

Bid Number: GNP-052-26

Description: Appointment of a recruitment agency for recruitment services for a period of three (3) years

Questions and Answers

Questions	SANParks response
1. May we respond separately for our respective services, or do you prefer one brand to respond and deliver all the services (with support from the other brands)?	This is dependent on your operating model therefore the decision is yours.
2. Categories: A (perm and FTC), and B (Executive Search, Headhunting, Committee Members and Specialist recruitment): a. A do you require a temporary staffing supplier to place temps on our payroll, or will it only be FTC (on your payroll) it does mention TES on page 30 (management of temps) but I would like to be 100% clear please	All employees are paid through SANParks payroll.
We would like to enquire whether it is possible for us to submit for only Category B or A or should our submission be inclusive of both the stipulated categories?	The bidder is required to determine and select the category that is most appropriate to its organisational capabilities, capacity, and service offering.
Advertisement Size Please confirm the standard or preferred advertisement sizes required for vacancies advertised through print media, for example quarter-page, half-page, full-page, or specific dimensions	The recruitment agency is responsible for determining the appropriate sourcing approach and candidate pool size to attract and present suitably qualified candidates who meet the requirements of the position
Colour Requirements Please confirm whether recruitment advertisements are required to be published in full colour or black and white, or whether this will vary depending on the position or publication	The recruitment agency is responsible for determining the appropriate sourcing approach and candidate pool size to attract and present suitably qualified candidates who meet the requirements of the position
Preferred Publications	The recruitment agency is responsible for determining the appropriate sourcing approach

Please advise whether SANParks has preferred or nominated print media publications in which recruitment advertisements are required to be placed, or whether the appointed service provider will be responsible for recommending suitable publications as us at TC generally use the below: • Business Times • City Press • Sunday Times	and candidate pool size to attract and present suitably qualified candidates who meet the requirements of the position
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