

**Title:**

IFIB-ACT-SACT-25-01 Part E Capability Development Management Support (CDMS)
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**Reference:** Q&A #1**Date of Issue:** 9/3/2025

The following questions were raised with respect to subject **IFIB-ACT-SACT-25-01-Part E Capability Development Management Support**. Responses are to provide clarification.

Questions	Responses
1. Please confirm whether by 'partial bidding' you are referring to bidding per labour category or to the number of CVs submitted?	1. Bidders may submit up to the maximum number of candidates per labour category or all three labour categories.
2. If tenderer decides to bid for LC27 – is it required to submit CVs for all positions a-e?	2. See response 1
3. Is it accepted to submit one CV per more than one position?	3. The bidder may submit the same CV for multiple labour categories.
4. LC27 Requirements matrix: Based on the matrix for all five positions under LC 27, the same matrix appears to be applied. However, when reviewing the individual positions, each has different specific requirements. Should the matrix remain the same for all positions, or will it be amended? Alternatively, should we emphasize for which specific position we are adding the candidate?	4.HQ SACT intends to award to the five candidates with the highest combined totals scores. HQ SACT COTR will assign the candidates to specific tasking after award based on need. If a candidate has a particular interest or strength in one of the five roles, they may identify that for consideration.
5. LC27 has 5 roles within it. Are we to submit candidates against each subcategory (27a, 27b etc) or do we submit 5 people generally and ACT will decide which role they will go into.	5. HQ SACT intends to award to the five candidates with the highest combined totals scores. HQ SACT COTR will assign the candidates to specific tasking after award based on need. If a candidate has a particular interest or strength in one of the five roles, they may identify that for consideration.
6. Do any of the positions allow a remote or hybrid work schedule?	6. No. Remote or hybrid schedule will not be considered.
7. Would the government consider modifying the 27 a-e, Staff Officer Military matrix to allow a Bachelor's degree to receive 1 point so that a very viable candidate without a master's can be considered?	7. Yes. One (1) point for a bachelor's degree. See Amendment 1 to IFIB-ACT-SACT-25-01 Part E.

<p>8. LC27a-e: The grading criteria for all 5 unique positions is identical. How will candidates be separated/differentiated?</p>	<p>8. HQ SACT intends to award to the five candidates with the highest combined totals scores. HQ SACT COTR will assign the candidates to specific tasking after award based on need. If a candidate has a particular interest or strength in one of the five roles, they may identify that for consideration.</p>
<p>9. LC27a-e: If positions will not be differentiated for grading, will each submission be looked at to fill positions within the LC regardless of which position they were submitted against?</p>	<p>9. HQ SACT intends to award to company(s) offering the five candidates with the highest combined totals scores. HQ SACT COTR will assign the candidates to specific tasking after award based on need. If a candidate has a particular interest or strength in one of the five roles, they may identify that for consideration.</p>
<p>10. LC27a-e: For the University degree grading criteria, completion of a War College is graded higher than any postgraduate degrees (Master, PhD, etc.). Is this correct?</p>	<p>10. Yes, for this solicitation the War College (i.e. highest military education for OF5/Colonels, equivalent to NATO Defence college) is consider the highest value.</p>
<p>11. LC28: In the Taskings section, Task 4 requires the delivery of a tool roughly 30 days after bid closure (OCT 25). With notification and security requirements, likely candidates would have only two weeks to develop a product for ACT (best case scenario). Is this correct?</p>	<p>11. This is correct. The ambitious timeline is acknowledged, as it marks the start of reporting for the year 2026. The selected contractor will be tasked to advise on, and shape the template for, Excel-based collection of travel plans such that it can be integrated with later travel execution approval tools.</p>
<p>12. LC28: Will this category be a single award for both positions? If not, what is the discrimination criteria for deciding which contractor will be retained beyond the first Option Period?</p>	<p>12. LC28a covers the base period and both optional periods, LC 28b covers the base period and the first option period, and LC 28c covers only the base period. HQ SACT intends to award to the company(s) offering the three candidates with the highest combined total scores. The candidate with the highest combined total will be considered LC28a, the second – LC28b, and the third – LC28c. Award notification will include the period of performance for clarity.</p>
<p>13. Is there a possibility of additional extensions beyond the period of performance for LC 27? This is a “relationship” intensive set of positions and would likely extend beyond the single option year listed</p>	<p>13. No, Period of performance ends 31 December 2027. If there is a requirement that extends beyond 2027 then a new competitive bidding process will be accomplished.</p>
<p>14. Several of the roles within LC 27 contain several divergent skill sets and extensive experience in each graded criteria. Will grading be adjusted or expanded as the level of NATO specific experience for full points award?</p>	<p>14. Grading criteria will not be expanded beyond what is listed in the below grading criteria.</p>

15. Several positions list tasks requiring the position to act as lead (27c and 27d). Is this correct?	15. No. See amendment 1 to IFIB-ACT-SACT-25-01 Part E.
16. What level of engagement is expected (and associated travel) for the positions in LC 27?	17. Travel up to 30 days/year level of engagement up to generals, or ambassadors, or political directors of central administration.