

Request for Resume (RFR) CATS II Master Contract

Section 1 –General Information			
RFR Number: (Reference BPO Number)	F50B2400006		
Functional Area (Enter One Only)	10 – IT Management Consulting Services		
Position Title			
CATS II Labor Category #3: Senior Subject Matter Expert Training Lead – Developer/Delivery Consultant (2)			
Anticipated start date	As soon as possible		
Duration of assignment	6 months		
Designated Small Business Reserve?(SBR): (Enter “Yes” or “No”)	No		
MBE goal, if applicable	%zero		
Issue Date: mm/dd/yyyy	July 26, 2011	Due Date: mm/dd/yyyy	August 4, 2011
		Time (EST): 00:00 am/pm	8:00 AM
Place of Performance:	301 West Preston Street, Baltimore, MD 21201		
Special Instructions: (e.g. interview information, attachments, etc.)	<ol style="list-style-type: none"> 1. An in person interview may be required. 2. Candidates must be able to present following Requirements writing samples at face-to-face interview: <ol style="list-style-type: none"> a. Functional requirements document b. Requirements Traceability matrix (RTM) c. Other relative documents 3. This is a new temporary assignment, no prior incumbent. 4. All communication must be directed to the agency Point of Contact (POC), unless authorized by POC. 		
Security Requirements (if applicable):			
Invoicing Instructions:	Time and Material Contract, invoice monthly (weekly time sheet to Program Manager)		
Section 2 – Agency Point of Contact (POC) Information			
Agency / Division Name:	Department of Information Technology for the Department of Budget and Management		
Agency POC Name:	Mike Balderson	Agency POC Phone Number:	(410) 260-7549
Agency POC Email Address:	mbalders@doit.state.md.us	Agency POC Fax:	(410) 974-5615
Agency POC Mailing Address:	45 Calvert Street, Annapolis, MD 21401		

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Section 3 – Scope of Work

Background

In 2006, the State completed a Systems and Application Risk Assessment to identify and quantify operational and service delivery risks associated with the current inventory of mission critical enterprise applications. The findings indicated an unacceptable risk level with the 30 year old legacy personnel management system due to its underlying architecture, age and costly maintenance challenges. Due to this outdated and inflexible personnel system used to manage HR processes, the OPSB is at a disadvantage in meeting business objectives. It is anticipated that the new HR system will be a major improvement for Maryland state government by providing an integrated human resource information system that is scalable, maintainable, and upgradeable in order to serve the state for years to come.

Pursuant to replacing the legacy HR systems with a new integrated enterprise resource system (ERP), the State selected Oracle/PeopleSoft Enterprise Human Capital Management (HCM) software as the Commercial Off the Shelf (COTS) solution. The State plans to use its standard features by configuration as much as possible, and minimize customization of the COTS solution.

To date the State has performed substantial “as is” and “to be” state business process reengineering (BPR) requirements gathering in preparation for Gap/Fit Analysis and the new system design phase. Required Tasks, estimate resources, and time to complete tasks have been allocated in a Work Breakdown Structure (WBS) and Schedule. A draft cost Budget for Estimate at Completion (EAC) has been assembled based on the WBS and Schedule with current implementation strategy.

To assist the project from this point to completion of writing the PeopleSoft SPS System implementation RFP, the Department of Budget and Management (DBM) in Baltimore is seeking Senior PeopleSoft RFP Expert to take on key role in a Statewide implementation of Oracle PeopleSoft HCM and HR Data Warehouse. This is a Highly critical role with Expert Functional, non-functional knowledge and end-to-end RFP writing skills with leadership skills required as well.

Given the sensitivity of data associated with this project, the TO Contractor personnel assigned to this project must comply with the requirements of CATS II RFP Section 2.4.3.2 and sign a non-disclosure affidavit as provided as Attachment 7 and Attachment 8.

Please note that the Master Contractor awarded this TO Agreement may NOT submit proposal(s) in response to any subsequent Statewide Personnel System solicitation(s) for the direct implementation of the planned HR system.

Job Description/s

Position Title/s or Service Type/s (From Section 1 Above)	Duties / Responsibilities
3. Senior Subject Matter Expert Training Lead – Developer/Delivery Consultant	<ul style="list-style-type: none"> • Develop and institutionalize an instructional systems design methodology and supporting standards/guidelines for effective design, development, and delivery of end user education and training programs; • Provide day-to-day management of instructional design and performance support development resources; • Provide frontline quality control for all education and training work products and deliverables; • Apply results of quality management reviews to correct learning program deficiencies as required; and • Design, develop, and implement the SPS Train-the-Trainer program to prepare State and System Integrator resources to deliver end user training.

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Minimum Qualifications	
Position Title/s or Service Type/s (From Section 1 Above)	Required Experience/Knowledge/Skill
3. Senior Subject Matter Expert Training Lead – Developer/Delivery Consultant	<p>Minimum Qualifications:</p> <p>Education: Candidate must have minimum education as described in CAT II for Senior Subject Matter Expert.</p> <p>Experience:</p> <ul style="list-style-type: none"> • 10+ years of experience and successful track record of developing end user training programs for PeopleSoft ERP systems for one or more other States / public sector with similar size and scope to State of Maryland new SPS System. • 7+ years of experience in leading the development of process-focused, role-based training leveraging PeopleSoft applications • 7+ years of experience coaching Education and Training work stream resources on application of adult learning principles and instructional design technique • 5+ years of experience with User Productivity Kit (UPK) and other software tools for developing Computer-Based Training materials (Adobe Creative Suite, Articulate, etc.) • 5+ years of experience developing both Instructor Led and Web-based training courses • 5+ years of Training Lead experience for large scale ERP implementation • At least one (1) Public Service or Higher Education experience a plus
Section 4 – Required Submissions	
<p>NOTE:</p> <ul style="list-style-type: none"> - Master Contractors may propose only one candidate for each position requested. - Master Contractors electing <u>not</u> to propose in response to the RFR must submit a “Master Contractor Feedback Form” via the “Master Contractor Login” on the CATS II web site. - Master Contractors proposing in response to the RFR <u>must</u> submit the documents below as separate files contained in two separate emails as follows: <p>Email 1 with “Technical”: Master Contractor Name, RFR number, & candidate name, and in the subject line</p> <ul style="list-style-type: none"> o Resume for each labor category described in the RFR (Attachment 1) <p>Email 2 with “Financial”: Master Contractor Name, RFR number, & candidate name, and in the subject line</p> <ul style="list-style-type: none"> o Price Proposal (Attachment 2) o MBE Forms D1 and D2 if applicable (Attachment D in the CATS II RFP) o Conflict of Interest Affidavit (Attachment G in the CATS II RFP) o Living Wage Affidavit (Attachment I in the CATS II RFP) o Any documents listed below as required by the hiring agency 	
Section 5 – Evaluation Criteria –	
(Provide a list of evaluation criteria in descending order of importance)	
<ul style="list-style-type: none"> • personnel’s qualifications and experience performing the duties as specified in Section 2 	
<ul style="list-style-type: none"> • understanding of the work to be accomplished 	

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Basis for Award Recommendation

RFRs will be awarded in accordance with the competitive Sealed Proposals process under COMAR 21.05.03. The agency POC will recommend award to the Master Contractor whose proposal is determined to be the most advantageous to the State, considering price and the evaluation factors set forth in the RFR. The agency POC will initiate and deliver a RFR Agreement to the selected Master Contractor. **Master Contractors should be aware that if selected, State law regarding conflict of interest may prevent future participation in procurements related to the RFR Scope of Work, depending upon specific circumstances.**

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ATTACHMENT 1 – RFR RESUME FORM

RFR # F50B2400006

Instructions: Insert resume information in the fields below; do not submit other resume formats. Submit only one resume per Position or Service described in Section 1 of the RFR. If the RFR requests multiple Positions or Services, use a separate resume form for each proposed candidate.

Candidate Name:	Position Title or Service Type (from Section 1 of the RFR):
Master Contractor:	

A. Education / Training

Institution Name / City / State	Degree / Certification	Year Completed	Field Of Study
<add lines as needed>			

B. Relevant Work Experience

Describe work experience relevant to the Duties / Responsibilities and Required Experience / Knowledge / Skill described in Section 3 of the RFR. Start with the most recent experience first; do not include non-relevant experience.

(Organization) Description of Work...
(Title / Role)
(Period of Employment / Work)
(Location)
(Contact Person (Optional if current employer))

(Organization) Description of Work...
(Title / Role)
(Period of Employment / Work)
(Location)
(Contact Person)

<add lines as needed>

C. Employment History

List employment history, starting with the most recent employment first

Start and End Dates	Job Title or Position	Organization Name	Reason for Leaving
<add lines as needed>			

D. References

List persons the State may contact as employment references

Reference Name	Job Title or Position	Organization Name	Telephone / Email
<add lines as needed>			

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ATTACHMENT 2

RFR PRICE PROPOSAL - SENIOR SUBJECT MATTER EXPERT

RFR # F50B2400006

(This form is to be filled out by Master Contractors)

Hourly Labor Rate		
Hourly Labor Rate	Hours	(Labor Rate x Hours)
\$	1,040 estimated for evaluation purpose only	\$
Total RFR Price		\$

Authorized Individual Name

Company Name

Title

Company Tax ID #

This price proposal must accompany the Senior Subject Matter Expert resume provided. The "Hourly Labor Rate" is the actual fully-loaded rate that the State will pay for services recorded in dollars and cents. Hourly rates must be equal to or less than the rates proposed by the Master Contractor for the CATS II Master Contract.