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| **Note that all documents under this RFP process are subject to public disclosure. Please exclude confidential or proprietary information, as appropriate.** |

***Instructions are provided in blue and may be deleted.* Note that responses of “To be provided upon request” or “To be determined” or the like, or that do not otherwise provide the information requested (e.g., left blank) are not acceptable.**

**6.4.4.2. Discuss interfacing with additional modules**

Describe how the Proposer sees their approach scaling over time to account for additional “modules” or hiring tools CCSF might want to integrate with and for which data will need to be pushed to and/or pulled from PeopleSoft. Will a hub-and-spoke architecture be required? Should CCSF build a central app that handles all data flows or should one-off connections be built between systems that need to communicate? Describe how the various systems might connect over the next few years and make sure to highlight the respective roles of the Proposer’s ATS and PeopleSoft. To help frame the Proposer’s response, choose two of the three following modules—which CCSF will be working on next—and include them in your diagram. Answer is limited to nine pages (single-sided) including diagrams.

* **Assessments**: CCSF foresees using many different exam platforms to appropriately assess for the varied skillsets that are needed across the 1,100 different job classifications CCSF hires for. Something approximating an assessments API to ensure CCSF is bringing in data consistently and does not have to build one-off integrations for every new exam platform will be necessary.
* **Auditing**: As a public entity, CCSF has many auditing responsibilities. CCSF needs to be able to quickly and easily access when system actions were performed in the ATS and who performed them. How would the Proposer expose that data to CCSF systems?
* **Onboarding**: An employee’s journey starts before their first day on the job. CCSF wants to enhance the experience of a candidate who has accepted an offer and help shepherd them through a process that will put them in the best position to thrive as an employee. This module would need to interface with PeopleSoft as well as the Proposer’s ATS.

**Please proceed to the next page to provide your answer(s). Page numbering begins on the next page to facilitate evaluation.**

Choose which two of the three modules you are using to frame your answer:

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| --- | --- |
| Assessments: |  |
| Auditing: |  |
| Onboarding:  |  |

*[Include diagram(s) and answer(s) here]*