
	Request for Information (RFI) Executive Search Consultants	Document Identifier	240-72663051	Rev	2
		Effective Date	14 March 2025		
		Review Date	March 2030		
		EOI/RFI Number	E1554DXGOU		

PART A REQUEST FOR INFORMATION (RFI)			
Description of the works/goods/services	<p>Eskom Distribution requires to appoint 4 Senior General Managers (covering Distribution Change, Grids, Retail, and Services). These leadership roles are pivotal to ensure that Distribution prepares for its impending legal separation and ensuring achievement of its strategic objectives.</p> <p>It is therefore imperative that external Executive Search Consultants, with demonstrated C-suite expertise are identified. Executive placement experience within the specified industries is essential and must be stated.</p> <p>Please see from page Four (4) of this document.</p>		
Deadline for submission	29 July 2025	At (South African Standard Time)	10h00 AM
Tender Office address	<p>E Tendering</p> <p>All tenders should be submitted via Eskom E-tendering using the link below.</p> <p>https://eTendering.eskom.co.za</p> <p>Tenders are uploaded via Eskom Tender bulletin site on the Eskom E-tendering page and the National Treasury Tender Portal.</p>		
RFI are to be submitted electronically via Eskom E- tendering site by the stipulated closing date and time.	<p>Please note it is the responsibility of the supplier to ensure that the RFI submission is submitted before the closing date and time.</p>		
Electronic Submission of RFI	<p>The tenderer must upload the tender via Eskom Tender bulletin site on the Eskom E- tendering page.</p> <p>All documents need to be submitted in a PDF and Excel format (The limit is 50MB per file and total submission of 900MB per submissions).</p>		

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	<p>No Zip/condense files can be uploaded No hard copy will be accepted</p> <p>If for some reason you resubmit your RFI, then only the latest version of the RFI submitted will be accepted and all previous submission/s will be null and void.</p> <p>Please ensure that the submission status is indicated as complete.</p> <p>Supplier Help Manual guide and video can be found on Eskom E-Tendering page</p>
E-tendering Help Manual for supplier	<i>See manual attached separately as Annexure E</i>

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


- **Request for information (RFI)** to submit information for the services as stated in the table.

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 executive search services for the permanent placement of four Senior General Managers at Distribution. 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.


We look forward to receipt of your response.

Yours faithfully

Name	Designation	Signature	Date
Khutso Sebea	Assistant Officer Procurement		10 July 2025
Telephone number	011 800 6712	Fax and/or e-mail address	Sebeakb@eskom.co.za

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PART B RESPONSE SHEET IN TERMS OF A REQUEST FOR INFORMATION To be completed by the supplier			
To	Eskom Holdings SOC Ltd	Date	
Attention	Khutso Sebea – Sebeakb@eskom.co.za		
Tel no		Fax no and /or e-mail address	
From		Address	
Address			
Sender			
Description of the works/goods/services			

Please find below our response to Eskom's questions (***Please also refer to Annexure B attached separately***):


No.	Question	Please indicate your response in this column
1.	<i>[your contact name and contact details]</i>	
2.	<i>[Company registration number]</i>	
3.	<i>Indicative prices (optional and only for use of RFI's)</i>	

Yours faithfully

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

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Distribution Four Line of Business


Eskom Distribution requires to appoint 4 Senior General Managers (covering Distribution Change, Grids, Retail, and Services). These leadership roles are pivotal to ensure that Distribution prepares for its impending legal separation and ensuring achievement of its strategic objectives. It is therefore imperative that external Executive Search Consultants, with demonstrated C-suite expertise are identified.

Background to Distributions 4-line businesses

Distribution Services	Distribution Change	Distribution Grids	Distribution Retail
Drive value creation in electricity sales, customer relations and grid edge innovations, align Distribution's retail strategy with national energy objectives, ensure customer-centric service delivery, energy procurement and demand-side management initiatives.	Lead the development and execution of market strategies, risk frameworks and regulatory engagements to optimise financial and operational efficiencies, ensure energy trading activities, procurement operations and regulatory compliance align with national policies and organisation strategic objectives.	Oversee the development, management and strategic direction of Distribution's grid operations and ensure the organisation's grids operate efficiently, are aligned with national energy goals and meet the highest standards of performance, safety and sustainability.	Drive value creation in electricity sales, customer relations and grid edge innovations, aligning Distribution retail strategy with national energy objectives.
Industry focus <ul style="list-style-type: none"> Energy and Utilities (especially electricity distribution) Public Infrastructure and Development 	Industry focus <ul style="list-style-type: none"> Energy Trading and Procurement Regulatory Affairs and Risk Management 	Industry focus <ul style="list-style-type: none"> Electrical Engineering and Grid Infrastructure Capital Projects and Asset Management 	Industry focus <ul style="list-style-type: none"> Retail Energy Providers Smart Grid and Energy Tech Startups

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<ul style="list-style-type: none"> • Customer Service and Community Engagement • Public Sector Electrification Programs (e.g., Department of Energy, municipalities) • Development Agencies and NGOs (focused on energy access) • Utilities with CSR (Corporate Social Responsibility) mandates • Community Energy Projects 	<ul style="list-style-type: none"> • Financial Services within the Energy Sector • Energy trading and procurement • Risk management and regulatory compliance • Market strategy and wheeling services • 	<ul style="list-style-type: none"> • Utilities and Energy Infrastructure • Electrical Engineering and Infrastructure • Public Utilities and SOEs (e.g., Eskom, municipal electricity departments) • Construction and EPC Firms (with grid or substation projects) • Renewable Energy Developers (with grid integration expertise) 	<ul style="list-style-type: none"> • Telecommunications (with customer service and billing infrastructure) • Municipal Electricity Retailers • Energy Retail and Customer Solutions • Demand-Side Management and Smart Grid Technologies • Sales and Marketing in Utilities
Why: Demands experience in energy markets, trading desks, and regulatory engagement—skills prevalent in energy utilities and financial institutions with commodity trading arms	Why: Demands experience in energy markets, trading desks, and regulatory engagement—skills prevalent in energy utilities and financial institutions with commodity trading arms	Why: Requires strong technical experience pointing to engineering-heavy sectors with capital project experience	Why: The emphasis on electrification, CSR (Corporate Social Responsibility), and underserved communities aligns with public-private partnerships and development-focused sectors

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