

REQUEST FOR EXPRESSION OF INTEREST (REOI)

REOI Reference: MSCU EOI# 23-190 - Oracle Cloud Enterprise Resource Planning (ERP) and Related Technologies, Data Migration Strategy and Audit; Other Implementation Services	Date: May 2, 2023
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The International Organization for Migration (IOM) invites interested and eligible vendors to submit Expressions of Interest (EOIs) in respect of provision of the requirements described below. The purpose of the REOI is to identify vendors that wish to participate in a forthcoming solicitation process.

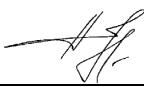
Description	<p><u>Background</u></p> <p>The International Organization for Migration (IOM), headquartered in Geneva Switzerland, is in the progress of delivering a Business Transformation (BT) programme. IOM's Business Transformation is underpinned by transition from our existing SAP ECC 6 implementation (known internally as "PRISM") to Oracle Cloud ERP, EPM, HCM, and SCM. It also includes the deployment of the Salesforce.com CRM solution and integration with IOM's bespoke project management solution known internally as "PRIMA".</p> <p>The BT began in October 2020 with a "Foundation Phase" to develop its baseline and future requirements, followed by ERP platform selection and an initial part of the implementation process known as the Fit-Gap-Solution strategy phase. IOM is using Oracle Consulting (OC) as its primary implementation partner.</p> <p>Implementation/deployment has been organized around 4 "Waves":</p> <ul style="list-style-type: none"> • Wave 1 – HCM Performance Management (live February 2023): The data for this solution is based on a "minimum viable product" (MVP) set of staff and reporting line data that is being synchronized between SAP and Oracle Cloud HCM daily. Approximately 20,000 user accounts have already been established in the Oracle platform to support this process. • Wave 2 – Learning (in UAT) and Recruiting (local staff only – July 2023): Using the MVP data set from Wave 1, launch Learning to support training initially for the BT project only, the full learning topics and related data as of January 2024: launch Recruiting for local staff only, the full set of use cases for January 2024. • Waves 3 and 4 – including Enterprise Performance Management (NOT migrated), Oracle Cloud ERP and Cloud SCM functions (projected go-live January 2024): The "big bang" cutover from SAP to the new Oracle solutions and related integrated components. <p>Part of the complexity of IOM's overall data migration is the transformation to a new accounting code block (Oracle Chart of Accounts segments), including definitional changes to the natural accounts and WBS.</p> <p><u>Purpose</u></p> <p>The purpose of this exercise is to present high-level requirements and conduct a pre-qualification exercise as the first step in selecting a partner to support IOM's Business Transformation initiative.</p> <p>Specifically, this Expression of Interest (EOI) and pre-qualification is focused on eventually selecting a partner (or partners) to provide the following project services:</p>
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ID	Service	Service Requirement	Description
WP1	Data Migration Strategy – Solution Consistency Validation	Mandatory	Using the existing Data Migration Strategy document provide by Oracle Consulting, validate that the overall design and approach has factored in all requirements to ensure that the migration of all opening balances, open items, and other transactional and master data will result in a data migration status that is consistent across objects and reflective of IOM’s business at go-live, allowing the execution of processes in the new system.
WP2	Data Migration Solution Integrity Verification	Mandatory	Review the business requirements, functional and technical designs, develop the test mechanisms, and validate independently that the technical mechanisms used to produce the data required for the Oracle load templates are functioning per the requirements. Provide guidelines on how the business should validate key areas of migrated data.
WP3	Data Migration Result Audit	Mandatory	Following the final data load and as part of the cutover process, perform a validation of the data migrated to the new solution to determine that the opening balances and other items migrated correspond to the state of IOM’s business situation at the closing of the legacy source system.
WP4	Reporting, Analytics, and Warehouse Design and Development Services	Optional	Based on IOM’s reporting and analysis requirements, manage the lifecycle development of required custom reports (functional specification, technical design, implementation, unit testing) using various Oracle technologies as needed including Oracle Transactional Business Intelligence (OTBI), Business Intelligence Publisher (BIP) and/or Fusion Analytics Warehouse (FAW). In addition, potentially help design extensions to FAW for (1) integrated end-to-end reporting using external systems and (2) as a potential data archiving strategy for non-migrated SAP data.
WP5	Integrated Cutover Design and Plan Development	Optional	While OC currently has the mandate to create an integrated cutover plan, IOM is seeking alternatives to lead the design of the overall integrated cutover plan, instead using inputs provided by OC to complete plan design.

	WP6	General ERP Resources	Optional	Provision of Oracle Cloud solution expert resources to supplement the IOM project team and/or OC on an as-needed basis in the areas of solution architecture, business analysts, product experts, Oracle PaaS extension developers, automated test script developers, and similar roles.										
	<p>Prospective service providers will be pre-qualified as part of this process and may be invited to participate in a Request for Proposal (RFP) process that will include the above service areas, although the final scope and content of these areas may vary in any eventual RFP.</p> <p><u>Estimated Target Date of WP Delivery</u></p> <table><tr><td>WP1 - Data Migration Strategy – Solution Consistency Validation</td><td>26 June – 28 July 2023</td></tr><tr><td>WP2 - Data Migration Solution Integrity Verification</td><td>26 June – 28 July 2023; ongoing as needed</td></tr><tr><td>WP3 - Data Migration Result Audit</td><td>Through end cutover in January 2024 (first audit) and April 2024 (traceable to SAP 2023 final closing)</td></tr><tr><td>WP4 - Reporting Design and Development Services</td><td>17 July – early Dec 2023</td></tr><tr><td>WP5 - Integrated Cutover Design and Plan Development</td><td>17 July – early Sept 2023</td></tr></table>				WP1 - Data Migration Strategy – Solution Consistency Validation	26 June – 28 July 2023	WP2 - Data Migration Solution Integrity Verification	26 June – 28 July 2023; ongoing as needed	WP3 - Data Migration Result Audit	Through end cutover in January 2024 (first audit) and April 2024 (traceable to SAP 2023 final closing)	WP4 - Reporting Design and Development Services	17 July – early Dec 2023	WP5 - Integrated Cutover Design and Plan Development	17 July – early Sept 2023
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Deadline for the Submission of EOI	10 May 2023, 4:00pm – Manila, Philippines Time If any doubt exists as to the time zone, refer to http://www.timeanddate.com/worldclock/ .													
Content of EOI	<p>The EOI should include the following information/responses:</p> <p>1. <u>Narrative Description of your organization and its related services</u></p> <p>Please provide a short introductory narrative as follows, so IOM may concisely understand your organization and its relevant experience and expertise:</p> <ul style="list-style-type: none">• Overview of your organization and its services related to audit and ERP implementations (maximum 1 page)• Specific expertise and experience offered for each of the five work packages, WP1 – WP5, (maximum 2 paragraphs per work package) <p>2. <u>Pre-qualification Criteria</u></p> <p>These criteria will be used to determine to which interested parties IOM will invite to the next step of this process, the Request for Proposal (RFP). <i>Please refer to Attached Annex A for the full criteria breakdown.</i></p> <p>3. <u>Other Supporting Documentation</u></p> <p>Please <u>optionally</u> provide maximum five standard brochure-type documents that would enable IOM to better understand your capabilities in the requested scope of this EOI or, alternatively, provide links to your website where these services are clearly defined.</p> <p>Note: Prices are not required at this stage.</p>													
Method of Submission	Expressions of interest shall be sent by email as follows:													

	<p>Email address: mscubids@iom.int</p> <ul style="list-style-type: none"> ▪ File Format: *.pdf, *.doc., *.doc, *.xls, *xlsx ▪ File names must be maximum 60 characters long and must not contain any letter or special character other than from Latin alphabet/keyboard. ▪ All files must be free of viruses and not corrupted. ▪ Max. File Size per transmission: 10mb ▪ Mandatory subject of email: MSCU EOI 23-190 – Oracle ERP Data Migration Strategy and Audit ▪ Multiple emails must be clearly identified by indicating in the subject line “email no. X of Y”, and the final “email no. Y of Y. ▪ You should receive an email acknowledging receipt.
Contact Person for correspondence and clarifications	<p>Name: Lorenzo Lucas PEREZ</p> <p>E-mail address: llperez@iom.int copying mscuprocurement@iom.int</p>
REOI Conditions	<p>This Request for Expression of Interest does not constitute a solicitation. IOM reserves the right to change or cancel the requirement at any time during the EOI and/or subsequent solicitation process. IOM also reserves the right to require compliance with additional conditions as and when issuing the final solicitation documents. Submitting an EOI does not automatically guarantee receipt of the solicitation documents when issued. Invitations to bid or requests for proposals and any subsequent purchase order or contract will be issued in accordance with the rules and procedures of IOM.</p>

Approved by:

Signature:  _____

Niiara Abliamitova
MSCU Head

MSCU EOI# 23-190 - ANNEX A – Pre-Qualification Criteria

Ref.	Category	Criterion	Description	Characteristics Sought
1	General	Organization Size	Number of staff providing related audit and ERP support services	≥ 1,000 staff globally
2	General	Years providing related audit and ERP support services	Years of related practice	≥ 10 years
3	General	Working hours	Able to work during CET working hours	Yes
4	General	UN or Public Sector Work	Provided relevant services in a UN or public sector setting, with demonstrated expertise on IPSAS-related accounting matters	Yes, please describe
5	General	Oracle Cloud ERP / HCM / SCM experience	Have worked in some capacity having responsibilities on oracle Cloud implementations	≥ 3 Oracle Cloud implementations, please provide a 1-paragraph description for the most relevant experiences
6	General	Timing	Would be able to provide resources in accordance with the <i>Expected Timelines</i> section above	Yes; please explain any deviations or counter proposals
7	WP1	ERP DM Strategy	Have demonstrated expertise and experience either creating and/or validating an oracle Cloud ERP data migration strategy.	≥ 2, please provide a 1-paragraph description for the 2 most relevant experiences
8	WP2	Data Migration Solution Integrity Verification	Having demonstrated experience performing a traceability-based verification of data migration mechanisms	≥ 2, please provide a 1-paragraph description for the 2 most relevant experiences, including the steps taken to perform the work
9	WP3	Data Migration Result Audit	Having demonstrated experience in validating the accounting of migrated item data between a legacy system and the new target system.	≥ 2, please provide a 1-paragraph description for the 2 most relevant experiences
10	WP3	Data Migration Result Audit	Qualified audit personnel having demonstrated certifications (or similar) for IPSAS environments	Yes; please provide a 2-paragraph maximum description of the qualifications of the staff you would propose for this work.
11	WP4, Optional	Reporting Design and Development Services	Organizational capacity and experience developing reporting and analytics artifacts using OTBI, BIP and FAW solutions	≥ 3, please provide a 1-paragraph description for the 3 most relevant experiences and your practice's overall resourcing in these areas

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12	WP5, Optional	Integrated Cutover Design and Plan Development	Design and/or execution of a cutover to Oracle ERP Cloud applications	≥ 1, please provide the high-level steps required for cutover and your most relevant experience
13	WP1, WP2, WP3, WP5	Contract Modality	Willingness to work in a fixed- price, fixed-deliverable modality, assuming requirements are defined in a detailed manner sufficient to enable this approach	Yes; if not, please explain
14	WP4	Contract Modality	Willingness to work with an agreed rate card, with estimates provided for each artifact to be developed on an ongoing basis	Yes; if not, please explain
15	WP6	Contract Modality	Willingness to work with an agreed rate card, with estimates provided for each artifact to be developed on an ongoing basis	Yes; if not, please explain