

# NextGen HR & Pay – Gate 2

## Agile Procurement Process: “LET US”

### Criteria and Requirements



The bidders will “let us” perform hands-on sessions with users, unions, and subject matter experts (SME) while proving their solution against the demands of our business capabilities, expected outcomes, and architecture requirements. Vendors will be developing and configuring sandbox environments to reflect the needs of the GC.

Throughout this phase of the agile procurement process (APP), the Government of Canada (GC) will evaluate the bidders’ solutions and bids to assess if they meet the mandatory and rated criteria. This will result in the GC further refining the number of bids and developing a list of qualified bidders who will be invited to participate in the Gate Three.

Bidders will be asked to provide proof of meeting the following criteria:

#### Hands on User Experience, Business Capabilities and Outcomes (35%)

- 1. **Hands-on User Experience:** The bidder must demonstrate that the proposed solution enables users to complete tasks and goals effectively, efficiently, and delightfully.
- 2. **Business Capabilities and Outcomes:** The bidder must demonstrate how the proposed solution (people, process, technology) will digitally enable the GC to deliver, sustain, and evolve the required outcomes. E.g. Time management; reporting and analytics...
- 3. **Complex Usage Scenario (“SME”) Challenges:** The bidder must demonstrate how the proposed solution will allow users to complete tasks in complex usage scenarios. E.g. Retroactive pay; employee off-boarding; employee move between departments



#### Solution Architecture, Technical Maturity and Robustness (34%)

- 4. **Solution Architecture:** The bidder must demonstrate how the proposed solution architecture will support the integration with potential future products or services, with particular attention paid to scalability, portability, and extensibility.
- 5. **Security & Privacy:** The bidder must demonstrate how the proposed solution is secure and manages privacy efficiently and effectively.
- 6. **Interoperability:** The proposed solutions allows for interoperability, or, communication back and forth between other solutions to the core solution.



#### Implementation, Support, Accessibility and Partnership Experience (31%)

- 7. **Accessibility & Official Language:** The proposed solution must adhere to the GC commitment to provide services, solution, and employment that are accessible to all, including people with disabilities, and available in both official languages.
- 8. **Implementation:** The bidder must demonstrate how they will successfully plan and implement the proposed solution for GC organizations, informed and supported by service design principles.
- 9. **Support, Sustainment, & Product Management:** The bidder must demonstrate that the proposed solution and related partnership services will be maintained, sustained, and enhanced efficiently and effectively.
- 10. **Socio-Economic Benefits:** Considerations of socio-economic benefits to Canada were assessed in Gate 1; final analysis has been postponed to Gate 3.

