

**B. Evaluation Criteria****Annex B**

<b>Evaluation Criteria</b>	<b>Score</b>
<b>Experience of Consultants and personnel to be involved</b>	<b>15</b>
An average of 5 years in Organizational Development and Human Resource Management project	5
An average of 10 years in Organizational Development and Human Resource Management project	10
An average of 15 years in Organizational Development and Human Resource Management project	15
<b>Max Points</b>	<b>15</b>

<b>Credentials of Consultants and personnel to be involved</b>	<b>10</b>
At least 2 or more members of the team have Master’s degree in Management/human/public administration or resource equivalent.	3
At least 1 member of the team has doctoral degree in Management/human resource/public administration or specialized studies and another member of the team have at least 2 members of Master’s degree	5
At least 2 members of the team have doctoral degree in Management/human resource/public administration or specialized studies and another member of the team have at least 2 members of Master’s degree	10
<b>Max Points</b>	<b>10</b>

<b>Schedule/Timelines</b>	<b>5</b>
More than 14 months	1
13 months to 14 months	3
10 months to 12 months	5
<b>Max Points</b>	<b>5</b>

<b>Pricing</b>	<b>5</b>
11 million (tax inclusive)	1
10 million pesos to 10,999,999 pesos (tax inclusive)	3
9,999,999 pesos below (tax inclusive)	5
<b>Max Points</b>	<b>5</b>



<b>Approach and Methodology</b>	<b>20</b>
Use of data gathering tools	5
Use of Analytic tools (data analytics)	15
Use of three (3) or more approach or methodology	20
<b>Max Points</b>	<b>20</b>

<b>Content (Breadth &amp; Scope)</b>	<b>30</b>
<p>The consulting firm captured at least two (2) scope of work in the TOR (KRA, Major Activities and Major outputs)</p> <p>a. Project Planning and Diagnostics  b. Organizational Structure Review  c. Job Analysis, JD writing and position Classification  d. Compensation Planning  e. Communication Planning and change management and institutional transitioning</p>	10
<p>The consulting firm captured at least three (3) scope of work in the TOR (KRA, Major Activities and Major outputs)</p> <p>a. Project Planning and Diagnostics  b. Organizational Structure Review  c. Job Analysis, JD writing and position Classification  d. Compensation Planning  e. Communication Planning and change management and institutional transitioning</p>	20
<p>The consulting firm captured all the scope of work in the TOR (KRA, Major Activities and Major outputs)</p> <p>a. Project Planning and Diagnostics  b. Organizational Structure Review  c. Job Analysis, JD writing and position Classification  d. Compensation Planning  e. Communication Planning and change management and institutional transitioning</p>	30
<b>Max Points</b>	<b>30</b>

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<b>Expertise &amp; Competencies of Consultants and personnel to be involved</b>	<b>15</b>
At least 2 projects were done by the consulting firm and consultant/s to be involved in the project - Organizational structure review - Job Analysis - Job Description Writing (creation and/or modification) - Position classification - Crafting competencies - Staffing workforce analysis and planning - Job leveling - Job evaluation - Compensation planning(total benefits review and rewards scheme) - Project Planning	5
At least 5 project were done by the consulting firm and consultant/s to be involved in the project - Organizational structure review - Job Analysis - Job Description Writing (creation and/or modification) - Position classification - Crafting competencies - Staffing workforce analysis and planning - Job leveling - Job evaluation - Compensation planning(total benefits review and rewards scheme) - Project Planning	10
At least 7 project were done by the consulting firm and consultant/s to be involved in the project - Organizational structure review - Job Analysis - Job Description Writing (creation and/or modification) - Position classification - Crafting competencies - Staffing workforce analysis and planning - Job leveling - Job evaluation - Compensation planning(total benefits review and rewards scheme) - Project Planning	15
<b>Max Points</b>	<b>15</b>

<b>Evaluation Criteria</b>	<b>Score</b>	<b>Actual Score</b>
Experience of Consultants and personnel to be involved	15	
Credentials of Consultants and personnel to be involved	10	
Schedule/Timelines	5	
Pricing	5	
Approach and Methodology	20	
Content (Breadth & Scope)	30	
Expertise & Competencies of Consultants and personnel to be involved	15	
<b>Total</b>	<b>100</b>	