

Bid Number: GNP-059-25

Description: A system to subscribe to three (3) online recruitment platforms for 3 years.

Questions and Answers.

Questions	Answers
We are busy engaging with government recruitment portal, but may I ask who would be the best person to speed up this process?	Unfortunately, we are not able to direct you to a specific individual on our end
May I also ask on the tender, where do I find the 17 elements of the technical capabilities and the 12 elements of recruitment capabilities?	The elements are on page 20 and 21 of the bid document
May you kindly advise if a letter from the EOM confirming the system's integration with three recruitment portals will be acceptable for the compliance with criterion 2?	The letter needs to indicate the specific portals that can be integrated with
I would like to clarify whether the confirmation letter needs to state that we meet the requirements necessary to deliver the services	Yes, it needs to indicate that
Could you please clarify if SANParks has a preferred system currently in place?	No we do not have one in place.
Regarding the requirement for a "signed confirmation letter" from commercial portals: Will SANParks accept Official API Documentation and/or proof of Registered Partner Status (e.g., LinkedIn Partner Program verification) in lieu of a wet-signed letter? Reasoning: Major global platforms have strict legal policies preventing them from signing third-party tender declarations	Yes
Regarding the "Government Recruitment Portal": Please specify exactly which government portal is required (e.g., DPSA E-Recruitment, Department of Labour ESSA). <ul style="list-style-type: none"> • If the specified portal does not currently offer an open API for third-party integration, will a commitment to "manual upload" or "future integration pending API availability" be accepted? • If no specific portal is named, may the bidder select a government-aligned portal that does support integration? 	Must be aligned with SANParks/ Similar environment
In the event that a third-party portal refuses to sign a confirmation letter due to their own corporate policy—but the technical	There should be a form of confirmation from their end / how would we conduct due diligence?

capability to integrate exists—will the bidder be disqualified?	
Please define the required scope of "Integration" for the external job boards: <ul style="list-style-type: none"> • Level 1: One-way posting (Posting a job advert from the ATS to the Board). • Level 2: One-way harvesting (Pulling applications from the Board into the ATS). • Level 3: Full Bi-Directional Sync (Status updates sent back to the Board). • Clarification Requested: Is Level 1 sufficient for compliance, or is Level 2/3 mandatory? 	Please refer to Recruitment Capabilities under the Scope of the Tender.
Does the "System to Subscribe" requirement imply that the bidder must pay for the job posting credits (e.g., PNet Ad slots) as part of the bid price, or will SANParks hold the commercial relationship/credits with the job boards directly, with the system merely acting as the technical gateway?	The bidder needs to maintain this
Is it Sage 300 People (HR & Payroll) or Sage 300 ERP (Finance)?	This is a system to be used by HCM/ Sage 300 People
Is the integration strictly for "New Employee Onboarding" (pushing successful candidate data to Sage), or does it require "Employee Master Data" syncing (pulling existing employee data into the ATS for internal recruitment)?	New employee Onboarding
Does SANParks currently have the Sage Web API (SDI) licensed and exposed, or must the bidder include the costs for enabling these APIs within the financial proposal?	Currently Exists
Licensing models differ significantly between "HR Administrators" and "Hiring Managers."	This is broken down on page 22, 100 HCM users and the rest are hiring managers that will need access as and when they have vacancies
Does the "3-year subscription" need to include unlimited external applicants, or is there a cap on the number of CVs/Applications processed per annum?	Unlimited
Is Keyword Matching (Boolean search functionality) sufficient?	Yes
Given the POPIA implications of automated decision-making, does SANParks require the "AI" to provide an audit log explaining why a candidate was ranked higher than another?	Yes
Please confirm the exact Sage system currently in use (e.g. Sage 300 People, Sage VIP, or another Sage Payroll/HR solution).	Sage 300

Any relevant information regarding hosting (on-premise or cloud) and integration preferences would also be helpful	Please refer to the Scope on the tender under Technical Capabilities
Kindly confirm which specific government recruitment system SANPARKS requires integration with, if any.	None specific, however if it can integrate/ feed into gov.za platforms this would be great
Could you please identify the three recruitment portals referenced in Criteria 2?	These would be the likes of Pnet, Career Junction and any other portal which would amplify the searches for relevant candidates.
Please may I ask, if you have any preference on what government recruitment portal you would like to use and could you provide the details	We do not have a preferred portal in mind - we need a platform from an entity that is similar/ aligned with SANParks offering