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| **PROJECT** | Graduate Surveyors – ERM System |
| **RE:** | Clarification 01 |
| **Date** |  |
| **Tenderer Name** |  |

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| **Technical & Commercial Clarifications** | | | | |
| **ID No** | **Description/Source** | **Graduate Surveyors Queries** | **Verbat Response** |
| 1.01 | Portal for Candidates, Companies and Client | We won’t house resume. That is not the aim. The aim is for recruiter to print GS resume if needed. All details for candidate will be listed on their database profile.  Attached example. We would also like Verbat to provide case studies of previous examples. | It is stated in the SRS that the website won’t upload resumes. There is a page for the user to register with his profile detail and career details which may be exported into a standard CV  Format. |
| 1.02 | Portal for Candidates, Companies and Client | Please advise what Web 2.0 is? | The second stage of development of the Internet, characterized especially by the change from static web pages to dynamic or user-generated content and the growth of social media.  Refer : https://en.wikipedia.org/wiki/Web\_2.0 |
| 1.03 | Collect multiple resumes by publishing job openings? | need further clarification on this point. | Refer Graduate Surveyors Tender Document Rev 1 (Feb18) Final section 1.1 under benefits of graduate survey.  Job openings invite job applicants to apply for jobs. This entails creation of their career profile. A career profile reflects the resume of the applicant. Hence multiple resumes can be obtained by publishing a job |
| 1.04 | A mobile ready and responsive platform that can be used by Graduate Surveyors while on the go | Both in landscape and portrait across all mobile and tablet devices. | The application developed will be a responsive web application. Hence it will be designed to scale on a mobile or tablet browser (both landscape and Portrait). This means that this is neither a Hybrid nor a native application. The UI might look cluttered on small screens (for ex. on versions prior to an IPhone 5S) |
| 1.05 | A Unified platform that integrates well with Job boards and social media | Have Verbat considered how they are going to integrate with these job boards and the cost for obtaining the same? | We have assumed a rough guesstimate for job board integration. However this needs to be finalized based on the job boards with which you wish to enter into partnership with. We expect that you will make the API’s of these Job boards available for Verbat to integrate. Our estimate is based on the integration of a single Job board. |
| 1.06 | Content Management | Will we be able to export content onto Microsoft office packages, excel etc? i.e user information and statistics. We will be able to manage content front end and back end. | We will be able to export the data to Excel. This is in the Effort Estimate |
| 1.07 | Ad Space Management | The employer will be able to purchase ad space throughout the website. Location to be specified by Graduate Surveyors – static/animated banners etc. They can purchase this through their dashboard. LinkedIn to payment gateway. Duration to be specified. Once duration is over they can renew. This will come on their invoicing and remain on their account. Graduate Surveyors will have to approve this before it is published. | This has been considered |
| 1.08 | Review profiles | Employer can source, filter/shortlist candidates based on smart search. Refer to personal information for search functions/criteria. | Search Functionality has been included |
| 1.09 | Employer Registration | The question master is missing for this section | We have added Estimate for Question master in the Effort Estimate |
| 1.10 | Email Notification | A message needs to be sent on the Graduate Surveyors platform. This will then send a push notification to the user in order for him to check his/her mail. Remember we want users to retain on the website. Please refer to Workable example. | This has been included in the estimate |
| 1.11 | Update job creation | This will be done through the application tracking process. Graduate Surveyors Admin will be notified when/if employer closes a job. Admin has to approve before job is removed from Application tracking  Please also refer to 2.15. Will employer be able to drag and drop information in job description tab (SRS doc). | Drag and drop functionality will not be there. However notification will be implemented |
| 1.12 | Upload documents | Please remove. This will take too much storage space and has no use on the website. | We have not considered upload of resumes, however you have clearly indicated the need for DMS functionality which includes upload of images, movies and reference documents |
| 1.13 | Apply for job | We want employer and candidate to retain on the platform. We don’t want to follow the traditional recruitment model. We want them to screen candidates using Graduate Surveyors portal and use the application tracking system to execute the transaction. Again, please refer to <https://www.workable.com/create-careers-pages> | Prescreening forms for job applications shall be provided. |
| 1.14 | Candidate Documents | This is fine, however, please be mindful if we have 100,000 users, there will be excessive storage needed to hold this kind of information. Please advise if you are aware of software which can compress this information without compromising additional costs.  Also note once candidate completes their profile a resume is created in Graduate Surveyors format. Has this been considered? | There is a page for the user to register with his profile and the details will automatically convert into a standard CV format. It is included in the Estimate |
| 1.15 | Candidate Forum | Has this been considered? Can the admin delete chat, block users from the forum only. Send direct messages etc. We want to mediate the entire forum especially to regulate content and discussions. Employers will not be allowed to enter this part of the site. Please also refer to 2.16 of SRS document | A standard forum similar to PHPBB will be implemented. This should cover all of the functionality that you had requested. |
|  | Front End Web Site | We assume that Verbat will create front end website from scratch. Back end has been discussed in detail and noted clearly in the proposal. This forms part of your scope. | The estimate for the front end website has been included |
| 1.16 | Hosting | Verbat will provide advice on hosting/domains/servers to ensure successful operation and maintenance of platform through and during the project. | Absolutely, We will provide valuable advice if needed |
| 1.17 | Project breakdown | We would like a breakdown of your programme to better demonstrate how the project will be delivered. This will allow us to better plan when to provide content, and also evaluate payment terms discussed herein. | We shall provide a rough draft of the plan in the proposal |
| 1.18 | Risk | Please advise Graduate Surveyors on any risks pertaining (foreseeable) to the project/technology/proposal. | We have not identified any critical risk issues |
| 1.19 | Corporate VIdeo | Corporate video has not been considered part of your offer. Please advise. | We do not have any expertise in video productions, However we can provide solutions on staging video files on vimeo and youtube |
| 1.20 | Multiple Users /logins | There was no mention of multiple logins from employer side. This has been stated in SRS document. Please refer to section 3.4 of SRS | There is a page to add users in the Recruiter Module, where the admin can add users. |
| 1.21 | Insights | We would highly recommend that Verbat obtain free trail and/or demo on Crelate or Bullhorn website. This provides extensive insite into a good Application Tracking software. | Will do, however the requirements drive our development efforts. Functionality on the Bullhorn site that has not been covered in the initial requirements shall not be covered |
| 1.22 | Features Ignored | These sections were not expanded within your proposal.   |  | | --- | | Advertisement | | API Configuration | | Job Board Integration | | Payment Gateways | | Google Analytics | | Membership Plan Details | | We have provided an approximate Estimate for these sections. |
| 1.23 | Other – Branding | We don’t have specific branding guidelines. Verbat to propose and advise Graduate Surveyors. Including Colour themes etc. | Verbat’s designers are experts in brand designing. |
| 1.24 | Other – Branding |  |  |
| 1.25 | Other – Themes | How much are the themes? Please provide some examples, | Sample prices of themes range from $20 -$100 |
| 1.26 | Other – Super Admin | What is Super admin please advise. | Super admin manages the application and will be responsible for creating users, assigning roles, adding master data, editing site content etc. |
| 1.27 | Other - API and Gateway Integration | Verbat to advise on the technical and logistical aspects of integration. You are the specialist company, we are unaware of how these integrations can be implemented practically. | Payment gateway integrations as well as integrations with job boards or any software integrations can be handled by Verbat, however we will not do procurement services unless otherwise stated. |
| 1.28 | Other - Google Analytics Account | Verbat to advise on this. We are not a specialist company. | Google analytics is a free account. Verbat can provide guidance on how to manage your analytics account |
| 1.29 | Recommended Chat Plugins to be provided by client | Verbat to advise on this. We are not a specialist company. | Chat plugin cost vary based on functionality. We have very good experience integrating these plugins. Verbat shall advice the client on chat plugins |
| 1.30 | Final data needs to be manually entered by the client | Verbat to advise which data is required within a reasonable timeframe | This applies to site content and master data requirements |
| 1.31 | Integration with third-party, if any, other than mentioned in the functional specifications | Verbat to advise. Particularly with special media and job boards. | Will do |
| 1.32 | Other – Costs | Please advise on any other foreseeable costs which Graduate Surveyors may incur during the time of implementation. | All costs shall be included in the proposal |
| 1.33 | Other – platform | Please advise why Verbat have considered the chosen platform to host the website. What are the advantages/disadvantages of using these platforms | Verbat chose to use the .net platform with MSSQL server as the back end server. Please advise if you have something else in mind |
| 1.34 | Other – Roles and Responsibilities | Where does your developers sit? UAE? Graduate Surveyors will want to meet the relevant people if Verbat are chosen to deliver the project. We want to see individual person(s) work upon agreeing to sign a contract. | The site developers are located in India. Verbat Dubai to frame the response |