to matching. So I think all the new or evolved ATS systems then offer you almost matching profiles related to the role that's required. But we also obviously are aware that, you know, candidates have become quite strategic and clever around managing these things up front, but we want to be able to at least have some back end work where the system can actually really match the requirements to the actual. So the screening aspect is much more than just basic screening, but we want to be able to have almost a job match aspect or percentage that will be tied to there.

But over and above that, we also want to ensure that there's analytics build into the system. So we want to make data informed decision at the end of the day. So what are the analytics telling us? Where is our talent coming from? You know, what is it that they actually look for from an EVP perspective? What's the placement percentage that we are making in terms of people coming from LinkedIn, people coming in?

from Indeed. So those analytics quietly, apt, flexible, agile, but also really giving us a

sense of what is the market trying to tell us and for us to be able to build around some of those trends that will then drive our resourcing strategy. So analytics plays a huge part in terms of what we want to be able to do. But I think just the evolution of world of work, we want to be able to make data informed decisions.

Obviously, our current technology platform in terms of an enterprise wide is SAP or SAP. So we want to ensure that there is a level of integration in terms of SAP. So whether that would be from an onboarding on pre life cycle perspective, we want to ensure there are those aspects that will ensure integration in terms of SAP or compatibility. But also I think

As a software as a service, the byproduct is that this is accessible anywhere and everywhere, desktop, mobile, through an app format as well. We know that a lot of our candidates apply roles wherever and wherever they are. We want to ensure that even just line managers being able to look at dashboards, recruitment dashboards related to their roles on their mobiles while traveling.

And so that cloud SAS requirement is quite key for us to ensure that the accessibility of the system is remote and available anyway. So that's just from the ATS and career page. Holger spoke largely in terms of also then having an integrated response handling. So really just around an end-to-end application.

So the on-site team will then be managing all of these aspects for us and ensuring continuity, ensuring seamless, but also ensuring an experience to hiring manager, but also to candidate with a defined and an articulated

brand aspect around talent acquisition as an entire process or function on its own. So this response handling team obviously is just to ensure that the screening happens, shortlisting standardized reports, where we then present a shortlist. How does that look like? Hiring managers need to be able

to also then get a sense of the consistency around it. So we want to ensure that every hiring manager experiences the same type of talent acquisition experience across clusters or portfolios because we are put into clusters in terms of business. So that's the one part just in terms of response handling. But also even if it is on the system, it's the same prompting, it's the same

scheduling that happens, literally we just want to ensure a similar thread across to ensure that the experience is seamless and experience the same across business.

What we are also want to ensure is that there is an existing verification check partnership that exists, whether through another third party or through your own.

So verification checks are part of our process. Previously, we obviously have been in

partnerships with your normal ones that we'd know, so your crawl MIE, but also DOS 360 Africa as well. So we require that the verification check process is built into what we are looking for, and this is an actual fact.

all background screening and colleagues, you would be aware in terms of what those are. So ID credits, criminal reference sanctions, but also directorship checks. So that is by in part a big or large portion in terms of the requirements, in terms of making sure that that partnership is existing. And I think Fhulufhedzani will touch on it in terms of the requirements later on. So

Verification check or agency, partnership or collaboration is important. So the service provider must have something in place to ensure that this process is taken care for us as well. On-site resources, Holger spoke largely to it. So what we are then asking is that we have on-site specialist, the talent acquisition manager, is obviously needs to ensure oversight of the process, needs to be able to unblock, needs to enable the processes in the systems that currently exist, which will then be supplemented by the four talent acquisition specialists to ensure efficiency, to ensure same customer, but also candidate experience as well.

but also to ensure that there is visibility around the actual talent acquisition process and that they're accessible as and when we have our hybrid schedule. So those on-site resources will ensure that the talent acquisition processes are managed efficiently and optimally. We have also put

A note, just for noting, so we currently do have on-site resources that are helping us within our interim measures. I think we've also highlighted in the tender that obviously the service provider does have the opportunity to then consider the current resources purely just from our continuity.

from a culture acclimatization perspective. However, we just made it as a note so that you are aware that we currently do have current resources and the service provider does have the opportunity to then consider those resources for their own process as well. And then in terms of the requirements, obviously with the onboarding of a new service provider training, but also just a large and comprehensive project management life cycle is going to be important to ensure that we, you know, manage in terms of the system build, manage training, whether that's in a UAT format, the mechanics will be unpacked by the service provider. But I think what is important, what

that we probably want to elevate is that the training is going to be important.

Training of obviously 15 human capital users. So those includes your TA specialist,

but also human capital team and those who then support the process. We also want to ensure that the service provider prepares and ensures that User guides for hiring managers are done, hiring manager effectiveness training is done, whether that's, you know, at the start, but also just refresher trainings for hiring managers who become appointed during, you know, their course of the life cycle. So the training is going to be quite important because it will then help us to ensure adoption of the system.

but also that it lands well and that we are able to effectively use the full AT and SBOK properly. So really managing frequently asked questions, but the user guides aligned obviously to the IDC branding is going to be important. And I think also then added to it is a technical support. So with every

technical project, we need to ensure that support is available as and when we go. Really multi-channel through all avenues in terms of the channels, the technicalities there I think we'll go into in terms of what does that look like, but also just in terms of if it's a ticketing system, what's the SLA and turnaround time? So those need to be agreed upon.

in advance so that we know should we experience any system glitches or technical failures or difficulty, how do we manage? But also I think the relationship, even with our own internal IT team, is going to be important just to ensure that that partnership and collaboration is nurtured in the event. Obviously, there are some technical challenges. We're dealing with technology. So those are something, some of the things that we just need to be prepared for in terms of it. So I think I've summarized as much as I can, but I think maybe in the questions we'll get a sense if there's any clarity that is sorted at the end, but I'm also just mindful of time. I don't want to take too much time fully, but you'll guide me.

But I think I've just given high level in terms of the scope of work that we require. And I think probably maybe if we have an opportunity for engagement, I know that the colleagues online will have some questions just from that aspect. So I'll pause there, Fhulufhedzani.

Hello!



Holger Fischer 21:49

Phuti, can you hear us?



Tebogo Mbhele 21:56

Yeah, I think it's just the speakers and technology. So if we can just give him a second.

FK

Fhulufhedzani Kone 22:02

No, it seems I'm on mute. I don't know who muted me, but yes. Can you hear me now?



Tebogo Mbhele 22:10

Yes, we can.



Holger Fischer 22:10

Yep.

FK

Fhulufhedzani Kone 22:11

Okay.

Um...

In terms of the...

Submission of your bid proposals, the closing date and time is 23 June 2026 at 11 A.m. So you will not be able to submit after the time. We are only accepting electronic copies.

that will be submitted via the dedicated SharePoint link that has been provided. I've received a few questions from readers who are saying that they were not able to upload or they can't access the link. We have since sorted that out.

So go back to the IDC website to Atenders website. The link that is in the document that's loaded up is there in the two website. It's working and you should be able to test.

whether it's working or not and get in touch with us as soon as possible if it's not working, but I can confirm that we did the tests earlier this week and it was working.

It's also important in terms of the format in which your documents are submitted.

Um, we...

need to, you need to submit documents in a format that we will also be able to open on our site. So typically your PDF documents are preferable, but you can also submit your

PowerPoint and Word documents. They are easy to open. If we are not able to open your document, we will not come back to you to ask you.

to help us to open the document so then your bid will be disqualified.

The system size, I think you are able to upload up to 50 megabytes in terms of documents. You can...

You can, you'll see when we go into the next sessions where how we, the format in which you can submit your documents. You can be, you can use our suggested format. We've got 4 schedules and one to four.

and the documents that needs to be included in each schedule are included in the tender document or you can...

submit it how you want to submit it, but as long as the information that we've asked for, it's in the document, preferably we would like for you guys to submit the document as how we have requested in the tender documents. You can

If you do submit your document early, your submission early, before the closing date and time, you are able to amend your submission. All we ask is that you notify us in time just to tell us that you've amended your document so that we are also able to then use the latest document when we conduct our evaluations.

We will not.

Consider any late bids, so if you are struggling 5 minutes before time.

to upload your document and you decide at 11 to send it to me via the email, we will not consider you.

document as we are asking, please upload at least 30 minutes before the time so that if you are having issues, you then have time to call us and we can try to help you sort out your issues.

As I said, in terms of how you can prepare your bid documents, schedule one, you've got the executive summary, understanding of RFP and overview of the proposed solutions. Two, it's company and compliance documents.

We've listed all these documents in the tender document that you have and that you will be working on to respond to our...

tender, all the way up to four, that's the pricing proposal. Ideally, we do appreciate it when we received it as a separate file.

So, you, you, this is how we ideally prefer.

you to submit your tender document. But as I said, if you submit it, however you submit it or how it works for you, we will appreciate it if all the information that has been requested in the

The document that is that you'll be working on is there, because the information is very important. For example, when you're looking at the technical response section 2,

this is where we are going to evaluate you technically.

And it's important for you to follow the instructions as set out in the documents in terms of responding, because if you just respond and you don't pay attention to what you've asked for, then you will not score points.

The evaluation criteria.

Yes.

We've set it out in the...

In the tender document, will be one will be screening your documents for compliance in terms of all administrative documents that we've asked for. Phase 2 will be the technical evaluation. Phase

is made up of two stages. So the first stage is the evaluation of your, is the paper based evaluation. So it's going to be on your ATS and careers page functionality with detailed what we want your functionality.

Your, your, your, your ATS systems and the case page to.

To have, and we've asked that you must provide screenshots of each and every one of the functionalities that are listed in the document as proof, so it is not enough for you to just have a write-up.

to say that your functionality can do one, two, three, 4, or you take our requirement and you just put comply, comply, comply, it is not enough. We've requested that you give us screenshots of each and every one of those functionalities. Otherwise, you will not

or full points under that criteria. And as you can see, it holds the majority of the weight of this part of the evaluation.

Um...

Criteria #2, end-to-end recruitment service experience, we've detailed in the tender document what we are looking for. So pay attention to that. Then we've listed, I think, the minimum number of

the minimum number of contactable references that we're looking for. Pay attention to that, otherwise you will lose points there. Verification checks experience. So with verification checks, we've asked for you to submit a...

an agreement with whoever will be conducting your verification checks. If it's you, you will respond accordingly, but you need to have, you must check what the requirement is if it's you. But if you're using a third party, we've asked for a signed contract between you.

and that party. That shows that there is a relationship that exists for this particular

requirement. Criteria #4, qualifications and experience of proposed team. We've detailed there what we want as well. So, we've requested for you to provide us with a structure or of the proposed team. Over and above that, we've asked for CVs of the proposed team and the CVs must highlight you know, the qualifications, they must highlight the experience that is relevant to the, that is relevant to this, the scope of work that we've gone out to. The last one there is the project proposed methodology and project plan. Again, we've listed the requirements that we want to see in your proposed methodology, we want to see in your project plan if you respond accordingly. You will be able to score. Full points for this criteria, so... In order for you to then move to the second stage of... The technical evaluation, you need to score 70% of 60, I think it's about 42. Then you will be considered for the next phase. So the next stage, rather, is the demonstration. So we will call you in. to come and demonstrate the functionalities of your system to us. We've listed the things that we want to see demonstrated as well. So you come and you show us how your system does the things that we want to see, then we will score you accordingly. Everything that I'm telling you is in the tender document. You are not going to be scored against a criteria or requirement that is not in the tender document. You'll only be scored against what is in the tender document. So we've given you everything. that you need in order for you to be able to respond to this tender. These are the required capabilities. I think, like I said, when you go to the second stage of the evaluation, where we will ask you to demonstrate this for us. There is a mandatory requirement in the document, yes?



Tebogo Mbhele 34:51

Fhulufhedzani.

Can I interject my apologies?



Fhulufhedzani Kone 34:55

No, no, no, you, you can, we can, yes.



Tebogo Mbhele 34:57

Can I can I just spend 5 minutes here reiterating your message again?



Fhulufhedzani Kone 35:02

Ace.



Tebogo Mbhele 35:03

Can I? Okay.

Just 5 to 10 minutes. I just, I think you have given a sense of just the requirements. And I think for me, perhaps it's just an additional plea to the colleagues around this is literally in layman's terms, the storytelling, but with pictures. So we want to really just

make it easier for you, please ensure that the storytelling is then supplemented with pictures and the pictures in this essence is screenshot. So when you then give us a sense of the job management and advertising, so when you then start with the job requisition or loading the advert, please do the screenshot of there. When they are multi-channel posting, if you then host, you know, in external channels, please give us a screenshot. LinkedIn, Indeed, wherever that is, the screenshot of that aspect. If we're talking role profile storage, so if there's a vacancy library, please give us a screenshot of that vacancy library and then

obviously then the story around around there. If there is going to be approvals and order trails, please give us screenshots of where you then manage a report for an example, but there's order trails. So started, Tebogo opened the requisition. It was approved by Holger, line manager.

reviewed it as well. So that entire trail, please give us a screenshot of that aspect, but also give us a sense of who is then responsible for that role. So if the system can then give us a sense of who the approver is, hiring manager, who the principals are who are going to approve, please give us a screenshot around that aspect. If they are going to be

short list sent in a particular format, in a particular order where the serial approval, you know, give us a screenshot of that aspect where there are workflows. If it starts from Tebogo and it ends up with full, give us a sense or an idea, but in pictures in terms of what does this offer process look like.

on the platform itself. So if there are e-signatures, give us a sense of what that e-

signature looks like. If it's going to be touch points with perhaps the payroll team, how does that look like if you have it on the system? If it's just a flagging, if there are going to be any flaggings on the system around reminders, please give us a screenshot around there.

then speaks around requesting information or additional information from the candidate. Let's say we're now moving on to part 2, where we're now starting the recruitment checks. Give us a screenshot of the recruiter, you know, requesting additional information from Tebogo, and then Tebogo responding and attaching the documents and they give us a screenshot around that aspect. Analytics and reporting, dashboard formats. To what extent can we actually expand these reports that we want? To what extent can we do AI search to get us just in time?

you know, information around where did most of our hires come from? How many main placements have we made in the last three months? What's the demographics around there? What's, so what, any other detail? I think for me the plea is throughout the interaction,

or the flow of the system, please give us a sense of the detail of what it does. But in the storytelling, please ensure that the screenshots are attached in there. You know, if there are any other nice add-ons that you have in the system that haven't been asked, also give us a sense.

in terms of what that system, but I think for me, maybe just to close it out, is that the screenshots, obviously from the system, you can only give us what actually exists, but please then also then qualify with the little story or the requirements, what it does.

But I think for me, I just wanted to just slightly...

over elevate or maybe amplify the aspect around the screenshots or the pictures that sit in that space. And I see Holger also wants to to add if we if we if he may please follow. Holger.



Holger Fischer 39:25

Thanks, Tina. I think you've covered it well. I just want to respond to the one question that was asked on the chat. The question is whether the screenshots you're referring to, is that only then for service providers who are invited for the presentation or do you want it in the technical proposals as part of the submission? And that's the latter. So please,

included as part of your initial submission for this tender, because essentially all of that information and consideration of your tender will then enable us to shortlist

candidates or shortlist. You see, I'm thinking recruitment, shortlist bidders into the second phase, which is then the presentation, so please include it in your initial submission. Thank you.

FK

Fhulufhedzani Kone 40:13

Thanks. Thanks for that, Holger. I've just went back into the evaluation criteria. So just to add to what Holger is saying, the first criteria that we have is here.

And the, the, the, the.

your written submission or the paper-based evaluation. We're saying the ATS and careers page functionality, right? So before we call you to come and demonstrate, we want to be able to see that there is a...

Assist them.

demonstrated. So it forms, the screenshots forms part of the first stage of the evaluation and the demonstration of what you've shown us in the form of screenshots then comes later. So the second part you will be demonstrating to us, you will

You know, go into the system and show us all the functionalities that we've requested to see, and we will then...

evaluate you based on that.

I hope that question is answered.

Then, if you...

As, as, as I was saying, in terms of the mandatory.

requirement, this is where we will disqualify your bid if we don't.

See the evidence of what we've asked for.

So, we've requested that you must submit a documented proof of your papaya system, right? Like policies, procedures that are in place in terms of how you deal with, you know,

personal information. So if you don't have that, this is the very first stage of the evaluation. You don't have that, we won't be able to continue to look into your submission. So it's very important that you submit.

The information, it's under 6.1.

Point one of Section Two of the tender document.

Um...

In terms of the experience, as I mentioned earlier, we've requested a minimum of two contactable client references for end-to-end recruitment services in large corporates

within the past three years.

We've been requested that you must include a sample of shortlisting report. So if you go into the tender document, like I said, this criteria is detailed there. Here it's a summary of what we've asked for, but the criteria is detailed there.

Terms of verification checks, as I've mentioned earlier, we require a current valid agreement with accredited verification agencies. You must submit a sample verification report and turn around SLAs with your submissions.

Again, you go into the tender document, look at what has been asked for and respond accordingly.

Um...

Proposed team, as I've mentioned, we've asked for a...

For you guys to submit a structure thing in the tender document, we've listed the minimum team that we want to see and the minimum number of years of experience for that proposed team.

Please remember to...

Give us a structure. We've given you a table, a table B of an extra one where you can detail your team there or you can give it to us in the form of your own org structure as well as the CVS of the team.

Um...

The methodology and project plan as well, like I said, we've detailed what is needed there. Implementation approach, transition, training for 15 users, technical support model. We've detailed everything in the tender document.

And we ask that you respond accordingly.

This is the demo part, as I've mentioned. So how we've structured this, we've structured it in such a way that you are not going to...

get to the final stage of the evaluation, which is price and specific goals, if you don't pass both stages of our evaluation. We've allocated 60 points for the paper-based evaluation, the written submission, and we've allocated 60 points for the demonstration. So

We want to get a sense that you've got a system that we can work with and we also want to be comfortable that your system does do what you said it can do in your written submission. So you won't be able to pass based solely on.

your written submission, you will need to demonstrate for us in order for you to get to the final stage of the evaluation. As we've detailed the 8 the functionalities that you will need for you to demonstrate to us. So this you will

have to look, I think again, 6.2.1, which is the ATS and carriers page functionalities, but it's in the tender document.

We will invite you and inform you that you have made it to this stage and then you can prepare accordingly and then you'll come and demonstrate to us. As well, it's very important to

Respond your, your, your.

Cost proposal, their pricing kindly respond according to how we have.

Um...

stated it in our tender document because when you don't follow the structure that we've put in the tender document, it makes it difficult for us to evaluate you against other bids that we've received. So please kindly make sure that you...

You know, table A, the system cost, it's completed accordingly. Table B, professional services. C, we've got ad hoc technical support. B, the managed recruitment services. E, the verification check. So

We've listed everything that we want. And I think if you go to table E, the verification checks, we've given you the estimated number of checks that we might require in a year. So

The reason why we gave you that is so that we are able to compare, you know, the different bids prices.

Uh, hold on.

Holger.



Holger Fischer 48:51

Hello, yes.



Fhulufhedzani Kone 48:53

Hello!



Holger Fischer 48:54

Yes.



Fhulufhedzani Kone 48:56

I think my I was having a network issues.

Can you tell me where, where, where did you guys lose me, or?



Holger Fischer 49:06

No, I heard you all along. I can't speak for the others. I heard you all along.



Fhulufhedzani Kone 49:10

Okay.

So yeah, that is it in terms of the costing and pricing model. So please respond according to how we've requested you to in the tender document. It does help us a lot. Otherwise, we'll come back to you and ask you to.

then complete our document accordingly if you make it to the stage. These are just the key dates and the tender deadline.

Again, the tender is closing on the 23rd of June at 11. We will not be able to accept any tender that will come after.

at that time or if it's submitted via any other platform other than the link that has been provided in the tender document. As I stated, the link is live. We've tested it. Go to the IDC website, go to the e-tenders website.

you will be able to access that link. Enquiries, we will not be entertaining any after the 17th of June.

By close of business.

Um...

Quotations, as I stated in the beginning. So we will not be taking any verbal inquiries.

Please send your questions through via email to me. This is my email address. It's in the tender document and we will respond.

Thank you. We can take questions at this point.



Holger Fischer 51:11

Fulu, can I maybe just before we take any questions, can I maybe just clarify, there was also for all the individuals today, there was a question on the chat. So in terms of, and so now Fulu, if you can maybe just keep that presentation up quickly. Sorry.



Fhulufhedzani Kone 51:18

Yes, yes you can.

Okay, okay.

Yes, yes, Sokudela.



Holger Fischer 51:33

Thanks, John. If you can just go back one slide to your table A, B, C, D, etc.



Fhulufhedzani Kone 51:41

Okay, and...

Yeah.



Holger Fischer 51:51

Yeah, thank you. So maybe just for clarity, there was a question I asked whether it is a TA manager and four people or TA manager and two. It is as per table D there, so it is a TA manager and four specialists. I know just under the table on the tender document on the page, I know it refers to two. So apologies for that typo. So it is a TA manager and four.

just to confirm that. And then maybe before any questions on that, and maybe, and I'm glad that there are quite a number of people here. And so we're looking forward to obviously receiving your various proposals. Maybe just from an evaluator's perspective, the ask obviously is to be mindful of as you put your tender document together,

just in terms of obviously how you put it together and package it and what have you, because they are, you know, depending on how it's also put together, it's easy to work through if it's able, if it's easy to navigate, the sections are clearly indicated, the documents are well paginated and indicated clearly.

That really would be appreciated because it helps you as much as it helps us in terms of being consistent and being able to fairly and effectively evaluate all the tenders.

Thanks, Fulu.



Fhulufhedzani Kone 53:13

Okay, thanks. Thanks, Holger. Are there any other questions in the chat? I can't see since I'm sharing.



Holger Fischer 53:21

I see there is a hand up by Hugh. Hugh, you're welcome to go ahead. Thanks.



Hugh Klein 53:26

Thank you, Holger. Thank you, Fulu. Thank you, Tebogo, for the for inviting us. I just wanted to check with regards to the number of resources that you currently have on site. Do you have one manager and four specialists that that that are that we could potentially on board for this project moving forward, or do you only have how many how many do you have in total currently at IDC?



Holger Fischer 53:47

Right, thanks for that question, Hugh. So currently we have 3 talent acquisition specialists. We do not have a team lead or a manager currently. So and those obviously are the current resources, but I think the principle obviously also is that we can't certainly impose on any service provider



Hugh Klein 53:49

Yeah.



Holger Fischer 54:08

which resources to provide as part of this tender. Obviously, they can be considered or you could be in a position to consider the current resources, but that would be subject to your own processes and vetting of the individuals and in no way is an obligation either. Thanks.



Hugh Klein 54:26

Perfect. Thank you, Holger.



Holger Fischer 54:35

Angelique, please go ahead.



Angelique Burger 54:39

Thank you so much, guys. I just want to double check, as part of the costing, there's an indication that we should propose a different costing model for peak periods. Can you confirm what the peak periods for the IDC is and what the volume difference is between non-peak and peak periods, please, so we can try and make the costing as accurate as possible to the current environment?



Holger Fischer 55:01

Great. Yeah, thanks for that question. It's a very good question. So I think, so the way that we've looked at it is obviously we've said, look, based on a proposal of a talent acquisition, a team lead manager and your four acquisition specialists, and then any additional resource would essentially be you know, a separate costing based on peak periods. It might be over a month or two months or three months. To be honest with you, it's a little bit tricky to say, you know, which are exactly the peak months. And I'll tell you what, because it's not necessarily a monthly thing. And the reason I'm saying that is, unfortunately, because we're not like a manufacturing operation where we produce certain volumes over different periods.

It is really based on business needs and activity volume. So what do I mean by that? So essentially, there are times, for example, when we would have a requirement for argument's sake, based on our talent management strategy that we would want to recruit, for example, maybe 20 business analysts in one go or 10 CA trainees or 10 interns, or even sometimes there is a need that comes from the business, for example, where they say, look, we've got to run this project and we need 10 additional resources. So it's a little bit difficult to predict those peak periods. It's really business driven, but it's really by exception more than anything else. And we've generally found that our current resources are able to meet these demands, but we also want to enhance the experience of our clients and the turnaround time in service delivery, which is why we might sometimes want to say, look, let's bring in an additional resource for three months.

just to focus on this project so that it doesn't detract from the day-to-day permanent recruiting requirements. Thanks.

T, I don't know if you want to add to that.



Tebogo Mbhele 57:03

Yeah, no, I think I think I did want to just highlight, but I think you've spoken around the bulk recruitment Holger. So most of those cycles are not necessarily fixed. So for an example, we'd start in November for a Feb intake for our CA trainees as an example, but a talent pool would already be starting by May.

just to be able to get a sense. So you can actually put open point the peak, but the reality around the bulk recruitment happens. So it's just being able to find the rhythm around when those start, because we need to prepare for an intake period

for in about two or three months. So yeah, just really just supplementing what you're saying, Holger, but nothing to add. Thanks.

 **Fhulufhedzani Kone** 57:52

Yes, Angelic.

 **Angelique Burger** 57:55

Thanks, guys. I just want to clarify, one of the things you said, Holger, is that you guys want to improve the turnaround time. Is it, are you guys able to divulge what the current average time to placement is on your vacancies?

 **Holger Fischer** 58:13

So we can, and I'll ask T to come in with a little bit more detail. And maybe let me give you a little bit of context. So for me, it's also not just necessarily about the number of days and make it a hard fixed number. It's also about the client experience and how they experience the recruiting process. So what we currently do is we measure turnaround time or time to fill, and we have what we call a true turnaround time, and then we have actual turnaround time. So let me give you a practical example. So let's say we advertise a role, everything's going squeaky clean according to plan, and we then want to schedule interviews, but then inadvertently the line manager has to do an urgent business trip over season, they're away for three months. So we typically then stop the clock and then we only resume it, obviously, when they return. So we strive in terms of all our positions at all level. Well, I'm saying all levels, but overall, we strive for an average of around 45 day is at a minimum. We currently, in terms of true turnaround time of all positions, we average around 38 to 40 currently. T, I don't know if you want to add.

 **Tebogo Mbhele** 59:33

No, you spot on. The recent one is 38 to 40, yeah.

 **Holger Fischer** 59:38

And I think maybe just for context and benefit for everybody, I mean, that's obviously

all positions. So I mean, it might be a lot quicker, for example, to recruit and do a turnaround time of a secretary versus we're looking for a senior manager for legal advisory services for argument's sake. So obviously, the average obviously balances itself out, but obviously going forward, our focus is also going to be on those particular roles that the IDC has defined as critical roles that almost if those people or positions were not filled, it would impact the business negatively. So that's the focus where we're striving for with specific turnaround times attached to that. Thanks.

 **Fhulufhedzani Kone** 1:00:23

Do we have any questions, Holger? Please can you check for me in the chat if we've got any?

 **Holger Fischer** 1:00:26

Yeah, there is. There is another hand. Let's just see. Please go ahead. I unfortunately can't see the name on the screen. Please go ahead.

 **Career Craft Academy SA - Gina** 1:00:37

Hi Holger. Hi Fulu and Tebogo. My question is around costing. So obviously as the tables would lay out, costing seems to be fixed on certain services. I know that in the bid there is an ask for advertising or increased LinkedIn profiles, which we all know LinkedIn profiles are super, super expensive.

 **Holger Fischer** 1:00:38

Hello!

 **Fhulufhedzani Kone** 1:00:41

Right.


 **Career Craft Academy SA - Gina** 1:01:00

How do we incorporate costing for that? And also, is external advertising covered by the service provider, or is it under IDC's account?

 **Holger Fischer** 1:01:14


Okay, so thanks for that. So maybe I'll answer part of it and then maybe I'll also ask

maybe between Fulu and Tebogo just in terms of the other aspect. So I'm assuming when you're talking external advertising, you're talking like in the media and that sort of thing.

 **Career Craft Academy SA - Gina** 1:01:30
Yeah, any paid paid ads, yeah.

 **Holger Fischer** 1:01:32
Yeah.

Yeah, so look, generally we use our platforms and that sort of thing. We don't go into the broader media, but obviously if there is a requirement to advertise, for example, we have previously maybe advertised a role in a paper or a professional association, for example, then obviously those would need to be covered by the IDC.

 **Career Craft Academy SA - Gina** 1:01:56
Okay, thank you.

 **Tebogo Mbhele** 1:01:59

But maybe if I may add Holger, but also I think if there is also other external channels, for an example, the expectation is that the service provider would have a LinkedIn recruiter, for an example, license. So we would rely also on the service provider's real estate to help us manage.

some of the vacancies. So I think that partnership is around also being able to use the real estate from the service provider. So just in addition, thanks.

 **Fhulufhedzani Kone** 1:02:30

And in addition to that, Tebogo, I think the question was around the costing of the external advertisement. I think if it's not included in here in our fixed.


Costing, as you put it, I think there is, we do have somewhere where we've indicated that.


You must tell us any other costs.


I think under disbursements, so any other costs that we've left out?


of our costing model. You can include them there and then there is a table for disbursements where you then break down what those additional costs are so that we have oversight of that as well.


So, any other cost that is not included in the pricing model, you can put it under disbursements, and you then detail or break down that disbursement cost for us. Did we answer your question?

 **Career Craft Academy SA - Gina** 1:03:52
Yes, thank you so much, Fhulufhedzani.


 **Fhulufhedzani Kone** 1:03:54
Okay.
Are there any further questions, Holger?

 **Holger Fischer** 1:04:02
I'm not seeing any other hands at this stage, so I take it not. Thank you.

 **Fhulufhedzani Kone** 1:04:06
In the chats, nothing.

 **Holger Fischer** 1:04:08
Nope, I've checked. There's nothing else there currently. Thank you.

 **Tebogo Mbhele** 1:04:13
Maybe there is Mister Fischer, yes.

 **Holger Fischer** 1:04:13
There was one question, apologies. There was a question whether the presentation would be shared, number one. And is there, and then there's another question, is there any expectation on data migration onto the new system? And the answer would be, yeah, so thank you also, Amanda, for asking that question. So absolutely, we would work with obviously the current service provider from a system perspective and the new appointed service provider and that data migration absolutely would have to transition and move into whichever platform ultimately gets adopted. And then the other question is the current recruitment process or workflow
Are we able to share that, T? Just in terms of, so I think the ask is if we are able to

share just the high level workflow, and I think we would have a document on that that maybe we can share with all the bidders. Thanks.

FK

Fhulufhedzani Kone 1:05:13

Okay, you wanted to say something?



Tebogo Mbhele 1:05:16

No, no, I just wanted to be able to close out the questions, but Holger has done it. The last two questions. Yeah, there's nothing else further to that follow.

FK

Fhulufhedzani Kone 1:05:22

K, not.

Onako, thank you.

Do any one of you guys have a question for us before we end the meeting? Oh, yes, the presentation, we can share the presentation with you. We will be able to just, we've requested your contact details.

So we should be able to send this to you as well as upload it on the IDC website and the e-tenders website. So we can definitely share this with you.



Holger Fischer 1:06:02

Thanks, Fhulufhedzani. And sorry, just on that one, there's also a request if they're able to get a transcript of the meeting itself. Thank you.

FK

Fhulufhedzani Kone 1:06:10

Yeah, I think we can arrange that as well, Holger.

That can be done.




Holger Fischer 1:06:17


Great. Thank you very much. And thank you everybody for attending this afternoon and we look forward to receiving your proposals. Thank you.


FK

Fhulufhedzani Kone 1:06:28


Thanks, thanks all again, team. Bye.


 **Hugh Klein** 1:06:31
Goodbye.


 **Tebogo Mbhele** 1:06:32
Thank you, everyone. Bye-bye.


 **Holger Fischer** 1:06:33
Thank you, everybody. Bye bye.


 **Fhulufhedzani Kone** 1:06:36
Ohh.


 **Tebogo Mbhele** 1:06:37
Ohh, I just saw a hand disappear.

 **Simphiwe Sibeko** 1:06:37
Thank you, bye everyone.

 **Fhulufhedzani Kone** 1:06:39
I just saw a hand as well.

 **Karika Potgieter** 1:06:41
I think they're just clapping. Thanks, everyone. Bye.

 **Tebogo Mbhele** 1:06:43
Oh, okay. Okay. Thanks. Cheers everyone. Bye-bye.

 **Fhulufhedzani Kone** 1:06:43
Ohh, I do.
He.
Bye.

 **Fhulufhedzani Kone** stopped transcription