

## Procurement Advertisement

Contract Details	
Title	<u>Pan-European Online Professional Job Board</u>
Short description	EIT Climate-KIC recruits a broad range of professionals across a range of business areas. We are based in 13 countries <sup>1</sup> with have a predominantly European presence. Our organisation is English language based. Many of our roles require niche (often hard to find) skills and experience. Due to the nature of our business, hires are made at a fast pace.
Proposed type of contract	One-off Agreement
Type of process	Request for Quotation
Legal entity	Climate-KIC Holding B.V.
Contract duration	1 year (start date of 1 <sup>st</sup> November 2021) with option to extend by a further two 1 year terms at EIT Climate-KIC's discretion <b>(1 + 1 + 1 year term)</b>
Details of goods/services to be provided	<p>EIT Climate-KIC are requesting quotation for a pan-European online professional job board. Key requirements include (not limited to) the following.</p> <p><b>Reach</b></p> <ul style="list-style-type: none"> <li>• European reach and access to talent across a broad range of professional (including niche) job role and qualification areas</li> <li>• Strong presence in at least 8 European countries that we operate in<sup>1</sup></li> </ul> <p><b>Candidate facing</b></p> <ul style="list-style-type: none"> <li>• Page to promote EIT Climate-KIC as an employer and showcase active recruitment</li> <li>• Mobile apply functionality</li> <li>• Search functionality to retrieve advertised roles based on various search criteria (e.g. location, role title, profession, salary, etc.)</li> </ul> <p><b>HR team facing</b></p> <ul style="list-style-type: none"> <li>• Access to manage editable company profile page, branding and content</li> <li>• Access to relevant recruitment insights (e.g. analysis/graph) of coverage and reach to tap the right market based on prospective job titles if available</li> </ul>

<sup>1</sup> The Netherlands, Belgium, Spain, Austria, UK, Italy, France, Switzerland, Poland, Hungary, Denmark, Germany, Slovenia.



- Post, edit and promote job roles in a simple, attractive and efficient manner
- Access and download candidate applications and information
- Individual logins for HR team members to ensure advertised positions are accessible within the team
- Easy access to manage jobs posted previously by the HR team

**General**

- Simple system functionality and enjoyable user experience
- Value for money licensing model
- Flexibility to increase or decrease the job slots based on the recruitment needs over time
- Prominent presence of the company based on profile of the applicant
- Enhanced reach and coverage from integrated related platforms where possible
- Industry best practice security and data protection compliance

**Licenses**

Quotation is requested at the following (approximate) usage tiers. EIT Climate-KIC should have the ability to scale up **and down** periodically during the contract period with no minimum commitment. We will request scale pricing features in the final contract.

- Concurrent ads posted: 10, 20 and 30 (quotes should clarify if posting the same role in different locations uses more than one post)
- HR access: 4+ (if additional cost per HR user, this should be clearly specified)
- Marketing/Communications access: 1+ (if applicable)

**Other**

The proposed solution should enhance EIT Climate-KIC’s brand image and presence in support of a successful recruitment strategy. This may include direct interfacing to relevant social media channels that aim to promote job listings.

The online job board should be supported by a robust ecosystem surrounding the technology that includes user community forums, support articles, user guides and training material.

The platform should have low latency, fault tolerance and 99.99% + uptime.

Other desirable capabilities may include:

- Access to a candidate CV database, searchable by relevant criteria (e.g. profession, job title, experience, etc.) where EIT Climate-KIC could contact candidates directly
- The ability to attract passive candidates through content (e.g. sponsored jobs and updates which targeted candidates via social media feed)

The following are excluded from scope:

- Recruitment/talent hire services
- National or profession focused recruitment platforms

Timeline	
Deadline for receipt of expressions of interest	23 <sup>rd</sup> September 2021

Date EIT Climate-KIC will send bid documents	24 <sup>th</sup> September 2021
Deadline for receipt of proposals	27 <sup>th</sup> September 2021, 5 pm cet
Proposal must be valid for	6 months

<b>Contact Details to register your Expression of Interest</b>	
Contact person	Jyoti Paul/ Edyta Ulasiuk
Contact person's role	Coordinator, People team/ HRBP
Email	<a href="mailto:hrqueries@climate-kic.org">hrqueries@climate-kic.org</a>

