



You are drafting your form. You can select Walk Me Through It for more information on the different sections. Fill out the questions in the form below then submit your response to Atlassian Corporation Plc.

#### ISSUING COMPANY

**Atlassian Corporation Plc**

#### SUPPLIER COMPANY

**Draup**

#### PRIMARY CONTACT

**Jyothi Bawa (mailto:jbawa@atlassian.com)**

#### DESCRIPTION

## Introduction

Atlassian Pty Ltd hereby invites your company ("Participant") to submit a proposal to provide external labour market intelligence (LMI) data and analytics. Atlassian is seeking proposals from qualified LMI firms that can support our strategic initiative to inform workforce planning and talent development.

**The primary objective of this initiative is to select a Labor Market Intelligence (LMI) vendor to provide robust, data-driven insights that will empower Atlassian to make informed, strategic workforce decisions. The selected LMI solution should enable the organization to analyze external job market trends, skills availability, and talent supply and demand. By leveraging these insights, Atlassian aims to enhance its talent acquisition strategies, identify and address skills gaps, benchmark against competitors, and support long-term workforce planning. Ultimately, this initiative seeks to ensure that Atlassian remains agile and competitive in a rapidly evolving labor market by integrating comprehensive external labor market data into its decision-making processes.**

Atlassian seeks progressive, responsive suppliers who will achieve outstanding service and performance in conjunction with competitive pricing. This inquiry should not be construed in any manner to be an obligation to enter into an agreement or to result in any claim for reimbursement of costs for any effort expended by your organization relative to this Request for Proposal "RFP".

The Request for Proposal is a process that allows Atlassian to present prospective suppliers the needs and plans of our organization. The intent is to share information between Atlassian and suppliers in order to foster the development of common understanding and expectations. Atlassian does not seek any proprietary or company confidential information as part of your proposal. All information and data contained in your proposal should be submitted on an unrestricted basis.

## Part 1 - Company Background

Atlassian unleashes the potential in every team. Our products help teams collaborate, build software and serve their customers better. Over 300,000 large and small organizations use Atlassian's tracking, collaboration, communication, service management and development products to work smarter and deliver quality results on time. Our products serve teams of all shapes and sizes, in virtually every industry, and include Jira, Confluence, Trello, Bitbucket, Jira Service Management, Loom, Jira Product Discovery, OpsGenie, Statuspage, Bamboo, Crowd, FishEye, Rovo, Jira Align, Atlassian Guard, Atlassian Analytics, SourceTree and Compass.

## Part 2 - Timetable

The following table describes key milestone dates of this selection process:

### Request for Proposal Process

Event	Due Date
<b>Request for Proposal Process</b>	
RFP Issued to Participants	Sep 10, 2025
Participants' Intent to Respond (via Email) to Atlassian Project Manager	Sep 12, 2025
Clarification Questions Due from Participant any time between Sep 12, 2025 to Sep 19, 2025	Sep 17, 2025
Answers to Clarification Questions Supplied to Participants	Sep 21, 2025  Please note all Q&A will be submitted to all participants
RFP Responses Due Date:  To Jyothi Bawa – <a href="mailto:jbawa@atlassian.com">jbawa@atlassian.com</a> ( <a href="mailto:jbawa@atlassian.com">mailto:jbawa@atlassian.com</a> )	Sep 26, 2025

### Vendor Solution Demonstrations

Event	Due Date
<b>Key capability and use case demo</b>	Mid to late September
<b>Follow-up demo</b>	Early October

For price discovery, we may use an Auction process and may invite all the suppliers or just the shortlisted suppliers.

## Part 3 - Confidentiality and Use of Information

### Participant Information

Atlassian reserves the right to use information submitted in response to this document in any manner it may deem appropriate in evaluating the suitability of the proposed solution. Materials submitted by the Participant that are considered confidential must be clearly marked as such. In the event that confidentiality cannot be afforded, Participant will be notified and will be permitted to withdraw its response.

Atlassian reserves the right to use any and all ideas presented in any response unless Participant identifies such ideas as proprietary in the response. In no event will an objection be considered valid with respect to the use of such ideas that: are not the proprietary information of Participant and so designated in the response; which were known to Atlassian before submission of such response; or properly became known to Atlassian thereafter through other sources.

### Atlassian Information

The information contained in this document is proprietary to Atlassian. Participant, in consideration of being given this opportunity, agrees to treat all the information contained in this document as confidential to Atlassian. The information is to be used by the Participant only for the purpose of preparing a response, will not be disclosed to third parties, and will be returned to Atlassian upon request. The information in this document may not be used or shared with other parties for any other purpose without first obtaining Atlassian's written consent.

# Pre-Contract Obligations, Negotiations and Understandings

Atlassian will not reimburse the Participant for any costs incurred in submission of this proposal. This includes costs for accomplishing studies or procuring goods or services for the preparation of your proposal.

All statements in this RFP, understandings and agreements resulting from this RFP are preliminary; consequently, Atlassian has no obligation to the Participant whatsoever until a formal written contract is executed.

Atlassian reserves the right to accept or reject any and all proposals at its sole and complete discretion and to enter (or not enter) into an agreement with the Participant(s) of its choosing. The initiation and continuation of any process is not a commitment by Atlassian to retain any Participant or to purchase its goods or services.

## Part 4 - Proposal Preparation Response Validity and Protocol

The pricing and terms submitted within Participant proposals should be valid for a minimum of one hundred eighty (180) days from the date of submission.

This document represents the best estimate of Atlassian's requirements. Atlassian reserves the right to adjust the specifications or scope of effort stated in this document.

## Proposal Administration

### Atlassian Primary Contact

All questions and responses for this Request for Proposal (RFP) should be directed to the person as the Primary Contact, above, and submitted through the [Message Center <https://scoutdocs.zendesk.com/hc/en-us/articles/205795958-Message-Center-Contact-the-Sourcing-Team>](https://scoutdocs.zendesk.com/hc/en-us/articles/205795958-Message-Center-Contact-the-Sourcing-Team). Responses to questions submitted to Atlassian by any Participant may be shared with all Participants as appropriate.

### Participants

Participant shall provide Participant's Primary Contact which all communication should be directed during this RFP process. If the Participant's Primary Contact is other than the recipient of this RFP, the Participant should specify its Primary Contact to the Atlassian Primary Contact through the [Message Center <https://scoutdocs.zendesk.com/hc/en-us/articles/205795958-Message-Center-Contact-the-Sourcing-Team>](https://scoutdocs.zendesk.com/hc/en-us/articles/205795958-Message-Center-Contact-the-Sourcing-Team).

Any explanation desired by the Participant regarding the meaning or interpretation of any provision contained herein must be submitted in writing to the Atlassian Primary Contact through the [Message Center <https://scoutdocs.zendesk.com/hc/en-us/articles/205795958-Message-Center-Contact-the-Sourcing-Team>](https://scoutdocs.zendesk.com/hc/en-us/articles/205795958-Message-Center-Contact-the-Sourcing-Team).

### Participant Communication with Atlassian Staff and Agents

From the date that this RFP is issued until a determination is made and announced regarding the selection of one or more finalist Participant(s), contact between Participant and individuals employed or otherwise engaged by Atlassian is prohibited unless otherwise permitted by the Atlassian Primary Contact.

### Participant Presentations or Conference Meetings

At Atlassian's option and invitation, presentations by the Participant may be requested for the purpose of explaining or clarifying any unusual or significant elements related to the responses. Participant shall not be allowed to alter or amend their proposals or conduct negotiations during the presentation process.

Only representatives of Atlassian and the presenting Participant will be permitted to be present at the oral presentations.

Any costs incidental to an oral presentation shall be borne entirely by the Participant and shall not be compensated by Atlassian.

## Part 5 - Proposal Requirements

This section was developed to provide Participant(s) with the necessary information to allow and to prepare a comprehensive response. This section contains solicitation information and procedures, response submission instructions, and general response format requirements. Participant is expected to carefully examine all requirements stipulated in this document and respond to each requirement in the format prescribed.

## Your Proposal Must

1. Clearly specify the person in your organization who will be Atlassian's contact point for any queries concerning the RFP process or your Proposal;
2. Document any key assumptions that you have made in preparing your Proposal;
3. Address each issue/question in the order that they arise in the RFP (and clearly indicate which issue/question is being addressed);
4. Confirm your commitment, if selected, to using Atlassian's AGREEMENT, included with this RFP, as the master agreement. Any terms in the agreement that require further discussion or that require additional negotiation must be noted in your response, through

comments to the agreement.

# Alternative Responses

Atlassian, at its sole discretion, may entertain alternative responses or responses that deviate from Atlassian’s requirements as described further herein, provided the Participant also submits a response for such requirements. Alternative responses may be considered if overall contract performance would be improved but not compromised, and if in the best interests of Atlassian. Alternative responses must clearly identify deviations from the primary response and allow such deviations to be fully evaluated. Alternative responses will be evaluated only after the primary response has been evaluated. If alternative responses are submitted without a primary response, the alternative response will be rejected.

# Evaluation and Selection

The Atlassian Evaluation Team will judge each response based upon their understanding of the responses. Atlassian will conduct a fair, impartial, and comprehensive evaluation of all responses. If applicable, a contract will be awarded, taking into consideration the best interests of Atlassian.

Atlassian reserves the right to make a contract award without any further discussion with the Participants regarding the responses received. Therefore, responses should be submitted initially on the most favorable terms available to Atlassian from a price, contractual terms and conditions, and technical standpoint. Atlassian, however, reserves the right to conduct discussions with Participants who submit proposals that pass the initial screening process of this document.

Atlassian is not under any obligation to reveal to a Participant how a response was assessed or to provide information relative to the decision-making process.

# Evaluation Criteria

We will be evaluating the success criteria based on each pilot project through user feedback and performance metrics, as well as adherence to the evaluation criteria of this RFP, which may include, but not be limited to, the following:

- Solutions that align with Atlassian’s scope and goals
- Price competitiveness
- Acceptance of Atlassian’s contract terms
- Compliance with Atlassian Security Requirements
- Alignment with Atlassian Climate Goals
- Appreciation of a long-term picture and desire to have a better, long-term working relationship with Atlassian
- Ability to demonstrate a flexible approach and resource options
- Quality of the account management team and the Participant’s capabilities
- Alignment with Atlassian’s culture
- Compliance with Atlassian’s rules of engagement in this RFP

Atlassian scope and goals criteria include (but are not limited to):

Requirement Category	Definition:
User Interaction and Experience	The richness of the tools capabilities enabling users to have a more productive and satisfying experience.
Integration	The capacity to leverage external data and functionalities, as well as to integrate with downstream tools within the development toolchain.
Performance and Efficiency	How well does the tool perform at scale, with complexity, and with large projects?


Your company is particularly encouraged to include any deviations and alternate approaches from the stated requirements that will result in performance/quality improvement and/or cost reduction. Such approaches, however, must be duly noted and included in addition to a responsive, compliant proposal.

Atlassian expects Participants to tender a firm price offer for the services and/or goods specified in this RFP. Participants' price proposal must be fully and accurately describe all costs, and shall be structured in accordance with the format requested.

Your company, by submission of the proposal, represents that any employees, consultants, or other persons connected to Atlassian who have been or are associated with your company have not participated in the preparation of the proposal. ***Please include a statement in your cover letter acknowledging this requirement.***

# Part 6 - Requirements

## Services

### Overview

Please provide a proposal based on your capabilities, relevant experience, and your proposed offering to meet the needs **outlined** in this RFP.

## 1 | Data Coverage & Quality

Please address the following:

1. **Geographic Reach**
- What regions and countries does your labor market data cover (e.g., US, Western Europe, APAC, China, South Korea, Japan, South America)?
  - Are there any notable limitations by geography?
2. **Data Consistency and Accuracy**
- How do you ensure data accuracy and consistency across different geographies and time periods?
  - What quality assurance processes are in place?
  - How does the product accounts for ghost postings and reposts of jobs?
3. **Granularity by Role and Function**
- How granular is your data in terms of job families, roles, seniority levels, and industry?
  - What is your level of confidence in data accuracy across different job categories?
4. **Institution-Level Talent Supply Data**
- Can you provide insights at the university or institution level (e.g., graduate output, subject focus, hiring patterns)?
  - How frequently is this data updated?

## 2 | Labor Market Insights

Please provide information on:

1. **Role-Specific Hiring Trends**
- Do you provide demand trend data for specific personas (e.g., full-stack developers, cybersecurity analysts)?
  - How is this data segmented (e.g., by industry, location, experience)?
2. **Emerging Roles and Skills**
- How do you identify, track, and classify new or emerging job roles (e.g., AI prompt engineers)?
  - What mechanisms are used to detect evolving labor market trends?

**3. Real-Time Demand Data**

- Do you provide real-time or near-real-time data on job postings and hiring activity?
- Can this data be filtered by role, skill, and geography?

**4. Compensation and Benchmarking**

- Do you provide salary benchmarks by role, seniority, and region?
- How is compensation data collected and validated?

## 3 | Competitive Intelligence

Please respond to the following:

**1. Competitor Talent Activity**

- Can you provide insights into competitor hiring strategies, layoffs, acquisitions, and talent movements?
- How current is this data and what are the primary sources?
- What is the expected/typical lag time between competitor events/activity and reflection in platform?

**2. Market Benchmarking**

- Do you support benchmarking of hiring activity, talent density, or compensation against industry peers?

**3. Geographic Skills Mapping**

- Can you identify and visualize geographical hotspots for specific skills or roles?
- How frequently is this mapping refreshed?

## 4 | Skills & Workforce Planning

Please detail your capabilities in:

**1. Forecasting and Future Skills**

- Can your platform forecast future demand for roles and skills based on market trends and external signals?
- How are macroeconomic, technological, and regulatory trends factored in?

**2. Scenario Planning**

- Do you offer capabilities for modeling workforce impact under different scenarios (e.g., recession, automation, policy changes)?

**3. Skill Adjacency and Internal Mobility**

- Can your solution support identification of adjacent skills and internal talent pathways?
- How is this data derived and applied?
- Does the platform map to existing global standards (Onet, ESCO, ANZSCO, etc.)

## 5 | Platform Capabilities & Integration

Please describe:

**1. HR System Integration**

- What integrations are available with HRIS, ATS, or BI platforms (e.g., Workday, SAP, Greenhouse)?
- What data exchange methods (e.g., API, flat file, SFTP) do you support?

**2. Analytics and Visualization Tools**

- What tools are available for users to explore, visualize, and interact with the data?
- Are dashboards customizable by user role?

**3. API and Self-Service Access**

- Do you offer API access for programmatic data use?
- What technical documentation and support is provided?

**4. Service Levels and Support**

- What are your SLAs for platform uptime, data refresh frequency, and issue resolution?
- What support models are available (e.g., email, live chat, dedicated CSM)?

## 6 | Compliance, Ethics & Data Governance

Please provide responses to the following:

**1. Privacy and Regulatory Compliance**

- How do you ensure compliance with data protection regulations such as GDPR, CCPA, and others?
- How is personally identifiable information (PII) managed or anonymized?

**2. Data Provenance and Transparency**

- What are your primary data sources?
- How do you validate and disclose data provenance?

**3. Bias Detection and Ethical Considerations**

- Do you take steps to detect and mitigate bias in your data?
- How do you ensure ethical data use and representation?

## Pricing Structure

Potential suppliers must submit an all-inclusive line-item budget (with a breakdown of all relevant SKUS) that highlights all services and costs associated with the services. Please make sure to include all account management, support, implementation fees etc.

## Supplier Questions

Please complete the questions listed in this RFP including attachments related to security/legal questionnaires and submit as part of your response.

Use the message center to contact Atlassian Corporation Plc team with questions about submission requirements.

1

Announcements received from Atlassian Corporation Plc team

0

Answers have been posted to all suppliers

0/0

Of your questions have been answered


NAME

Enter Name

EMAIL

Enter Email

ADD

NAME	EMAIL	STATUS	ACTIONS
Sowmyashree Bhat	sowmyashree.bhat@draup.com	Invitation Accepted	
Austin Brockert	austin.brockert@draup.com	Invitation Accepted	

All times are displayed in the New Delhi time zone. You can change this in your [User Profile \(/users/edit\)](#).

YOUR RSVP WAS RECEIVED

9/12/2025 at 11:30 AM IST (GMT+05:30)

[Need to change RSVP?](#)










9/26/2025 at 11:30 AM IST (GMT+05:30)

[illegible]

9/11

DOCUMENT	DESCRIPTION	REQUIRED	CONTAINS PRICING	FILE NAME	ACTIONS
SaaS Supplier Questionnaire		No	No	No File Uploaded	<div>UPLOAD ...</div>
Price Sheet		No	No	No File Uploaded	<div>UPLOAD ...</div>
Legal SaaS Agreement		No	No	No File Uploaded	<div>UPLOAD ...</div>
Other Legal documents		No	No	No File Uploaded	<div>UPLOAD ...</div>



Attach documents to submit with your response. File size limited to 5GB.

DRAG/DROP DOCUMENTS or [BROWSE FILES](#)

EXPORT

IMPORT

DESCRIPTION

Enter additional comments



Select Submit Bid to send your Bid to Atlassian Corporation Plc. You can still submit questions to Atlassian Corporation Plc and revise your Bid before the deadline.

When you select Preview, you can view your Bid as Atlassian Corporation Plc would view it.

[PREVIEW\(/BIDS/3704810/PREVIEW\)](#)

[SUBMIT BID](#)