



International Organization for Migration (IOM)
The UN Migration Agency

**Request for Quotation (RFQ)
for the
MS#2022.001 (18-Mar-2022): Provision for Online Assessment Tools for Recruitment and Selection**

**BID BULLETIN
Addendum No. 1**

This Addendum No. 01 is issued to address inquiries and clarifications from bidders and modify information provided in the Request for Quotation for the provision for Online Assessment Tools for Recruitment and Selection posted in IOM and UNGM websites on 19 April 2022.

A. On General Instructions to Bidders

1. Expected Contract Duration:

Requirement is expected to be for three (3) years but contract to be signed will be initially for one year and extension is subject to satisfactory performance of the Service Provider during the contract period.


2. Financial Offer should read as follows

The Financial proposal shall show all-in costs associated with the use of the platform per type of assessment offered or available. Prices should be provided on a per year basis for three (3) years. The fee per assessment should be all-inclusive noting that being part of the United Nations, IOM enjoys privileges and immunities including tax exemptions.

However, the mode of payment is based on a pay as you go modality by which each assessment completed triggers a billing. The bill can be paid monthly or be withdrawn from the account created for IOM on the platform.

B. Inquiries from Bidders

I. Technical Inquiries

Question	Answer
1. On the TOR, it states that 879 requisitions were placed to hire in the professional category worldwide, please confirm the volume (i.e., number of candidates across these positions) and their Proficiency level	94,080 applications were processed
2. On the TOR under scope of services related to the creation of questions from scratch, please provide more clarity on what kind of assessments are required? Psychometrics: Do we need different Assessment across different proficiency Level? Do we have any competency framework in place.	Ideally yes. e.g.: For an emergency coordinator, we will be assessing different abilities (different level in some cases) than those mobilized for a deputy representative post e.g.: logic, reasoning, problem-solving, analytical skills. This is not an exhaustive list  IOM_Competency_framework.pdf

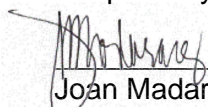
<p><u>Cognitive:</u> Which skills we you would want to cover under Aptitude/cognitive Assessments</p> <p><u>Coding:</u> Which skills under front end/backend developer</p> <p><u>Video Interview:</u> will it be Asynchronous, where we will give the questions and the candidate has to record their response or any other approach.</p> <p><u>English Assessments:</u> Do you want to assess verbal English or written English? Would you require Assessment & Reports in multiple languages or only In English</p>	<p>Quite broadly, this will be used for positions that require the incumbent to understand and codes workflow process, or program in-house applications. We expect the solution provider to highlight the full capability of the solution offered.</p> <p>Yes, asynchronous</p> <p>Ideally all dimension of communication (reading, writing, speaking, listening) but mainly speaking and writing in all 6 UN languages</p>
<p>3.On the TOR under Institutional Arrangement, which ATS is IOM team currently using?</p> <p>Is it LTI compliant system?</p>	<p>Success Factor for now but moving to Oracle in a year and half</p> <p>We are currently validating, and information will be shared in few days.</p>
<p>4. On the TOR under Annex 1, please let us know if the REC_MHRO team already have the content (questions) available and they only need technology (platform) to conduct the examination, or if Assessments have to be created by the selected Service Provider.</p>	<p>Both ways apply</p> <p>We expect the provider to have a library of questions based on standard functions (or skills being tested) which end users can pick questions from to form the content of their tests</p> <p>At the same time, we would like to have the possibility of not using the library of questions and build the content from scratch</p>
<p>5. Who will draft and add questions for the assessment?</p>	<p>We expect the provider to have a library of questions based on standard functions (or skills being tested) which end users can pick questions from to form the content of their tests</p> <p>At the same time, we would like to have the possibility of not using the library of questions and build the content from scratch. HR focal points in country offices and the Global Recruitment Team in Manila will be in charge of creating/uploading the test</p>
<p>6. Will the necessary assessments be sent to us for creation or we have to have our own specialized tests?</p>	<p>We expect the provider to have a library of questions based on standard functions (or skills being tested) which end users can pick questions from to form the content of their</p>

We specialize in psychometric assessment but are able to create different type of tests for clients.	tests At the same time, we would like to have the possibility of not using the library of questions and build the content from scratch. HR focal points in country offices and the Global Recruitment Team in Manila will be in charge of creating/uploading the test
7. What is the expected number of assessments?	It is difficult to tell as there is no consistent data as of today. But to give an idea, we expect to make this available for vacancies in the professional category facilitated centrally in Manila and vacancies in the General service and National Officer category in field offices worldwide.
8. In proctoring, who will proctor the candidate? IOM will provide the manpower or we have to provide?	We expect the tool to be embedded with proctoring features. Related recording will be analysed by IOM as part the test scoring process.
9. On the technical Offer requirement of three (3) examples of recent projects, we have publicly listed client Testimonial and Case Study. Will that work?	We require that the list be submitted together with the technical offer even if it is already stated in your website.

I. Commercial Inquiries

Question	Answer
1. Please elaborate more on the term "Pay as You Go".	We create an account and load or top up at amount/credit to it. As we run tests, the cost per test agreed upon, will be deducted from the account automatically.

Respectfully Yours,

 03 May 2022
Joan Madarang