



RFP04/02/26-27

Bidders Questions and Answers

Postbank
Your Bank

APPOINTMENT OF A PANEL OF SERVICE PROVIDERS FOR HEADHUNTING OF EXECUTIVE POSITIONS FOR A PERIOD OF THREE (3) YEARS .

Consolidated Bidder Questions and Answers

Bidder Questions	Postbank Answers
1. Client References: Tebogo Mdluli advised that service providers need to submit updated references from clients. If the executive search work was completed in the past a year ago, but the client signs and dates the reference form using today's current date, will PostBank accept this as sufficient and valid?	Yes, the submission will be acceptable as it meets the requirement of the reference for work done in the said period and meeting all other requirements for reference letters.
2. Volume of Roles: Can you provide an indication of the total number of executive positions PostBank is looking to fill under this specific panel/RFP?	The bank have 20 Executive roles (Executive and GM Roles) in the structure need to attract will be based on any need for replacement of attraction at any given time.
3. Panel Size: How many service providers does PostBank intend to appoint to this panel?	We do not have a pre-defined number of panel service providers. Any service provider that submits a bid and meets all the requirement as per the evaluation maybe awarded and contracted to be on the panel duly.
4. Appointment Structure: What is the expected proportion of permanent executive appointments versus interim/contract placements for this assignment?	We are not able to predetermine this split. The needs will be determined from time to time based on the needs to attract / appoint as determined by the business needs. The consideration to appoint Perm / Interim / FTC is also determined from time to time based on the business circumstances and needs.
5. Advertising Strategy: Regarding the marketing of these roles, is PostBank looking at print media, digital/social platforms, or a combined multi-channel approach? Please refer to 4.1.1 (Page 11)	We sometimes use multimedia strategies, however as part of continuous improvement, and effectiveness we can realign our strategies from time to time.
6. Assessments & Verifications: Could you clarify the exact timing for background verifications and psychometric testing? Specifically, should these be conducted on all shortlisted candidates, or only on the final preferred/recommended candidates?	The psychometrics are required for shortlisted candidates including vetting, background checks and references. For executive roles, we also require Fit & Proper which is handled with AGSA and not the SP. Multiple service providers also have their own process that they follow for people in their databases which would be at their discretion .