***SECTION 6: BIDDER’S WRITTEN RESPONSE***

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| **6** | **BIDDER’S WRITTEN RESPONSE** – Required, Scored, Maximum Total Points Available: 900 |
| A | Describe the experience of your firm and how it is distinguished from other firms in your industry. Max -193 -    Score \_180\_\_\_\_\_\_ |
|  | Comments:  Company is PNW based and located in WA State and that distinguishes it from others. Description reads genuine and speaks to character and insights. Only thing is the length of time this company has been doing this work. I didn’t get a sense of that in the description. I do appreciate the focus on executive search recruitments. It’s clear the company is speaking to this request directly and not squeezing in the request into an already establish system that is focused on other dynamics of recruitment. |
| B | Describe your firm’s approach to successful executive level recruitments. Max – 64  Score \_\_\_\_\_\_60\_\_\_\_\_ |
|  | Comments:  Comprehensive approach that is detailed and insightful to the needs of DSHS. Appreciate the joint screening of applicants in the three opportunities provided. Lot of interaction opportunities in the process. Nice structure. |
| C | Describe how your firm will help DSHS to hire individuals whose values and career goals align with the agency.  Max – 128    Score \_\_\_\_\_\_\_100\_\_\_\_ |
|  | Comments:  Internal stakeholders are important to gain perspective but a meeting with external is vitally important too. Didn’t speak to this aspect of the process or at least list as a contingency in the process if needed. Some leadership positions need to have partnerships with the needs of the community to ensure there is support and partnerships. |
| D | Describe your firm’s active sourcing strategy to identify and attract a diverse candidate pool. Max - 193  Score \_\_\_\_\_185\_\_\_\_\_\_ |
|  | Comments:  Recognizes that the candidate pool needs to reflect the community that is served. The statement speaks to understanding the need for diversity and its candidate pool. However, I would like to see how outreach networks have been established or perhaps any that could be listed specifically. I do appreciate the example listed with DOH and its finalists of diversity. This does provide information and prior history of fulfilling a state leadership position. |
| E | Please provide information for each recruitment professional(s) that will be assigned to work with DSHS should your firm be awarded the contract. Include a resume as well as completing the following for each staff. Bidder should note that if awarded the contract, it may not reassign key personnel without prior approval of DSHS.  Max – 128  Score \_\_120\_\_\_\_\_\_\_\_ |
|  | Comments:  Two good leaders of executive recruitment work. Both have strong ties to WA State and state government and executive recruitment experience specific to our state government agencies. No resumes. |
| F | Describe your method for assuring that your services and deliverables are provided in accordance with high quality standards and for immediate correction of deficiencies.  Max – 129  Score \_\_\_120\_\_\_\_\_\_\_\_\_ |
|  | Comments:  Table does list out the methodology involved. I would have appreciated a narrative piece to provide clarity and understanding for what was listed to bring it all together. |
| G | Describe how your firm’s recruiting efforts have changed in the last few years (post-COVID-19). Max – 65  Score \_\_\_50\_\_\_\_\_\_\_ |
|  | Comments:  Doesn’t go into much description for the changes made, adapting to clients and/or prospects, or details. A very general answer. Would appreciate more information.  **805/900 = 89%** |