


The following criteria will serve as mandatory gate keepers during evaluations	
Criteria	Evidence
Must have placed skilled resources in a minimum of six of the specified technologies outlined in the scope of work. Coal fired technologies is a must.	Successfully placed contracts and scope of work in the last 5 years for each of the industries. Contactable references to be included (min 2).
Have a local presence in South Africa	Company registration number and office location Organizational structures reflecting management team and functional structures, representative of local offices and indicating integration with International office or head office if in South Africa.
Provide a structured Capability Readiness Level (CRL) framework, indicating a proven capability maturity model.	Provide a detailed CRL framework and indicate where the framework has been utilised on other projects (min 2).

APPROVED:

NAME	DESIGNATION	SIGNATURE
Angela N'igaze	Senior Manager (Acting) – GCD P & SCM	
Tom Skinner	General Manager – PDD	

Evaluation criteria		Weight %	Sub Criteria	Score %		Score					Evaluation Score	Results
					1	2	3	4	5			
	STAGE 1: FUNCTIONALITY				Evidence							
1	Company experience on <b>service provision and resource placement</b> across complex engineering technologies in the energy sector	30%	1.1 Company profile and experience in provision of services to complex and mega projects across various energy technologies and project management capabilities.	20%	Company profile and references of projects supported	1 references	2 references	3 references	4 references	> 5 references		
			1.2 Demonstrate how you identified and onboarded highly skilled resources across various energy technologies in mega projects, for specific project management capabilities in a regulated organisation, and how resrouces were successfully placed. Demonstrate ability to interpret the provided task order scope of work into specific needs and skilled resources.	30%	Evidence of how interpretation of scope of work was summarised to reflect resource requirements	Limited capacity to deliver across technologies and capabilities	Fair capacity to deliver across technologies and capabilities	Able capacity to deliver across technologies and capabilities	Good capacity to deliver across technologies and capabilities	Clearly defined ability to deliver across all technologies and capabilities		
			1.3 Number of relevant references with a description of scope of work required (provision of different skilled senior and expert resources provided to mega projects)	20%	Reference letters from projects/customers	Number of projects that meet evidence criteria =1	Number of projects that meet evidence criteria >2	Number of projects that meet evidence criteria ≥ 5	Number of projects that meet evidence criteria > 7	Number of projects that meet evidence criteria >10		
			1.4 Successful track record should be provided and references on achievements of allocated senior and expert individuals on projects (duration of contracts awarded to skilled individuals), provide past performance evaluations.	20%	Past performance evaluations	Evidence of performance evaluations = 5	Evidence of performance evaluations = 10	Evidence of performance evaluations = 20	Evidence of performance evaluations = 30	Evidence of performance evaluations > 30		
			1.5 Number of the contracts and contract duration where resources have been provided on large/complex projects done in the last 5 years	10%	Project Scope & Contact details for reference	1 references	2 references	3 references	4 references	> 5 references		
2	The consultant’s special area of expertise and deep understanding of <b>large capital projects</b>	30%	2.1 Number of relevant references with a description of scope of work requested (assisting companies services or skilled resources in large capital projects) detail the success achieved over the last 5 years	50%	Report indicating support and skills provided	1 report	2 report	3 report	4 report	> 5 report		
			2.2 Number of relevant references where the consultant has provided practical solutions to address resource/skills gaps identified in large capital projects in distress through provision of services or resources, detailing the success achieved in the last five years.	50%	Project resource plan summarised report indicating skills/services provided	1 report	2 report	3 report	4 report	> 5 report		
3	Resources (indicating experience) that will be assigned to the Project	40%	3.1 Average years of relevant experience of the top management team that will be dedicated to working with Eskom.	10%	CV's indicating years of relevant experience	< 2 years	3 - 5 years	6 - 9 years	10 -12 years	> 12 years		
			3.2 Resource access, sourcing capability across local and international markets, provide onboarding strategies outlining approach to attract and retain specific specialised individuals. Clearly indicate: Ability to scale resources to meet fluctuating demand Availability of pre-vetted candidate pools Availability of contingency plans, peak-demand support and flexibility	30%	Proposal and plan clearly outlining ability and capacity	Limited capacity to deliver across technologies and capabilities	Fair capacity to deliver across technologies and capabilities	Able capacity to deliver across technologies and capabilities	Good capacity to deliver across technologies and capabilities	Clearly defined ability to deliver across all technologies and capabilities		
			3.3 Resource onboarding methodology reflecting onboarding timelines and efficiency of deployment across technologies and capabilities.	20%	Strategy to onboard expertise, indicate against technologies defined in the scope of work (provide checklist)	Limited capacity to deliver across technologies and capabilities	Fair capacity to deliver across technologies and capabilities	Able capacity to deliver across technologies and capabilities	Good capacity to deliver across technologies and capabilities	Clearly defined ability to deliver across all technologies and capabilities		
			3.4 Quality assurance processes including cv vetting, skills testing and reference checking	10%	Clear process to be followed	Limited capacity to deliver across technologies and capabilities	Fair capacity to deliver across technologies and capabilities	Able capacity to deliver across technologies and capabilities	Good capacity to deliver across technologies and capabilities	Clearly defined ability to deliver across all technologies and		
			3.5 Provide high level plan to manage performance of specific specialised individuals, KPI's and/or SLA's including exit strategies.	10%	Performance plan and proposed KPI's including Exit strategies	Limited ability to manage	Fair ability to manage	Able to manage	Good capacity to manage	Clearly defined ability to manage		
			3.6 Detailed approach to skills transfer to permanent customer staff, skills transfer measures and proposed body of evidence	20%	Clear process to be followed	Limited capacity to deliver across technologies and capabilities	Fair capacity to deliver across technologies and capabilities	Able capacity to deliver across technologies and capabilities	Good capacity to deliver across technologies and capabilities	Clearly defined ability to deliver across all technologies and capabilities		

Evaluation criteria		Weight %	Sub Criteria	Score %		Score				
						A	B	C	D	E
STAGE 1: FUNCTIONALITY					Evidence	Score 1-5	Score 1-5	Score 1-5	Score 1-5	Score 1-5
1	Company experience on <b>service provision and resource placement</b> across complex engineering technologies in the energy sector	30%	1.1 Company profile and experience in provision of services to complex and mega projects across various energy technologies and project management capabilities.	20%	Company profile and references of projects supported					
			1.2 Demonstrate how you identified and onboarded highly skilled resources across various energy technologies in mega projects, for specific project management capabilities in a regulated organisation, and how resrouces were successfully placed. Demonstrate ability to interpret the provided task order scope of work into specific needs and skilled resources.	30%	Evidence of how interpretation of scope of work was summarised to reflect resource requirements					
			1.3 Number of relevant references with a description of scope of work required (provision of different skilled senior and expert resources provided to mega projects)	20%	Reference letters from projects/customers					
			1.4 Successful track record should be provided and references on achievements of allocated senior and expert individuals on projects (duration of contracts awarded to skilled individuals), provide past performance evaluations.	20%	Past performance evaluations					
			1.5 Number of the contracts and contract duration where resources have been provided on large/complex projects done in the last 5 years	10%	Project Scope & Contact details for reference					
2	The consultant's special area of expertise and deep understanding of <b>large capital projects</b>	30%	2.1 Number of relevant references with a description of scope of work requested (assisting companies services or skilled resources in large capital projects) detail the success achieved over the last 5 years	50%	Report indicating support and skills provided					
			2.2 Number of relevant references where the consultant has provided practical solutions to address resource/skills gaps identified in large capital projects in distress through provision of services or resources, detailing the success achieved in the last five years.	50%	Project resource plan summarised report indicating skills/services					
3	Resources (indicating experience) that will be assigned to the Project	40%	3.1 Average years of relevant experience of the top management team that will be dedicated to working with Eskom.	10%	CV's indicating years of relevant experience					
			3.2 Resource access, sourcing capability across local and international markets, provide onboarding strategies outlining approach to attract and retain specific specialised individuals. Clearly indicate: Ability to scale resources to meet fluctuating demand Availability of pre-vetted candidate pools Availability of contingency plans, peak-demand support and flexibility	30%	Proposal and plan clearly outlining ability and capacity					
			3.3 Resource onboarding methodology reflecting onboarding timelines and efficiency of deployment across technologies and capabilities.	20%	Strategy to onboard expertise, indicate against technologies defined in the scope of work (provide checklist)					
			3.4 Quality assurance processes including cv vetting, skills testing and reference checking	10%	Clear process to be followed					
			3.5 Provide high level plan to manage performance of specific specialised individuals, KPI's and/or SLA's including exit strategies.	10%	Performance plan and proposed KPI's including Exit strategies					
			3.6 Detailed approach to skills transfer to permanent customer staff, skills transfer measures and proposed body of evidence	20%	Clear process to be followed					





Evaluation criteria		Weight %	Sub Criteria	Score %		Score							
						A		B		C		D	
	STAGE 1: FUNCTIONALITY				Evidence	Score 1-5	Result	Score 1-5	Result	Score 1-5	Result	Score 1-5	Result
1	Company experience on <b>service provision and resource placement</b> across complex engineering technologies in the energy sector	30%	1.1 Company profile and experience in provision of services to complex and mega projects across various energy technologies and project management capabilities.	20%	Company profile and references of projects supported	0	0	0	0	0	0	0	0
			1.2 Demonstrate how you identified and onboarded highly skilled resources across various energy technologies in mega projects, for specific project management capabilities in a regulated organisation, and how resrouces were successfully placed. Demonstrate ability to interpret the provided task order scope of work into specific needs and skilled resources.	30%	Evidence of how interpretation of scope of work was summarised to reflect resource requirements	0	0	0	0	0	0	0	0
			1.3 Number of relevant references with a description of scope of work required (provision of different skilled senior and expert resources provided to mega projects)	20%	Reference letters from projects/customers	0	0	0	0	0	0	0	0
			1.4 Successful track record should be provided and references on achievements of allocated senior and expert individuals on projects (duration of contracts awarded to skilled individuals), provide past performance evaluations.	20%	Past performance evaluations	0	0	0	0	0	0	0	0
			1.5 Number of the contracts and contract duration where resources have been provided on large/complex projects done in the last 5 years	10%	Project Scope & Contact details for reference	0	0	0	0	0	0	0	0
2	The consultant’s special area of expertise and deep understanding of <b>large capital projects</b>	30%	2.1 Number of relevant references with a description of scope of work requested (assisting companies services or skilled resources in large capital projects) detail the success achieved over the last 5 years	50%	Report indicating support and skills provided	0	0	0	0	0	0	0	0
			2.2 Number of relevant references where the consultant has provided practical solutions to address resource/skills gaps identified in large capital projects in distress through provision of services or resources, detailing the success achieved in the last five years.	50%	Project resource plan summarised report indicating skills/services provided	0	0	0	0	0	0	0	0
3	Resources (indicating experience) that will be assigned to the Project	40%	3.1 Average years of relevant experience of the top management team that will be dedicated to working with Eskom.	10%	CV's indicating years of relevant experience		0		0		0		0
			3.2 Resource access, sourcing capability across local and international markets, provide onboarding strategies outlining approach to attract and retain specific specialised individuals. Clearly indicate: Ability to scale resources to meet fluctuating demand Availability of pre-vetted candidate pools Availability of contingency plans, peak-demand support and flexibility	30%	Proposal and plan clearly outlining ability and capacity	0	0	0	0	0	0	0	0
			3.3 Resource onboarding methodology reflecting onboarding timelines and efficiency of deployment across technologies and capabilities.	20%	Strategy to onboard expertise, indicate against technologies defined in the scope of work (provide checklist)	0	0	0	0	0	0	0	0
			3.4 Quality assurance processes including cv vetting, skills testing and reference checking	10%	Clear process to be followed	0	0	0	0	0	0	0	0
			3.5 Provide high level plan to manage performance of specific specialised individuals, KPI's and/or SLA's including exit strategies.	10%	Performance plan and proposed KPI's including Exit strategies	0	0	0	0	0	0	0	0
			3.6 Detailed approach to skills transfer to permanent customer staff, skills transfer measures and proposed body of evidence	20%	Clear process to be followed	0	0	0	0	0	0	0	0







**Consolidated Score Sheet**  
**Evaluation scorecard\_Enablement contract**

EVALUATORS	A	B	C	D	E
Evaluator A	0.00	0.00	0.00	0.00	0.00
Evaluator B	0.00	0.00	0.00	0.00	0.00
Evaluator C	0.00	0.00	0.00	0.00	0.00
Evaluator D	0.00	0.00	0.00	0.00	0.00
Evaluator E	0.00	0.00	0.00	0.00	0.00
TOTALS	0%	0%	0%	0%	0%

Ranking			
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The Bidder may only proceed to Stage 2 when a minimum score of 70% has been obtained on