

Announcement of Pending BOA Competition

**Enterprise Business Applications (EBA), Release 3
Implementation of Work Package 2
Advanced HR Capability**

RFQ-CO-115486-EBA-R3

RFQ Estimated Release Date: March 2022

Estimated Bid Closing Date: Q2 2022

The purpose of this upcoming RFQ is to select a vendor for the provision of services to deliver and implement the Advanced HR capabilities in the Enterprise Business Applications (EBA) ecosystem to meet the EBA Release 3 requirements.

The prospective Bidders' list is attached. Interested companies **already holding an active BOA** with the NCI Agency may contact the below POCs to request inclusion in the Bidders' list:

Senior Contracting Officer: Mr. Peter Kowalski
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Contracting Assistant: Ms. Dorina Cani E-
mail: Dorina.cani@ncia.nato.int

Annexes:

1. Summary of requirements
2. Prospective Bidders List

Annex 1 - SUMMARY OF REQUIREMENTS

1. Introduction:

The purpose of this upcoming RFQ is to select a contractor through the existing NCI Agency Basic Ordering Agreement (BOA) procedure with the aim to obtain the provision of services to deliver and implement the Advanced HR capabilities in the existing ERP system of the NCI Agency, also called Enterprise Business Applications (EBA) ecosystem.

The RFQ is conducted under the new NATO Procedures: "*Procedure Governing the Use of Basic Ordering Agreements concluded by the NATO Communications and Information Agency – 2019 version*", Ref: AC/4-D(2021)0023 (INV)

2. Scope

The NCI Agency will conduct a competition to select a vendor to implement the Advanced HR capabilities in the existing ERP system of NCI Agency. The requirement is to enhance the Human Resources capabilities within the areas of talent management, performance management, behavioural and technical learning, workforce planning, absence and overtime management, and HR support processes to our staff (HR helpdesk) by building upon Release 1 and integrating with EBA.

The scope of work is limited to the implementation and integration of a comprehensive Advanced HR solution, i.e. an Oracle HCM Cloud solution that can deliver both Absence, Overtime, Performance and Learning Management, HR Help Desk and workforce planning capabilities within or integrated with the Agency's Oracle E-Business Suite (Oracle EBS). It also includes migrating data from legacy systems (excluding any data classified higher than NATO Unclassified) and should provide native reporting capabilities, with the ability to integrate with Oracle Business Intelligence.

The timeline of the implementation shall be no more than 26 months from the date of contract award. The work will be performed in an iterative manner using an agile/Scrum approach for the software implementation portion of the effort. Intermediate deliveries are foreseen every 6 months.

3. Timeline

RFQ release:	March 2022
Bidding Closing:	Q2 2022
Contract Award:	Q4 2022

RFQ-CO-115486-EBA-R3 – PROSPECTIVE BIDDERS LIST

Vendor	Country
Quality Business Engineering Europe	BELGIUM
Klarrio BV	BELGIUM
Exitas nv	BELGIUM
EPIC blue BVBA	BELGIUM
Cypros C	BELGIUM
BDO Crossroad	BELGIUM
WorldEscrow SA/NV	BELGIUM
AC Partners N.V S.A	BELGIUM
GRAVITENCE BVBA	BELGIUM
SoftwareOne BE BV	BELGIUM
Compuware NV	BELGIUM
U2U Consult	BELGIUM
RMC Relationship Management Consultants	BELGIUM
The Test Leaders	BELGIUM
Ericsson sa/nv	BELGIUM
Safir consulting b.v.b.a.	BELGIUM
Van Roey Automation NV	BELGIUM
Akacio - Louis & Associates s.a.r.l	BELGIUM
Oracle Belgium	BELGIUM
Deloitte	BELGIUM
KRISTANEA LTD.	BULGARIA
TechnoLogica EAD	BULGARIA
Lirex BG Ltd	BULGARIA
Smashblock Corporation	CANADA
Terida Systems LTD	CANADA
HumanLed Inc.	CANADA
Compusult Limited	CANADA
MacDonald, Dettwiler and Associates Ltd.MDA	CANADA
KING ICT d.o.o	CROATIA
B4B Ltd.	CROATIA
IN2 Information Engineering Ltd.	CROATIA
Senso IS d.o.o.	CROATIA
CROZ d.o.o. za informaticku djelatnost	CROATIA
INsig2 d.o.o.	CROATIA
Autocont	CZECH REPUBLIC

Ebicon ApS	DENMARK
Aktors OÜ	ESTONIA
GEKA Telecom	FRANCE
Société Réseau Informatique et Gestion	FRANCE
MARLINK SAS	FRANCE
ALSID S.A.S	FRANCE
ATDI	FRANCE
KHIPLUS ADVANCE	FRANCE
Alter Defense	FRANCE
Bull SAS	FRANCE
Telespazio Germany GmbH	GERMANY
INTEC Industrie-Technik GmbH & Co.KG	GERMANY
Tagueri AG	GERMANY
Hays AG	GERMANY
Materna GmbH	GERMANY
aditerna GmbH	GERMANY
Bechtle GmbH & Co.KG	GERMANY
Quintec Gesellschaft fuer Datentechnik mbH	GERMANY
Primebird GmbH Deutschland	GERMANY
]init[AG für Digitale Kommunikation	GERMANY
INTRACOM TELECOM S.A.	GREECE
Cosmos Business Systems S.A.	GREECE
Altec Integration S.A.	GREECE
ONEX S.A.	GREECE
ISI Hellas SA	GREECE
Honvédelmi Minisztérium Elektronikai,Logisztikai és Vagyonkezelő zrt.	HUNGARY
Navigator Zrt.	HUNGARY
Siemens PSE Kft.	HUNGARY
S&T Consulting Hungary Ltd.	HUNGARY
NETGROUP SRL	ITALY
3F & EDIN Spa	ITALY
TELSY S.p.A.	ITALY
IES - S.r.L.	ITALY
SIMAV SPA	ITALY
KPMG Srl	ITALY
Creasys	ITALY
Italtel	ITALY
SMS Engineering srl	ITALY
INTECS S.p.A.	ITALY

D'Appolonia S.p.A.	ITALY
Datakom LTD	LATVIA
DATI Group, LLC	LATVIA
DPA Ltd	LATVIA
iTree Lietuva UAB	LITHUANIA
NTT LUXEMBOURG PSF SA	LUXEMBOURG
ARHS DEVELOPMENTS	LUXEMBOURG
Charles Oakes & Co	LUXEMBOURG
LuxSpace	LUXEMBOURG
PricewaterhouseCoopers	LUXEMBOURG
Science & Technology Experts Pool	NETHERLANDS
ITAQ INTERIM PROFESSIONALS BV	NETHERLANDS
Sapienza Consulting	NETHERLANDS
Spacemetric	NETHERLANDS
Be Informed B.V.	NETHERLANDS
Fresh Connections B.V.	NETHERLANDS
ROHDE & SCHWARZ BENELUX BV	NETHERLANDS
Sioux Automation Technology	NETHERLANDS
Capgemini Nederland B.V.	NETHERLANDS
3D perception AS	NORWAY
Ework Group Sp. z o.o.	POLAND
Transition Technologies Managed Services	POLAND
EXENCE S.A.	POLAND
MGR Integration Solutions Polska	POLAND
Newind sp. z o.o.	POLAND
Hertz Systems Ltd Sp. z o.o.	POLAND
Vector Synergy Sp. z o.o.	POLAND
KenBIT Koenig i Wspolnicy Sp. j.	POLAND
VOL Sp. z o.o. Sp.k.	POLAND
Instytut Techniczny Wojsk Lotniczych	POLAND
Zbar Phu Mariusz Popenda	POLAND
Softblue Michal Kierul	POLAND
Indra Sistemas Portugal, S.A.	PORTUGAL
Technology Systems and Services International S.R.L.	ROMANIA
certSIGN S.A.	ROMANIA
Interactive Software SRL	ROMANIA
REXENERG POWER SRL	ROMANIA
SC SIVECO Romania SA	ROMANIA
Romsys SRL	ROMANIA

SC Mira Telecom SRL	ROMANIA
ATOS Convergence Creators SRL	ROMANIA
Kranszwald SRL	ROMANIA
Teamnet International S.A.	ROMANIA
InterWay, s.r.o.	SLOVAKIA
Aliter Technologies a.s	SLOVAKIA
Unistar LC d.o.o.	SLOVENIA
KRC ESPAÑOLA, S.A.	SPAIN
EVERIS	SPAIN
Newpoint Servicios Especializados	SPAIN
ESEN SISTEM ENTEGRASYON VE MUHENDISLIK	TURKEY
ICterra Bilgi ve Iletisim Teknolojileri	TURKEY
Simsoft Computer Technologies Ltd	TURKEY
MANTIS Software & Consultancy Company	TURKEY
Atos Bilisim ve Danismanlik A.S.	TURKEY
Altay Kollektif SirketiM. Murad Dural Ve Ort.	TURKEY
C TECH Bilisim Tek. San ve Tic A.S.	TURKEY
Spektrum Consulting Limited	UNITED KINGDOM
Softcat plc	UNITED KINGDOM
Black Space Technology Ltd	UNITED KINGDOM
IOSTRAP, LTD	UNITED KINGDOM
Storm Technologies Ltd	UNITED KINGDOM
CYBER-DUCK	UNITED KINGDOM
Total IA Ltd	UNITED KINGDOM
Leonardo MW LTDSelex ES Limited	UNITED KINGDOM
6point6 Limited	UNITED KINGDOM
Recommended Consultants Limited	UNITED KINGDOM
Sandbox Services and Products Limited	UNITED KINGDOM
Razor Thorn Security LTD	UNITED KINGDOM
SMHS Ltd.	UNITED KINGDOM
Michael Bailey Associates Ltd.	UNITED KINGDOM
Info-Assure LTD.	UNITED KINGDOM
borwell limited	UNITED KINGDOM
Skillsearch Limited	UNITED KINGDOM

Graffica Ltd	UNITED KINGDOM
Sopra Steria	UNITED KINGDOM
3SDL Limited	UNITED KINGDOM
Rheatech Limited	UNITED KINGDOM
Onshore Technology Consultants	UNITED STATES
MKS2 LLC	UNITED STATES
Stellar Services Inc	UNITED STATES
DataPath Inc	UNITED STATES
Nexus LCM	UNITED STATES
FEDITC, LLC	UNITED STATES
Tivix Inc	UNITED STATES
Troika Solutions	UNITED STATES
IOMAXIS	UNITED STATES
ICS-NETT, INC	UNITED STATES
Business Integra Technology Solutions, I	UNITED STATES
SBG Technology Solutions	UNITED STATES
UXB Defense, Inc	UNITED STATES
Strategic Operational Solutions, Inc	UNITED STATES
BluePath Labs LLC	UNITED STATES
LEIDOS Inc	UNITED STATES
Technology and Management International LLC (TAMI)	UNITED STATES
Kavaliro - A.B. Closing Corporation	UNITED STATES
Intelligent Waves LLC	UNITED STATES
Blue Canopy Group, LLC	UNITED STATES
Information Unlimited Inc.	UNITED STATES
Decypher Technologies Ltd.	UNITED STATES
Pegasus Professional Services LLC	UNITED STATES
Honeywell Technology Solutions Inc.	UNITED STATES
Technologist, Inc.	UNITED STATES
Aditya & Associates	UNITED STATES
URS Federal Services International Inc	UNITED STATES
Virginia Tech Applied Research Corporati	UNITED STATES
Visual Awareness Technol. and Consulting	UNITED STATES
Salient Federal Solutions, Inc.	UNITED STATES
Trace Systems	UNITED STATES
Forward Slope, Inc	UNITED STATES
K3 Enterprises, Inc.	UNITED STATES
AATD, LLC	UNITED STATES

Novitas Group LLC	UNITED STATES
PlanIT Group LLC	UNITED STATES
Accelera Solutions, Inc.	UNITED STATES
BAE Systems Information Solutions Inc.	UNITED STATES
Vykin Corporation	UNITED STATES
Sparta Inc.	UNITED STATES
Cask Technologies, LLC	UNITED STATES
MathCraft Inc.	UNITED STATES
The Experts, Inc.	UNITED STATES
Modern Technology Solutions, Inc.	UNITED STATES
Alion Science and Technology Corporation	UNITED STATES
Creative Information Technology, Inc.	UNITED STATES
The Boeing Company	UNITED STATES
Systems Research and Applications Corporation	UNITED STATES
Six3 Advanced Systems Inc,dba BIT Systems, Inc.	UNITED STATES
Blue River Information Technology, LLC	UNITED STATES
Affigent, LLC	UNITED STATES