



Dear Bidders,

The IAEA received requests for further clarification concerning the solicitation **RFP 112274-SB for Recruitment Selection Tool** to which the IAEA responds as follows:

1. Pricing: Can we provide this information in our template or is there a format that IAEA would like us to follow? There isn't a template attached with the RFP documents as far as we can see.

Response IAEA: Yes, own template is acceptable.

2. Target Audience: Could you please provide indication of the target audience?

Response IAEA: Any candidate applying to any of the IAEA vacancy. More often, this particular assessment would be applied for senior level positions.

3. Competency Framework: Could you please provide IAEA's competency framework?

Response IAEA: <https://www.iaea.org/sites/default/files/18/03/competency-framework.pdf>

4. Lessons Learnt: Based on previous experience is it possible to share 'lessons learnt'?

Response IAEA: Sharing of 'lessons learnt' is not possible.

5. Reports: Executive Summary: Is this a summary of different tests or a bespoke report synthesizing the findings of various tests under the four competencies or could be either/or?

Response IAEA: Comment was provided in first Clarifications Document.

6. Personality Assessments: Is the expectation to provide computer generated versions or bespoke reports or either or?

Response IAEA: Bespoke reports are preferred.

7. Scenario Testing: As above.

Response IAEA: Bespoke reports are preferred.

8. Reasoning Ability Assessment: As above.

Response IAEA: Bespoke reports are preferred.

9. Psychological Briefings: Does this relate to providing IAEA bespoke individual candidate reports after the briefing sessions?

Response IAEA: Yes

10. Language Requirements: Would IAEA expect all tests to be available in the UN languages?

Response IAEA: English is the minimum requirement. Additional UN languages would be an asset.

11. Norms: Technical/Scientific norms may not be available in all tests; is it ok to send role related ones as examples?

Response IAEA: As examples it is acceptable, however, there is an expectation that the bidder already would have or be in a position to develop the technical/scientific norms as appropriate.

On behalf of Sabine Barnett,

**Mr. Syed Ismail SHAH** | Procurement Officer |  
Office of Procurement Services | Department of Management |

International Atomic Energy Agency | Vienna International Centre, PO Box 100, 1400 Vienna, Austria |

Email: [S.Shah@iaea.org](mailto:S.Shah@iaea.org) | T: (+43-1) 2600-23555 | F: (+43-1) 2600-7-23555 |