



REQUEST FOR INFORMATION

**INTERNATIONAL FRONTIER TECHNOLOGIES SOC
LTD**

**RFI subject: Request for HR Employee
Performance management system**

RFI number: RFI-2025/26-01

**YOU ARE HEREBY REQUESTED TO SUBMIT INFORMATION FOR THE
REQUIREMENTS OF INTERFRONT**

RFQ NUMBER	RFI-2025/26-01		
DESCRIPTION OF GOODS/ SERVICES	Request for HR and Employee Performance Management System		
DATE	07 January 2026		
CLOSING DATE & TIME	21 January 2026, 17h00pm		
COMPULSORY REQUIREMENTS	None		
ENQUIRIES	Enquiries must be addressed to: Name: Marissa Beneke Contact number: 021 840 3400 e-mail: procurement@interfront.co.za (enquiries only, do not send quotes to this e-mail address)		
Response	Submit to quotes@interfront.co.za		
PHYSICAL ADDRESS	St Andrews Building Somerset Links Office Park De Beers Avenue Somerset West		
URGENCY:	Low <input type="checkbox"/>	Medium <input checked="" type="checkbox"/>	High <input type="checkbox"/>

1 PURPOSE

The purpose of this document (**RFI-2025/26-01**) is to invite prospective service providers in order for Interfront to collect information about the capabilities and services offered by various database devops software providers / suppliers. A brief business requirement is described in paragraph 4 and 5. Interested service providers / suppliers are requested to send through detailed information which might lead to an informative discussion of what your company can offer in terms of paragraph 4 and 5 and to ascertain whether it will be suitable to Interfront requirements.

All bids, contracts or orders for goods or services shall be subject to the General Conditions of Contract as published by National Treasury of the Republic of South Africa. In the event of any conflict between the provisions contained in any contract or agreement in place as

between Interfront and the supplier / contractor / service provider and the General Conditions of Contract, the provisions as contained in the General Conditions of Contract shall prevail. Kindly familiarise yourself with these provisions at www.treasury.gov.za

2 RFI IS NOT A CONTRACT

This RFI does not constitute a contract or order with Interfront but merely serves to request information that may lead to a request for quotation.

3 PREPARATION COSTS

The Service Provider will bear all its costs in preparing, submitting and presenting any response or proposal to this RFI and all other costs incurred by it throughout the RFI process.

4 BUSINESS REQUIREMENT SPECIFICATION

Background:

The Interfront HR department needs a system that includes the Talent Management lifecycle. We would like to have the employee information as well as the performance and 360 reviews on one system, that is also able to give us different reports with the help of its modules on learning management, performance reviews and leave, so that we are able to optimize our HR procedures and make informed decisions regarding our employees.

Information needed:

Interfront is seeking an HR platform to minimize manual administration.

Essential modules should include Personnel information, performance management, 360 employee review, and reporting.

Optional modules for future integration: Personal development plans, career succession planning, training, recruitment, on and off-boarding, reporting on payroll, salary and leave, rewards recognition, and e-learning.

Provide information about SLA's (tiers) and response times related to support hours.

Demo to be provided of the recommended system featuring integration of the system between modules, as well as automation features.

5 DURATION OF ENGAGEMENT

To be determined

6 REFERENCES:

N/a