



Clarification Question log - Call for Tender - N° 100001091 HRM Global Executive Search

Question de clarification No. Clarification Question No	Question de clarification Clarification Question	Réponse Response
1.	<p>We would like a clarification about the Annexe 2 “f. Additional cost for more than one candidate presented by the search firm within 6 months after the initial search was completed.”</p> <p>Are you referring to a possible resignation of the candidate after 6 months?</p>	<p>The objective is for the bidder to indicate if there are any additional costs should the OECD hire any additional candidate amongst the ones that the provider presented (within six months after the initial search was completed).</p>
2.	<p>I note in the tender document the insistence on quoting prices in Euro. Is this the only currency the OECD will accept quotes or would it be possible to accept USD alternatives.</p> <p>Given possible imminent and proposed moves impacting the Euro (Swiss cap, ECB unconventional policy, US monetary tightening and the Greek election/exit and possible ramifications) as well as numerous serious commentators, including the Economist magazine, quoting USD-Euro parity as an expected outcome for 2015, I wonder if this accommodation might be possible.</p>	<p>The OECD is acutely aware of the current currency fluctuations and the respective market movements. However, given the currency markets are in constant movement the situation may or may not be entirely different in six or twelve months’ time.</p> <p>For this reason it is preferred that quotes are provided in Euros as requested. It would be appreciated if you would note in your offer that these prices may change due to currency fluctuations.</p> <p>It may be possible that Contractual payments are made in a currency other than Euros. Contracts will be drafted at an agreed exchange rate and provisions will be made for currency fluctuation.</p>
3.	<p>We have some questions concerning Annex II:</p> <p>a) It is expected from us answers in euros in Tables 1, 2 and 3.</p> <p>b) As Annex II requires answers in euros, should I understand that you expect that there is only one fee level for all searches conducted on your behalf, whatever the compensation of the recruited candidate is?</p>	<p>a) Yes, each table must be completed. It is preferred that all offers are made in Euro.</p> <p>b) If your fee structure is based on e.g. the target compensation of the candidate or your time spent doing the search, please indicate this instead of a specific fee amount.</p>



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<p>4.</p>	<p>We would like to have more information about the recruitments :</p> <p>a) - Would you have an idea of the volume of assignment entrusted to the provider ?</p> <p>b) - What is the average level of salary for each grade (A5, A6...) ?</p> <p>c) - Can you give us an example of a position recruited recently ?</p> <p>d) - Do you have needs with candidates coming from specific geographical area ?</p>	<p>a) 2-10 per year is estimated.</p> <p>b) This information is available on the OECD website, at the following link - http://www.oecd.org/careers/salariesandbenefits.htm</p> <p>c) Chief Statistician for the International Energy Agency (grade A6), Head of Investment Division in the Directorate for Financial and Enterprise Affairs (grade A5), Chief Economist and Head of the Economics Department (grade A7).</p> <p>d) Mainly OECD countries, for some areas that have derogations to recruit from other countries, a search for candidates from those countries (often developing or emerging economies) could be necessary, but they will only be very rare occasions for searches outside the 34 OECD member countries.</p>