



Independent Communications Authority of South Africa

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REQUEST FOR QUOTATIONS TO PROCURE THE SERVICES OF RECRUITMENT AGENCIES FOR THE APPOINTMENT OF AN APPLICATIONS DEVELOPER X 1

1. Purpose of submission

The purpose of this submission is to request for quotations to procure the services of recruitment agencies to **source CVs of qualifying candidates for the appointment of an Applications Developer.**

2. Background

ICASA as the ICT Regulator aims to attract competent, talented individuals and fill vacant positions with the best qualified candidates. In most cases ICASA has been quite effective in filling its vacancies. However, in cases where skills are scarce or critical, as well as in certain senior positions, the need to use skills search services to source CVs is required. This is applicable in cases where it has been proven difficult to recruit suitably qualified candidates and/or candidates from historically disadvantaged groups, following the normal sourcing processes.

The Authority has taken a decision to approach the recruitment agencies for assistance in filling the vacancy and hereby request Curricula Vitae for candidates within the Information Technology fields.

3. Scope of work

Sourcing CVs of qualifying candidates should cover:

- Candidates with relevant experience;
- Submit CVs to ICASA with a summary of candidates' experience in comparison with the specified requirements; and

- Response handling.

The minimum requirement for the position includes the following:

All Applicants must be South African citizens.

Purpose of the job

The Applications Developer is responsible for the development and maintenance of Internal Business Applications by providing support to the MIS Manager with the migration of Legacy systems to the latest technology such as Microsoft SharePoint (ASP.net, JAVA and C#) and Microsoft Dynamic Customer Relationship Management (CRM) as well as the new Advanced Spectrum Management Systems (ASMS).

Qualifications and Experience

3-year Diploma/Advanced Certificate in Information Technology or equivalent qualification (NQF L6)

- 3-year Information Technology related degree (NQF L7) would be an added advantage
- 4-6 years working experience
- MCSD/MCAD or MCTS or similar certification would be an added advantage
- Additional programming languages would be advantageous
- 5+ years Application Development on HTML, .Net and C#
- 5+ years using Microsoft-SQL as a backend database
- 5+ years on Microsoft Dynamics CRM (development/support)
- 5+ years full-stack web application development
- 3+ years on Microsoft SharePoint (development/support)
- 3+ years on Microsoft Power BI (Report and dashboard development)
- 2+ years on other databases such as Oracle, PostgreSQL and MySQL.

For the full job description please refer to the attached advertisement.

4. Financial implications

The total annual salary range package (CTC) is R660,707.00 - R777,302.00 per annum and it's a permanent position.

5. Functionality Evaluation Criteria

A minimum of 70 points out of 100 points on functional capability will be the cut off to qualify for further evaluation. Those who qualify will be assessed using the 80/20 formula for Price and B-BBEE as per the PPPFA. ICASA will analyse and assess functional capability and therefore the bidder should demonstrate the following:

No	Category	Weight
1.	Capacity and Experience of the Firm. The bidder must demonstrate their experience in similar assignments (Sourcing of CVs)-Bidders must indicate the years of experience in sourcing CVs and also attach a minimum of three reference letters. Zero to one-year experience in Sourcing of CVs and no reference letters provided or less than three reference letters provided =1 Two to three years' experience in Sourcing of CVs and three reference letters = 2 Four to five years' experience in Sourcing of CVs and three reference letters =3 Six to seven years' experience in Sourcing of CVs and three reference letters= 4 Eight and above years of experience in Sourcing of CVs and three reference letters= 5	20
2.	Bidders organogram with headcount of employees who will be responsible for sourcing of CVs. One to two employees = 1 Three to four employees = 2 Four to five employees = 3 Five to Six employees = 4 Seven employees and above = 5	15

3.	Approach and Methodology, Work Plan and Process (Sourcing of CVs) Provide a detailed approach, methodology and process to meet the organisation's recruitment requirements No workplan provided = 1 Workplan with no method to be used to find and attract candidates = 2 Workplan with methods to be used to find and attract candidates = 3 Workplan with methods and hiring processes to be undertaken = 4 Workplan with methods, hiring processes to be undertaken and how candidates will be evaluated= 5	40
4.	Experience of proposed team Demonstrate experience and qualifications of the proposed team including of a team leader (the experience must be emphasised on Sourcing of CVs) (Attach CV's). Zero to one-year Sourcing of CVs experience = 1 Two to three years Sourcing of CVs experience = 2 Four to five years Sourcing of CVs experience = 3 Six to seven years Sourcing of CVs experience = 4 Eight years and above Sourcing of CVs experience = 5	25
Total		100