

Subject:

IFIB-ACT-SACT-26-02 PART A – Q&A #2

Reference: Q&A PART #2

Date of Issue:

**10 OCT 25**

The following questions were raised with respect to subject **IFIB-ACT-SACT- 26-02 CDMS**. Responses are to provide clarification.

Questions	Responses
<p>1. Please could you describe ACT's plan for remote working practices for labour categories 11, 13, 14, 15 and 16 and their interaction with the wider team? We are wondering specifically about the provision of collaborative tooling, if it is to be provided by ACT or the Contractor. In the event of the contractor, is there a requirement to allow access to their tooling to ACT staff and/or other contractors? Categories of tooling:</p> <ul style="list-style-type: none"> <li>a. Compute/storage resources: e.g. cloud solutions such as AWS/Azure</li> <li>b. Software development tools : such as code repositories (e.g. Git repo), backlog/task tracking (e.g. Jira), pipeline tooling (e.g. ADO pipelines, GitHub Actions), code quality monitoring (linters), security management (e.g. API key store),</li> <li>c. Communications in addition to email: virtual meeting tool (e.g. zoom, Webex), chat tool (e.g. slack, Microsoft chat).</li> </ul>	<p>1. HQ SACT Innovation Branch has its own DevOps platform with all the necessary tools for development and communication to cover a, b and c. Nothing is required from the Contractor side in terms of this.</p>
<p>2. The IFIB refers to delivery of Minimum Viable Products (MVP) to meet immediate operational needs and experimenting with novel solutions. Will any of the MVPs built be productionised? If yes, does responsibility for ongoing maintenance, support sit with ACT or the Contractors?</p>	<p>2. This will be a level of effort contract. The contractors will be asked to perform their tasks in accordance with the LC tasking regardless of the fact that an MVP is in production or not.</p>
<p>3. Regarding the use of remote Labor Categories: 11, 13, 14, 15 and 16, is ACT expecting to be able to make use of all resources immediately on contract award or is ACT expecting a gradual build-up?</p>	<p>3. HQ SACT intends to make use of all the resources immediately on contract award</p>

4. The evaluation criteria favors very experienced personnel. When forming a large software development team, we find it more cost-effective to form a team of junior and senior developers. Would ACT consider forming a balanced team (in terms of experience) for Labor Categories 11, 15, and 16? Or is the intention to have a highly experienced team?	4. The intention is to award the contractors based on a ranking that is compiled through a combination of the matrix requirements score and the cost, as described in the SOW. Cost effectiveness is stated by the SOW award ratio. The composition of the teams will be decided after the award.
5. Could you please clarify whether travel is anticipated for contractors working off-site?	5. There may be some travel for remote contractors, based on the project requirements but we do not anticipate more than 3 weeks/year for few and for most of them no travel at all.
6. For the remote roles, should contractors be expected to utilize their own equipment, or will ACT provide the necessary hardware/software?	6. Contractors should be expected to utilize their own hardware (e.g. laptop, workstation, etc.), to access HQ SACT DevOps platform.
7. Could you please confirm the time zone alignment for the remote positions?	7.The remote contractors need to work in the ET time zone.
8. Could you please confirm whether the evaluation matrix for LC5 has a total of 90 points?	8. 100 points are possible – see Amendment 2
9. Could you please confirm whether the evaluation matrix for LC22 has a total of 88 points?	9. 100 points are possible – see Amendment 2
10. Could you please confirm whether the evaluation matrix for LC26 has a total of 110 points?	10. 100 points are possible – see Amendment 2
11. Could you please confirm whether the evaluation matrix for LC38 has a total of 88 points?	11. 100 points are possible – see Amendment 2
12. Regarding the period indicated for POP (January 2025 - December 2025), is this a typographical error, and should it instead cover only the year 2026?	12. This should be January 2026 – December 2026 – see amendment 2
13. LC 20 on page 2 is designated as on-site, while the Scope of Work on page 112 references it as a remote role. Could you please clarify this discrepancy?	13.The position is remote - see amendment 2
14. The requirement, as stated, asks for CVs and compliance matrices to be incorporated directly within the main bid document, i.e, technical proposal. Given that the volume of material is substantial	14. It is acceptable to send more than one technical volume due to size limitations, but content should be consolidated into the fewest PDF documents possible rather than individual folders per labour category. Each PDF document should be clearly labeled 1 of XX, 2 of XX, etc.

<p>(approximately 70 candidates), we are concerned about the risk of cross-referencing errors when linking CVs with the compliance matrices and performance references.</p> <p>Could you please confirm whether it would be acceptable to provide all supporting materials (CVs, compliance matrices, and past performance citations) in one document in clearly organized, separately labeled folders by LC and candidate name, with appropriate references and hyperlinks in the main document, instead of embedding all materials directly in the core technical proposal? To facilitate the evaluation process, the technical proposal would contain a consolidated list of key personnel together with links to the corresponding folders. This approach would help ensure accuracy, readability, and proper cross-reference across such a large volume of content. Please confirm if this is acceptable.</p>	
<p>15. So if I have understood. We simply need to get a national security clearance for the company in the UK, then we use that to get one for NATO clearance, then we are able to bid?</p>	<p>15. Yes, the company must have a NATO or National Facilities Security Clearance in order to bid.</p>
<p>16. <b>Labor Category 5:</b> Contractor Support to Data Modeling and Business Intelligence Analysis Period of Performance is listed as 1 January 2025 - 31 December 2025. Can you confirm ACT's intent is for a PoP of 1 January 2026 - 31 December 2026?</p>	<p>16. This should be January 2026 – December 2026 – See amendment 2</p>
<p>17. <b>Labor Category 10:</b> IFIB PDF states 4 personnel On-site at HQ SACT, but Excel pricing spreadsheet shows 3; positions can you confirm the number of personnel needed to support Labor Category 10?</p>	<p>17. 4 Resources are required – See Amendment 2</p>
<p>18. <b>Labor Category 11:</b> IFIB PDF states 11 personnel remote, but Excel pricing spreadsheet shows 12; can you confirm the number of personnel needed to support Labor Category 11?</p>	<p>18. 11 Resources are required – See Amendment 2</p>
<p>19. <b>Labor Category 30:</b> IFIB PDF states 2 personnel On-site at HQ SACT, but Excel</p>	<p>19. – 1 is the requirement - See Amendment 2</p>

<p>pricing spreadsheet shows 1; can you confirm the number of personnel needed to support Labor Category 30?</p>	
<p><b>20. Article 11 – Content of Proposal</b>          “The IFIB encourages coordination with the HQ SACT Contracting Officer regarding the submission of previous NATO contractor experience.”          Given that the first criterion in the Compliance Matrix refers to experience within NATO or National Defense institutions, could you please advise on the expected implementation of this requirement?          Specifically, are companies expected to submit a list of proposed profiles prior to the bid submission for validation of past performance?</p>	<p>20. It is not compulsory for bidders to engage in advance of candidate submission, however, on several recent occasions, bidders have proposed candidates that have been removed from previous HQ SACT contracts due to poor performance or security violations - information that has not been disclosed to the bidder(s) in advance by the candidate(s). HQ SACT is offering an opportunity for bidders to seek confirmation of successful contract execution for any candidate with previous contractor experience with HQ SACT. Bidder should only provide the name and contract information (if known).</p>
<p><b>21. Number of Specialists per Position</b>          Could you please confirm how many specialists may be proposed for each position?          Some NATO solicitations specify a fixed number of candidates per role (e.g., 2, 3, or 5). We would appreciate clarification on whether this IFIB follows a similar structure or allows flexibility.          Example for position 27, Data Science &amp; AI Data Scientist / AI Engineer (Enablement &amp; Outreach) On-Site, can we propose multiple profiles, or just one?</p>	<p><b>21.</b> Each labour category reflects the number of personnel required and bidders may submit profiles up to the maximum number reflected. If a labour category does not specifically include a number of personnel required, it should be assumed that the requirement is for one profile only.</p>
<p><b>22. Position 11 – Full Stack Developer (Remote)</b>          The IFIB documentation states that 11 resources are required for this position, while the accompanying Excel file lists 12. Could you kindly confirm the correct number of required resources?</p>	<p>22. 11 Resources are required – See Amendment 2</p>
<p>23. LC6 - Can ACT confirm that the knowledge about Political Warfare engagement, can be proved with documented Political Warfare experience from prior conflicts or other strategic domains (outside of Russia/China) be accepted as relevant to this SOW, provided it demonstrates transferable skills, operational authorities, and coalition/interagency coordination applicable to the Russia/China strategic context and NWCC implementation?</p>	<p>23. Experience from other strategic domains may be relevant but not necessarily sufficient as the requirements clearly indicate requisite expertise on Russia and China.</p>

24. LC5 - Could ACT please clarify the correct Period of Performance (PoP) for this requirement?	24. 1 January 2026 – 31 December 2026 - See Amendment 2
25. For remote working in time zones outside VA, is working unsocial hours expected?	25. Remote contractors need to work in the ET time zone working hours.
26. Is there a planned award date?	26. Labor Categories will be incrementally awarded.