



Vendor Technical Evaluation Scorecard

The technical proposals submitted by recruitment agencies will be evaluated by an internal evaluation committee based on the following criteria.

Sr No	Evaluation Criteria	Maximum Score
1	Experience in recruitment services (years of operation)	20
2	Experience in BFSI / Technology hiring	20
3	Experience in hiring niche / specialized roles	15
4	Candidate sourcing methodology and recruitment process	10
5	Client references and past assignments	10
6	Turnaround time for sourcing candidates	10
7	Strength and experience of recruitment team	10
8	Presence in key hiring markets (Mumbai / India)	5
	Total Score	100

Scoring Guidelines

Experience in Recruitment Services

Experience	Score
More than 10 years	20
7-10 years	15
5-7 years	10



Experience in BFSI / Technology Hiring

Experience Level	Score
Extensive BFSI + Technology hiring experience	20
Moderate experience	15
Limited experience	10

Experience in Hiring Niche / Specialized Roles

Experience Level	Score
Extensive experience in niche/specialized roles (multiple mandates, proven track record)	15
Moderate experience (some exposure to niche roles)	10
Limited or no experience in niche hiring	5



Candidate Sourcing Methodology and Recruitment Process

Quality of Methodology	Score
Well-defined, structured process with use of advanced sourcing tools, assessments, and strong screening mechanisms	10
Standard sourcing approach with moderate use of tools and processes	7
Basic or unclear sourcing methodology with limited process definition	4

Client References and Past Assignments

Reference Strength	Score
Strong client references (reputed organizations, relevant domains, successful assignments)	10
Moderate references (limited relevance or scale)	7
Weak or no verifiable client references	4

Turnaround Time for Sourcing Candidates

Turnaround Time	Score
Less than 2 weeks for most roles	10
2-4 weeks	7
More than 4 weeks	4

Strength and Experience of Recruitment Team

Team Capability	Score
Highly experienced team with domain expertise and adequate team size	10
Moderately experienced team with reasonable capability	7
Limited team strength or experience	4

Presence in Key Hiring Markets (Mumbai / India)

Presence	Score
Strong presence in Mumbai and multiple key cities across India	5
Presence in Mumbai or limited cities	3
Limited or no presence in key hiring markets	1

Vendors scoring minimum 70 marks in technical evaluation may be considered for empanelment.