



**SOUTH AFRICAN TOURISM**

**SAT Tender 272/24**

**Notes for Bid Clarification**

**272/24 - Panel of Recruitment and  
Executive Agency**

**Closing date: 12 January 2024 @12h00**

### **Introduction**

This Addendum with clarification notes serves to inform potential bidders of changes, amendments, and/or clarifications made to the bid documentation. The following questions and/or changes have been received from those who are in a position of the bid documentation.

| <b>Item</b> | <b>Questions and Responses</b>                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1           | <p><b><u>Question</u></b></p> <p>Is there a briefing for this tender? And when will the answers to any questions be sent?</p> <p><b><u>Response</u></b></p> <p><b>No briefing session will be held, and answers will be posted on the 04<sup>th</sup> of December 2024 on <a href="https://www.southafrica.net/gl/en/corporate/page/tenders">https://www.southafrica.net/gl/en/corporate/page/tenders</a></b></p> |
| 2           | <p>Please also note that SBD6.1 is now included as part of the RFP document, bidders can find this annexure on all our platforms and must be returned and completed with other documents.</p>                                                                                                                                                                                                                     |

3. **Question**

Psychometric Assessments: Could you kindly clarify if there is a specific methodology you follow for psychometric assessments? Additionally, we would appreciate insight into the seniority levels of the roles for which these assessments will be required...

**Response:**

Detailed information is provided below -

| POSITION | JOB GRADE<br>(PATERSON) | ATTRIBUTES TO BE<br>MEASURED                                | ASSESSMENT BATTERY                        |
|----------|-------------------------|-------------------------------------------------------------|-------------------------------------------|
|          | <b>C2 - D2</b>          | Personality                                                 | 15FQ+                                     |
|          |                         | Ability                                                     | General Reasoning<br>Test Battery (GRT2)  |
|          |                         | Cognitive<br>Preferences<br>(Decision<br>Making/ Judgement) | Cognitive Process<br>Profile (CPP)        |
|          |                         | Capability<br>Assessment                                    | Assessment<br>Centre/Case Study           |
|          |                         |                                                             |                                           |
|          | <b>D3 - F2</b>          | Personality                                                 | 15FQ+                                     |
|          |                         | Ability                                                     | Critical Reasoning Test<br>Battery (CRTB) |
|          |                         | Cognitive<br>Preferences<br>(Decision<br>Making/ Judgement) | Cognitive Process<br>Profile (CPP)        |
|          |                         | Capability<br>Assessment                                    | Assessment<br>Centre/Case Study           |

4. **Question:**

Advertising of Positions via Media Outlets and Print Publications: Could you specify which publication house you prefer for advertising positions and the frequency of these advertisements?

**Response:**

Our preference for publication houses and the frequency of advertisements depends on the target audience and the nature of the role being advertised. Generally, we aim to select platforms that provide the best reach and visibility within the relevant talent pool. For example, the Sunday Times for executive roles. However, this would be discussed and finalised prior to publications.

The End.

