

Annexure B - Request for Information to appoint 4 Senior General Managers (covering Distribution Change, Grids, Retail, and Services)

Executive Search Procurement Information Request

Executive Search	Measure	Responses
Experience	Years of experience and track record	
SOE Sector Experience / Public sector experience	<p>Previous C-suite executive placements in SOEs or government-linked entities (<i>references</i>)</p> <p>Executive placement experience within the specified industries is essential and must be stated.</p>	
Energy Sector	<p>Previous C-suite executive placements in energy sector.</p> <p>Executive placement experience within the specified industries is essential and must be stated.</p>	
Placement of Interim Management	Yes / No – for C-suite placement done before	
Methodology & Tools	Use of structured search methodology and assessment tools (e.g. STAR, Hogan, 360°)	

Candidate Network & Reach	Global and regional sourcing capability	
Timeline & Delivery	Ability to deliver within short timeframe	
Post-Placement Support	Onboarding, coaching, and aftercare services for placed executives	
Guarantee Terms	Executive replacement guarantee duration	
Team Experience	Seniority of consultants and partner involvement	