

	<b>Request for Information (RFI) Template</b>	<b>Document Identifier</b>	240-72663051	<b>Rev</b>	1
		<b>Effective Date</b>	October 2022		
		<b>Review Date</b>	October 2027		
		<b>RFI Number</b>	MWP2949CX		

PART A REQUEST FOR INFORMATION (RFI)			
<b>Description of the services</b>	<b>The Provision of Job Boards for Eskom to Place and Manage Adverts</b>		
<b>Deadline for submission</b>	<b>17 February 2025</b>	<b>At (South African Standard Time)</b>	<b>10h00</b>
<b>Tender Office address</b>	<b>THE TENDER OFFICE Eskom Megawatt Park Tender office Northside (Retail Centre) Maxwell Drive Sunninghill</b>		

Eskom Holdings SOC Ltd (“Eskom”) invites you to submit an:

- **Request for information (RFI)** to submit information for the services as stated in table A below. This RFI is a stand-alone information-gathering and market-testing exercise, intended only to inform and assist Eskom’s further deliberation and development of a strategy for the provision of job boards for Eskom to place and manage adverts. Eskom may request indicative prices if so stated in this RFI.

Eskom has delegated the responsibility for this **RFI** to the signatory of this document, whose details can be found below:

**Zekhaya Nzima**

**Email Address: NzimaZZ@eskom.co.za**

We look forward to receipt of your response.

Yours faithfully

<b>Name</b>	<b>Designation</b>	<b>Signature</b>	<b>Date</b>
Damela Mathetja	Procurement Manager	<i>DMathetja</i>	12 December 2024
<b>Telephone number</b>	011 800 5611	<b>Fax and/or e-mail address</b>	

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## 1. BACKGROUND INFORMATION

During recent years Eskom used various talent sourcing channels - amongst others, the Eskom recruitment website, print media and headhunting. During the period above, advertising using the print media and headhunting services were reserved for executive recruitment predominantly. As part of cost saving in the past 7 years, Eskom implemented various strategies to reduce manpower costs which saw a decrease in external recruitment. Resourcing request have steadily increased in recent years.

The Eskom website has in recent years attracted less appropriate qualified and competent jobseekers that match the required skills due to a weakening employer brand and Eskom not being viewed as a top employer of choice. This has resulted in numerous re-adverts of positions as suitable candidates are not applying for these positions. In addition, the internal pool of candidates is becoming depleted.

Recruitment practices have evolved in the past 10 years due to advancement in technology, big data, and new generations of workers resulting in multiple integrated affordable and user-friendly tools and systems. Except for company website, Eskom does not use any of the top 5 rated sourcing channels and the company lags the market on embedded sourcing practices.

## 2. OBJECTIVE OF THE RFI

The objective is to determine if service providers exist within the South African market that can assist Eskom in extending our recruitment reach by adding additional sourcing channels. Specifically, the following objectives needs to be addressed with this Request for information (RFI):

- Are job boards (platforms) available to place Eskom advertisements.
- Access to supplier's database for purposes of CV / candidate search.
- Talent analytics of suppliers database.

## 3. BENEFITS TO ESKOM

- Increase the speed (number of days) of filling vacancies and receiving the associated productivity benefits in line with this.
- Increase the number of suitable qualified / fit for role job applicants per advertised position.
- Gain access to database(s) that has a large number of suitable qualified candidates that can receive "push notifications" and allow Eskom to search the database(s) in line with resource requirements.
- Conduct talent analytics on databases to determine amongst others available skills in market, geographical segmentation and competitor company analysis.
- Enhance the employee branding and marketing of Eskom as an organisation.

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#### 4. METHOD AND PLACE OF RFI DELIVERY

All the responses must be sealed and be delivered at the tender box located at the following:

THE TENDER OFFICE  
Eskom Megawatt Park Tender office  
Northside (Retail Centre)  
Maxwell Drive  
Sunninghill

All RFI responses must be clearly marked: "MWP2949CX Job Boards for Eskom."

#### FORMAT OF SUBMISSION

The respondent shall be submitted as 1 (one) printed original RFI, 1 (one) printed copy, plus 1 USB of the submission.

<b>PART B RESPONSE SHEET IN TERMS OF A REQUEST FOR A REQUEST FOR INFORMATION To be completed by the supplier</b>			
<b>To</b>	Eskom Holdings SOC Ltd	<b>Date</b>	
<b>Attention</b>	Zekhaya Nzima		
<b>Tel no</b>	011 516 7042	<b>E-mail address</b>	NzimaZZ@eskom.co.za
<b>From</b>		<b>Address</b>	
<b>Address</b>			
<b>Sender</b>			
<b>Description of the services</b>			

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Please find below our response to Eskom's questions:

**Table A**

No.	Question	Response – please indicate response in this column (additional material / documents may be provided in addition to this response)
1.	Your contact's name and contact details	
2.	Company registration number	
3.	Provide an overview of the full services you can provide related to job boards, database searches and analytics	
4.	Please specify the various analytics that can be provided (e.g. salary benchmarking, competitors for talent, hiring from – losing to, supply and demand etc.)	
5.	How is pricing structured for the provision of job boards, database searches and analytics	
6.	Number of South African companies utilising your services	
7.	Number of your registered CV's in your job board(s)	
8.	What is the official name(s) of the job boards that you provide	

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9.	Do you offer local (South Africa) support for clients utilising your service	
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Yours faithfully

Name	Designation	Signature	Date
Telephone number		Fax and/or e-mail address	

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