

 Eskom	Provision of Professional Services for	
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(Panel D)

Business Solutions
and
Development Services
(BSDS)
(Augmentation)

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Group IT requires a new enabling agreement with a panel of companies to provide specialised professional services across Group IT.

A new enabling agreement for IT Professional Services will ensure that current IT capacity and skills constraints are addressed while:

- Not delaying the execution of IT projects.
- Not negatively impacting the delivery of the Business Separation programme.
- Optimising Transmission, Generation, and Distribution IT specialist needs.

Currently, Business Solutions and Development Services (BSDS) is not meeting customer needs due to delays in delivering IT solutions. Management has reviewed the reasons for the slow delivery of business cases and projects, and it became clear that there is insufficient human resource capacity to meet the demand. In some areas, Eskom does not have the required skills to implement technologies and solutions. Due to capacity constraints, the quality of projects is compromised, projects take too long to complete, and customers are dissatisfied. Bringing in expertise as and when required will mitigate this risk by enabling faster project delivery, resulting in improved customer satisfaction.

The panel of IT service providers will provide a variety of services to Eskom and its subsidiaries. In your response, kindly select the skills in which you wish to participate.

The services include, but are not limited to:

Business Solutions and Development Services (BSDS) for augmentation are:

- Data Analytics
- Business Analysis

1. **BUSINESS SOLUTIONS AND DEVELOPMENT SERVICES SCOPE OF SERVICES**

1.1. DATA ANALYTICS:

Data Analytics services involve the use of Eskom-approved tools and methods to collect, process, analyse, and present data in the form of actionable insights to support data-driven decision-making. The Data Analytics services include:

1. **Business Intelligence services** aimed at enabling structured data-driven decision-making across the company.
2. **Data Warehousing solutions** to consolidate disparate data sources into Eskom-approved data warehousing environments and enhance decision-making.
3. **Data Visualisation services** to reveal critical data to business users using Eskom-approved applications through intuitive visuals or graphics. Eskom approved applications via intuitive visuals or graphics.

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4. **Data Science services** that enable Eskom business units to generate business insights by leveraging advanced analytics technologies, including but not limited to machine learning, data mining, and big data analytics.

Eskom has currently deployed solutions on SAP BW/4HANA, Microsoft Suite, SAP BusinessObjects Suite, and SAS Suite. This list may expand as the organisation progresses on its data analytics journey.

1.2. BUSINESS ANALYSIS

Business Analysis services will be required to support the following activities:

1. Development of User Requirements Specifications.
2. Business Process Engineering.
3. Business Process and Workflow Modelling.
4. Business Process Analysis and Design.

Each resource will be evaluated based on the individual's relevant experience, qualifications, skills, and knowledge.

Six Sigma qualification will be an important consideration, as Eskom seeks to improve the quality of its process design and engineering processes.

In addition, skills transfer to existing Business Analysts is required. Candidates will be expected to provide coaching on fundamental Business Analysis activities.

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2. FUNCTIONAL TECHNICAL CRITERIA

2.1. Data Analytics

Tertiary Qualification	Source of Evidence	Points	Score Achieved	Measurement
Tertiary IT qualifications (national diploma and above) per candidate	Certified copies of relevant IT qualifications (Diploma /degree in Data mining, Statistics, B.com Informatics, Information Systems, Physics, Maths, Computer Science, Finance or Economics). Maximum of 6 candidates	5		Submission of uncertified document will be scored 0. Supplier with candidates without qualification will score 0. 5 points per certified qualification per individual. Maximum of 1 qualification per individual.
Data Analytics Certification	Source of Evidence	Points	Score Achieved	Measurement
Data Analytics certifications per candidate	Provide certified copies of relevant certification not limited to (SAP BW/Hana, SAS Data Integration Studio, SAS Visual Analytics, SAS Enterprise Miner, Microsoft SSIS, Microsoft SSRS, Microsoft SSAS)	10		Submission of uncertified document will be scored 0. Supplier with no candidates with relevant certificates will be 0. 1-3 certifications = 3 4-6 per certification=5 7-9 per certification =8 >=10 per certification =10
Data Science Certification	Source of Evidence	Points	Score Achieved	Measurement
Data science certifications per candidate	Provide relevant certificates in Data science Maximum 5 Data Scientists	10		Submission of maximum of 1 qualification per individual must be submitted. No submission of certificate = 0 Uncertified certificate = 0 Certified certificate = 10

Knowledge, experience and skill	Source of Evidence	Points	Score Achieved	Measurement
Number of projects for the tendering company. Technical experience of the tendering company in data analytics.	Signed & dated reference letters on the company letterhead with contact details from the clients where the work was performed. Reference letters must confirm project type that the company has been involved in.	30		<5 projects implemented = 0 5-10 projects implemented = 10 11-15 projects implemented = 15 15-20 projects implemented = 20 >20 projects implemented = 35
Knowledge, experience and skill	Source of Evidence	Points	Score Achieved	Measurement
Number of projects of the individuals Technical experience of the individual team members in Data Analytics.	CV's reflecting number of projects as follows: 1. Project name. 2. Name of client. 3. Duration of the project Maximum of 6 candidates	20		Total number of projects from individuals' CVs submitted by the company. <5 projects = 0 5 - 15 projects = 5 16-29 projects = 10 30-49 projects = 15 >50 projects = 20
Company's Data Analytics Team experience in Data Analytics field	Source of Evidence	Points	Score Achieved	Measurement
Number of resources with minimum 5 years' experience on Data Analytics.	CV's showing the number of years' experience on Data Analytics. A minimum of 20 years is required to get maximum number of points per candidate. Maximum of 6 candidates	10		Experience of team members submitted CVs by the company. <5-year experience = 0 6-9 years' experience = 3 10 - 14 years' experience = 5 15 - 19 years' experience = 8 >= 20 years' experience = 10

Highest number of users for the Data Analytics solution delivered by the Company's in a project.	Source of Evidence	Points	Score Achieved	Measurement
Have you implemented Data Analytics solutions for Enterprise usage?	Signed & dated reference letter on the company letterhead with contact details from the client where the work was performed. Reference letter must confirm the following: 1. Name of client. 2. Project name. 3. Number of users. A minimum of 1000 users is required to get maximum number of points.	10		Submission of reference letter confirming users 0 users = 0 1- 200 Users = 3 201 – 500 Users = 5 501 – 999 Users = 8 >=1000 users = 10
Total number of unique clients the company has delivered the solutions in Data Analytics.	Source of Evidence	Points	Score Achieved	Measurement
Implementation of Data Analytics solutions to variety of companies	Signed & dated reference letters on the company letterhead with contact details from the clients where the work was performed. Reference letters must confirm the following: 1. Name of client. 2. Project name.	5		Submission of reference letters per unique company. 0 reference = 0 2 references = 2 3-5 references = 3 >= 6 references = 5
TOTAL		100		
THRESHOLD		70 points		

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2.2. Business Analysis

Business Analysis				
Criteria	Source of Evidence	Points	Score Allocation	Notes
Qualification and certification				
Tertiary IT qualifications (national diploma and above) per candidate. Maximum of 6 CVs.	Copies of relevant IT qualifications (Diploma /BTech/B Degree in Information Systems, Information Technology, Computer Science, Industrial Engineering).	10	No qualifications = 0 Dip/BTech/B Degree = 5 Honours Degree = 7 Master's Degree = 10	
Criteria	Source of Evidence	Points	Source Allocation	
Business Analysis certifications per candidate. Maximum of 6 candidates	Provide proof of qualification in Business Analysis	10	No certificate = 0 BA Certificate = 5 Diploma in Business Analysis or Certified Business Analysis Professional = 10	

Criteria	Source of Evidence	Points	Source Allocation	note
Six-Sigma certification per candidate. Maximum of 6 candidates	Provide relevant certificate in Six-Sigma	10	None = 0 White Belt = 2 Yellow Belt = 4 Green Belt = 6 Black Belt = 8 Master Black Belt = 10	
Knowledge, experience, and skill		Points		
Number of Projects for Tendering Company		Score Allocation		
Technical experience of the tendering company in Business and Process Analysis.	Reference letters from clients were the work was performed. Reference letters must be signed and dated, letterhead and contact details. Must also confirm project name and brief description that the company has been involved in.	20	None = 0 points 1 - 2 projects = 5 points 3 - 5 projects = 10 points 6 - 8 projects = 15 points 9 and more = 20 points	

Number of projects of the individuals		Points	Score Allocation	
Technical experience of the individual team members in Business and Process Analysis. Maximum of 6 candidates	CVs showing number of projects as follows: 1. Project name. 2. Name of client. 3. Duration of the project	20	None = 0 points 1 - 2 projects = 5 points 3 - 5 projects = 10 points 6 - 8 projects = 15 points 9 and more = 20 points	
Average number of points based on experience		Points	Score Allocation	
Number of resources with Business Analysis experience. Maximum of 6 candidates	CVs showing the number of years' experience on Business Analysis.	20	A minimum of 10 years is required to get maximum number of points 8 - =>10 years = 20 5 - 8 years = 10 2 - 5 years = 5 0 - <2 years = 0	

Average number of Points based on experience		Points	Score Allocation	
Number of resources with experience with Six-Sigma implementation. Maximum of 6 candidates	CVs showing the number of years' experience on Six Sigma process implementation.	10	5 years or more is required to get maximum number of points > 5 years = 10 2 - 5 years = 5 0 - <2 years = 0	
TOTAL		100		
THRESHHOLD		70 points		

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3. BUSINESS SOLUTIONS AND DEVELOPMENT SERVICES PRODUCTS, APPLICATIONS TECHNOLOGY SYSTEMS

	Cluster	Application Name	Full Name
1	Enterprise	ACNAC Workflow	ACNAC Workflow
2	Maintenance	AFIS	Active Fire Information System
3	Customer and Revenue	AIM	Advanced metering infrastructure (AMI) - L&G GridStream AIM System
4	Customer and Revenue	Alfred	Alfred Chatbot
5	Customer and Revenue	ALFS	ALFS
6	Maintenance	ArcView	ArcView
7	Enterprise	ARIS	ARIS (Enterprise Architecture Modelling Tool)
8	Customer and Revenue	Avaya	Avaya
9	Engineering	BEN	Business Event Notifier
10	Engineering	Bentley MicroStation	MicroStation (CAD) - A suite of products
11	Engineering	Bentley ProjectWise	Bentley ProjectWise Explorer A suite of products.
12	Treasury CoE	Bloomberg	Bloomberg
13	Enterprise	BoardView	BoardView
14	Engineering	Boiler Health Care Monitoring System (CARAB)	Boiler Health Care Monitoring System (CARAB)
15	Customer and Revenue	CC&B	Customer Care & Billing System
16	Customer and Revenue	CC&B (TWS)	Tivoli Workload Scheduler (CC&B Batch Scheduling)
17	Customer and Revenue	CC&I (KANA)	Client Contact and Interface
18	Treasury CoE	CMS	Cash Management System (Quantum)
19	Maintenance	CNL	Customer Network Link
20	Engineering	Collops	Coal Management
21	Integration COE	Connect Direct	Connect Direct

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22	Enterprise	Corporate Identity	Corporate Identity (SharePoint)
23	Customer and Revenue	Crystal Reports	Crystal reports for CC&B and Reporting
24	Customer and Revenue	CSOnLine	Customer Service OnLine System
25	Enterprise	CURA	CURA (Assessor III)
26	Integration COE	Data Power	Data Power
27	ACE - Support Services	DDW	Distribution Data Warehouse
28	Treasury CoE	DIS	Debt Issuer System
29	ACE - Support Services	DPC Outage Map	Distribution Performance Centre Outage Map
30	Maintenance	DVAUT (DBFocus)	DVAUT (Delivered using DBFocus Framework)
31	Customer and Revenue	Dx MV90	Multi Vendor 90 Utility Translation System
32	ACE - Support Services	Dx Outage Management Dashboard and Scorecard	Distribution Outage Management Dashboard and Scorecard
33	Enterprise	Dynamics CRM	Dynamics CRM
34	ACE - Solution Development	e-Auction	e-Auction
35	Enterprise	eForms	Electronic Forms
36	Engineering	Enterprise Historian	Enterprise Historian
37	ACE - Support Services	Eskom Data Portal	Eskom Data Portal
38	Maintenance	ESVA	Enterprise Spatial Viewing and Analysis
39	Customer and Revenue	ETS	Energy Trading System (Nextec)
40	Maintenance	FBM (DBFocus)	Feeder Balancing Module. Calculating Energy losses and Data validation system
41	Treasury CoE	FINCAD	Financial Analytics Suite for Excel
42	Treasury CoE	Finsurv (Bopcus)	SARB Financial Surveillance reporting

43	Treasury CoE	FIS ALM	FIS Asset and Liability Module
44	Treasury CoE	FIS Quantum and Qrisk	Core Treasury System (Sungard, QRisk)

45	SAP COE	Flexi Benefit Tool	Model total package for MPS
46	Engineering	FLIP	FlexiLog IntelliPermit
47	Maintenance	FMS (Fault Management System)	Fault & Outage Management System
48	Enterprise	Full text ISO 8000 Series	Library System
49	Enterprise	Full-text SANS Standards	Library System
50	Engineering	General Physics ETA Pro	General Physics ETA Pro
51	Engineering	GenTLC	Generation Technical Life Cycle
52	Maintenance	GPS Pathfinder	Trimble GPS PathFinder System
53	Enterprise	GPSBase	GPSBase
54	Maintenance	GPSS	Generation Production and Sales Systems
55	Customer and Revenue	GT-D	GT Down
56	ACE - Support Services	Gx Health Dashboard	Generation Production Health Dashboard
57	Treasury CoE	Hedge Accounting	Hedge Accounting
58	Enterprise	Hospitality	Hospitality Information Management System (HIMS) - PlusPoint
59	ACE - Support Services	HP APM	Application Performance Monitoring
60	Enterprise	HR PIMS	Performance Incentive Management System (PIMs)
61	Enterprise	HWS	Health and Wellness System (HWS)
62	Enterprise	Hyperwave	Hyperwave Document and Knowledge System
63	Enterprise	IDM Database	IDM Database
64	Enterprise	IDM RUBY BOOK	IDM RUBY BOOK
65	Engineering	InStep PRISM	InStep PRISM
66	Enterprise	Integrated Report	Integrated Report

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67	Enterprise	IPP	Independent Power Producer Portal
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			Industrial Relations Chairperson Allocation Management
68	Enterprise	IRCAM	
69	Treasury CoE	IRESS	IRESS (Formerly Inet-BFA)
70	ACE - Support Services	IT OPS Bridge	IT OPS Bridge
71	Treasury CoE	IT3B	SARS Returns
72	Treasury CoE	JSE API	JSE Bond Trading
73	Customer and Revenue	KCD (xRM)	KCD
74	Customer and Revenue	KSACS MDM	KSACS MDMS
75	Engineering	LIMS	Laboratory Information Management Systems (LIMS)
76	Enterprise	Loadshedding	Loadshedding website
77	Maintenance	MATS	Meter Asset Tracking System
78	Maintenance	Maximo	IBM Maximo Asset Management
79	ACE - Solution Development	MBSA	Maintenance Basis Standardisation Application (MBSA)
80	Customer and Revenue	MCBD	Multi Channel Bill Delivery
81	Customer and Revenue	MiCare	MiCare
82	Maintenance	MOBILITY ABB Ventyx Service Suite	Mobile Workorder management (Ventyx)
83	Maintenance	MOBILITY EDA	Navigation app
84	Maintenance	MOBILITY GE MapFrame	Smallworld data on mobile devices
85	Maintenance	MOBILITY GPS Update	Gps positions/and coverage of EDA devices
86	Maintenance	MOBILITY SAP Sybase Afaria	Mobile Device Management
87	ACE - Support Services	MS SSRS	Microsoft SQL Server Reporting Services (SSRS)
88	Engineering	MTL	Master Type Library
89	Enterprise	MyEskom App	My Eskom Loadshedding App

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90	Customer and Revenue	MyEskom Customer	MyEskom Customer
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91	Maintenance	NEPS CPPM	Control Plant Performance Module
92	Maintenance	NEPS INV	NEPS Investigation Module
93	Maintenance	NEPS QA	Quality Assurance Module
94	Maintenance	NEPS QB (Query Builder)	Report Writer and Query Builder
95	Maintenance	NEPS RB (Report	Report Writer and Query Builder
96	ACE - Support Services	NEPS-R	Network Equipment Performance System - Replacement
97	ACE - Support Services	Netezza Data Warehouse	Netezza Data Warehouse
98	Engineering	Network Manager (SCADA)	Distribution Management System
99	Treasury CoE	NUTRON	NUTRON
100	Maintenance	OMS	Outage Management System
101	Engineering	OPCM	Oracle Primavera Contract Management
102	ACE - Support Services	Oracle Data Warehouse	Oracle Data Warehouse
103	ACE - Support Services	Oracle DataLake	Oracle DataLake
104	Integration COE	Oracle Fusion Middleware	Oracle Fusion Middleware - Central
105	Integration COE	Oracle Fusion Middleware	Oracle Fusion Middleware - Regional
106	Enterprise	Outages	Outage Website (External Facing)
107	Customer and Revenue	OVS	Online Vending System
108	Customer and Revenue	PASS	Upload and Management Interval Data (Settlements)
109	Engineering	PDS	Plant Data System
110	ACE - Support Services	PEDOps Centre	PEDOps Centre
111	Maintenance	Phoenix	Outage Management performance, Energy metering
112	Engineering	PIGO	PIGO (Documentation Management)
113	Enterprise	PILOG	PILOG



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114	Enterprise	PlusPoint	
115	Maintenance	POA	GE Plant Operations Advisor
116	ACE - Support Services	Power BI (Azure)	MS Power BI Service with Power BI Pro
117	ACE - Support Services	Power BI Desktop	Microsoft Power BI Desktop
118	ACE - Support Services	Power BI Report Server	Microsoft Power BI Report Server (On Premise)
119	Engineering	Power Factory	Power Factory
120	Engineering	Power GLF	Power Geo Load Forecasting System
121	Engineering	PowerOffice	Power Office
122	Engineering	PRA	Primavera Risk Analysis
123	Enterprise	Prepayment	Prepayment
124	ACE - Support Services	PriceCheck	PriceCheck
125	Engineering	Primavera P6	Primavera Project and Portfolio Management Solutions
126	Engineering	PRISM G2	PRISM G2
127	ACE - Support Services	PROMAT	Interim solution for Electrification reporting
128	Engineering	PSSE	PSSE
129	Customer and Revenue	Qnique	Qnique
130	Maintenance	QOS	Quality of Supply
131	ACE - Support Services	QOS Reports	Quality Of Supply Reports
132	Engineering	ReticMaster	ReticMaster
133	ACE - Support Services	Revenue Assurance Analytics	Revenue Assurance Analytics
134	Treasury CoE	Risk101	Risk101
135	Enterprise	RMS	Remuneration Management System
136	Customer and Revenue	RouteMaster	RouteMaster
137	Engineering	RTU Monitor	
138	SAP COE	SAP BO	SAP - Business Object



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	Cluster	Application Name	Full Name
139	SAP COE	SAP BPA	SAP BPA (Business Process Automation)
140	SAP COE	SAP BPC	SAP Business Planning and Consolidation
141	SAP COE	SAP BW	SAP Business Warehouse
142	SAP COE	SAP BW/4 HANA	SAP BW/4 HANA
143	SAP COE	SAP BWA	SAP BW Accelerator
144	SAP COE	SAP CRM	SAP Customer Relationship Management
145	SAP COE	SAP DM	SAP Disclosure Management
146	SAP COE	SAP Enable Now	SAP Enable Now
147	SAP COE	SAP Enterprise Portal (Zenzele)	Human Resources Self-Service Portal
148	SAP COE	SAP EPC	SAP Enterprise Project Connect
149	SAP COE	SAP ERP - S/4 HANA	SAP S/4 HANA
150	SAP COE	SAP Fiori	SAP Fiori
151	SAP COE	SAP GRC	SAP Access Control
152	SAP COE	SAP HCM	SAP Human Capital Management
153	SAP COE	SAP Insurance	SAP Insurance
154	SAP COE	SAP KPRO (DMS)	SAP - KPRO (Document Management System)
155	SAP COE	SAP Legacy	SAP PC1 -PT2 PG1 PD1
156	SAP COE	SAP LSO	SAP - Learning Solutions (Virtual Classrooms)
157	SAP COE	SAP MDM	SAP - Master Data Management
158	SAP COE	SAP PD	SAP Power Design
159	SAP COE	SAP PO	SAP Process Orchestration
160	SAP COE	SAP PPM	
161	SAP COE	SAP Print Services	SAP - Print Services
162	SAP COE	SAP QIM	SAP Quality Issue Management



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	Cluster	Application Name	Full Name
163	SAP COE	SAP SCRM (Open Text)	SAP Supply Chain Records Management (Open text)
164	SAP COE	SAP SLT	SAP Landscape Transformation
165	SAP COE	SAP Solution Manager (ITSM)	SAP Solution Manager (ITSM)
166	SAP COE	SAP Solution Manager (SM1)	SAP Solution Manager (PIT)
167	SAP COE	SAP SRM (PSR)	SAP Supplier Relationship Management (PSR)
168	SAP COE	SAP Support Router	SAP Support Connection Access Control
169	SAP COE	SAP Training	SAP - Training (HR,FI,PPM,Insurance,BW and SRM)
170	ACE - Support Services	SAS APA	SAS Asset Performance Analytics
171	ACE - Support Services	SAS BI	SAS Business Intelligence
172	ACE - Support Services	SAS ECM	SAS Enterprise Case Management for Government
173	ACE - Support Services	SAS Environment Manager	SAS Environment Manager
174	ACE - Support Services	SAS Fraud Framework	SAS Fraud Framework for Government
175	Enterprise	SCOT	SCOT (Internal and External Facing)
176	Enterprise	SET	Strategic Execution Tool
177	Enterprise	SharePoint 2010 Extranet	SharePoint 2010 Extranet
178	Enterprise	SharePoint 2010 Internet	SharePoint 2010 Internet
179	Enterprise	SharePoint 2010 Intranet	SharePoint 2010 Intranet
180	Enterprise	SharePoint 2016 Intranet	SharePoint 2016 Intranet
181	ACE - Support Services	Sitescope	Sitescope
182	Maintenance	Smallworld ENS	Engineering Network Schematic GIS (Smallworld)
183	Maintenance	Small world ENS (Net Explorer)	
184	Maintenance	Small world FMS2	Fault Management System GIS (Small world)
185	Maintenance	Smallworld GDC	Geographic Data Capturing GIS (Smallworld)

186	Maintenance	Smallworld GDC Regional Admin	Smallworld Core
	Cluster	Application Name	Full Name
187	Maintenance	Smallworld GDC Viewer	Smallworld Core
188	Maintenance	Smallworld LARGIS	Smallworld Land and Rights GIS
189	Maintenance	Smallworld SENS	Smallworld SCADA Engineering Network
190	Maintenance	Smallworld SPOT5	Smallworld Core
191	Maintenance	Smallworld TIPS	Smallworld The Integrated Planning Solution GIS
192	Maintenance	Smallworld VAT MGW	Smallworld Visual Analysis Tool GIS
193	Engineering	Smart Plant Enterprise	Smart Plant Enterprise
194	Engineering	StationWare	StationWare
195	Enterprise	Students Website	Students Website
196	Treasury CoE	Swift Alliance	SWIFT Alliance (TrustLink - previously Swift)
197	Integration COE	Systinet	Systinet
198	Maintenance	TAQ	Tertiary Application Queues
199	Maintenance	TAS	Tertiary Application Service/Tertiary Application Queues
200	Enterprise	TASK	TASK
201	Treasury CoE	TCMR	Treasury Capital Market - Rightsizing
202	Enterprise	TeamMate	TeamMate
203	Enterprise	Tender bulletin website	Tender bulletin website
204	Treasury CoE	ThomsonReuters DACS	Eikon Permissioning System
205	Treasury CoE	ThomsonReuters Eikon	Eikon Trading Platform
206	Enterprise	TLS	
207	ACE - Support Services	TOMS	Tender Office Management System
208	Enterprise	Top 100	Top 100
209	ACE - Support Services	Topline	Topline



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	Cluster	Application Name	Full Name
210	Customer and Revenue	TotalView	TotalView
211	Treasury CoE	TPS	Treasury Payment System
212	Enterprise	Treasury Rates	Treasury Rates
213	Customer and Revenue	Tx MDMS	Metering Database Management System (Nextec)
214	ACE - Support Services	Tx Ops Dashboard	Transmission Operational Dashboard
215	Maintenance	TxSIS	Transmission Spatial Information System
216	Maintenance	TxSIS2	TxMLI Transmission Mobile Line Inspection
217	Maintenance	VAT WG	VAT Working Group
218	Treasury CoE	Virtual Split	Virtual Split
219	Enterprise	VRP	Vendor Registration Portal
220	Maintenance	WinDeed	WinDeed

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4. BUSINESS SOLUTIONS AND DEVELOPMENT SERVICES ROLES

Specialist* = personnel who have a speciality within the specified application /software solutions		<5 years	>5 years	>10 years	> 15 years
IT Professional Services Panel Roles		Junior	Intermediate	Senior	Expert
32	Business Analyst	x	x	x	x
33	Business Architecture Architect	x	x	x	x
34	Business Process Management Specialist	x	x	x	x
35	Business Process Modeller (ARIS)	x	x	x	x
57	Data Analysts	x	x	x	x
58	Data Architect	x	x	x	x
59	Data Centre Specialist	x	x	x	x
60	Data Migration Architect	x	x	x	x
61	Data Scientist	x	x	x	x
62	Database Architect	x	x	x	x
63	DataPower Administration (including SSL and network) and Operating System (DataPower CLI)	x	x	x	x
64	DB2 Specialist	x	x	x	x
65	DBA	x	x	x	x



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