

Clarifications on issues raised by Sutra Consultancy Pvt Ltd.

S NO	Issues	Clarifications
1.	The RFP states that that the advertisement shall be done by UPSDM before the RA is taken on board to save time. Please clarify if it will be (i) online or offline submission and the applications shall come in a (i) pre specified format or in any format.	Kindly see the revised clause in the Revised RFP for HR Agency at www.upgov.nic.in
2	Where the candidates shall come through an organization like the “accountants”, it is stated that the RA will identify the agency. Please clarify if the advertisement planned also includes call for agencies like CA firms and if the criteria of finalizing the agency shall rest with UPSDM.	There will be separate advertisement for the agencies. But, RA will identify the agency through the approved criteria of selection. In case, where the RA will have to hire personnel through agency (IT specialists). RA will first identify the agency and then will provide the list of successful candidates from the selected agency.
3	There is no mention of field immersion. Can it be assumed that the selection process includes written test, GD and Interview only?	There is no field immersion. The method of recruitment will be finalized with RA after its engagement.
4	Please clarify if the entire process shall be conducted at Lucknow or there is any plan of decentralized hiring.	The written test may be conducted at decentralized locations.
5	The eligibility of candidates to be hired as given in Annex 1 of RFP for most positions state that “experience in relevant field”. For example SL.No. 1 – Manager (social mobilization and counseling) states that “10 years in relevant field”. Will these be more defined when advertisement is released? Keeping this open ended will result in difficulty while screening the applications.	It will be further clarified in the advertisement.
6	The RA will work on the applications received against the advertisement and cannot change the pool of applicants. Our understanding is that the RA has no control or responsibility on application generation and quality of candidates applying in response to the advertisement. Please clarify if this is correct.	The clause has been amended. Kindly see the amended clause in the revised RFP for HR Agency hosted on www.upgov.nic.in