

REQUEST FOR INFORMATION (RFI)

FOR

INFORMATION TECHNOLOGY HUMAN RESOURCE CONSULTANCY FOR DEFENCE FORCES

1. HQ Integrated Defence Staff (HQ IDS), Min of Def, intends to engage a suitable IT Consultant for a consultancy on Information Technology Human Resources for Defence Services.

2. This study pertains to HR aspects of IT for Defence Forces. The objectives and scope of work are as follows :-

(a) **Objectives**

(i) Improve effectiveness of IT planning and implementation processes and organisation to ensure effective utilisation of IT investments.

(ii) Identify framework to standardise IT infrastructure and skills required for executing above processes and manning above organisation.

(iii) Develop sourcing strategy for various parts of organisation and different types of projects typically executed by Defence:-

(aa) Internal Team by rotation.

(ab) Permanent Internal Team.

(ac) Contract- long Term.

(ad) Contract-projects.

(iv) Develop an optimal HR and skills development model for ensuring availability of right kind of resources and skill set, and carry out cost benefit analysis.

(b) **Scope**

(i) The vendor should study :-

(aa) Existing HR model for IT employability for Defence Forces at all levels.

(ab) Current major IT infrastructure of Defence Forces at all levels and applications supported.

(ac) Long Term IT plans of Defence Forces at all levels over a ten year period.

(ii) Carry out a gap analysis of the intended objectives vis-à-vis present capabilities.

(iii) Recommendations of vendor should factor in:-

(aa) High mortality rate of specialised skill (IT).

(ab) Cost of retaining captive specialised manpower.

- (ac) Rapid change in Information Communication Technology (ICT).
- (ad) Defence postings i.e. IT infrastructure is managed by people posted to a station for limited period.
- (ae) High level security requirements of defence sector.
- (af) Skill set of defence personnel not necessarily utilised immediately after the training.
- (ag) Database of skill set of defence personnel is maintained by all the three services separately.
- (ah) In terms of salaries/ranks, everything is standardised in defence sector across all the three services.
- (aj) Multiple departments may be involved in IT field in the services.

3. In order to assess the existing ICT infrastructure of the three Services and the existing HR policy the vendor / consultancy team will be required to interact with various authorities of the three Services located across the country. The tentative list of places required to be visited include the following:-

- (aa) **HQ IDS.**
Delhi.
Andaman & Nicobar Islands.
- (ab) **Army.**
Delhi.
Udhampur.
Calcutta.
Bhatinda
Tezpur.
Sriganganagar.
Dimapur.
Mhow.
Secuderabad
- (ac) **Navy.**
Delhi.
Mumbai
Vizag.
Cochin
Jamnagar.
- (ad) **Air Force.**
Delhi
Gandhinagar
Nagpur
Jodhpur
Bathinda
Pune
Nashik
Bangalore.

4. It is requested that your ability to carryout the above consultancy along with the approximate costing and time schedule be kindly indicated to this HQs by 10 Feb 12.

5. Any other clarifications may kindly be sought from :-

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Ministry of Defence

Directorate of ICT

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