REQUEST FOR EXPRESSION OF INTEREST (EOI) FOR DESIGN, DEVELOPMENT, AND DEPLOYMENT OF AN AUTOMATED PLACEMENT PORTAL AT INDIAN INSTITUTE OF SCIENCE (IISC), BANGALORE

EoI DOCUMENT
Design, Development, and Deployment of an Automated Placement Portal

Date: 09/06/2025

This Expression of Interest (EOI) invites proposals for a turnkey solution to design, develop, deploy, support, and maintain a modern, secure, and scalable automated placement portal for the Indian Institute of Science (IISc), Bangalore. The solution shall digitize and streamline the complete campus placement lifecycle for students, recruiters, and the Placement Office (OCCaP), enabling efficient and transparent interaction among all stakeholders.

The proposed system must cater to a large user base, including approximately 2,500 students, 20 administrators, and over 400 recruiters per year. The portal should include functionalities for student registration, profile creation, resume management, job/internship applications, scheduling of interviews and events, notifications, admin dashboards, recruiter access, and performance tracking. The platform must also include a mobile application to facilitate accessibility and convenience for users.

The scope of work includes design, development, deployment, integration, testing, user training, and maintenance support. The vendor shall also be responsible for providing a scalable back-end infrastructure, a data security framework, compliance with General Data Protection Regulation (GDPR) guidelines, and integration capabilities with existing institutional systems

The solution must enable multi-role management (student, recruiter, admin), support bulk data imports, provide advanced filters for shortlisting, generate automated reports, handle complex scheduling conflicts, and support customizable workflows to meet IISc's placement and industry interaction requirements.

The turnkey solution must comprehensively cover all related software development, system configuration, user training, migration of historic placement data, mobile app deployment, and post-launch technical support. Vendors must ensure that the platform complies with all applicable national and international standards on information security, privacy, and high availability.

The detailed scope of the work is provided in the subsequent sections of this document.

Vendors must demonstrate prior experience in developing and deploying similar platforms in higher education or enterprise environments, with strong emphasis on security, usability, and scalability. Proposals must also comply with current technological best practices and should be backed by a clear understanding of placement processes in premier institutions like IISc.

PROJECT BRIEF: AUTOMATED PLACEMENT PORTAL

The proposed Automated Placement Portal Project is being developed for the Office of Career Counselling and Placement (OCCaP) at the Indian Institute of Science (IISc), Bangalore – 560012. This digital infrastructure project aims to streamline, standardize, and digitize the complete campus placement process for students, recruiters, and the administrative team.

The portal will serve as an integrated platform that supports a wide spectrum of activities — from student registration, resume generation, and job/internship applications to recruiter onboarding, shortlisting, event scheduling, automated conflict detection, and final placement analytics. The system is envisioned as a turnkey web and mobile solution, built for robustness, user-friendliness, data security, and long-term scalability.

The design, development, implementation, training, and support of the Placement Portal will be executed in coordination with institutional IT policies, data protection frameworks, and stakeholder workflows.

Project Details:

- Institution: Indian Institute of Science (IISc), Bangalore
- Project Type: Web & Mobile-Based Digital Platform
- End Users: ~2,500 students (UG, PG, Ph.D.), 20 placement office staff, 400+ recruiters annually
- Student registration and profile management
- Resume generation and document uploads
- Recruiter registration and job posting
- Admin-controlled workflows
- Interview and event scheduling with conflict detection
- Shortlisting, dashboards, and performance analytics
- Secure communication tools
- Mobile application for Android/iOS
- Multi-role access with granular permissions
- Dashboards for admin, student, and recruiter roles
- Custom workflows and automated notifications
- Integration-ready APIs for future scalability
- GDPR-compliant data privacy and user access control
- Secure login and authentication system
- Audit logs and regular system/data backups
- Hosted on a dedicated Tenet Cloud Server platform for IISc Bengaluru.
- User training and documentation
- Technical support and maintenance for a minimum of 12 months
- Training support for OCCaP administrative staff

4. Scope of Work

The scope of work includes all elements essential for building and running a fully automated placement portal, as outlined in the table below:

Scope of Work Matrix – Automated Placement Portal for IISc

Group	Scope of Work	Responsibility (Vendor/Client)	Remarks
Platform Architecture	Design and development of a scalable web-based portal with modular components for Students, Recruiters, and Placement Office (OCCaP)	Vendor	Should support minimum 2500 students, 20 Placement staff, 400 Recruiters and handle peak load during placement season.
UI/UX Design	User-friendly, responsive interfaces for all user roles (Students, Recruiters, OCCaP Admin)	Vendor	Must ensure accessibility compliance
Student Module	Profile creation, resume uploads, verification system, job application tracking, query submission, notifications, consent letters	Vendor	Includes query and self-assessment tools
Recruiter Module	Recruiter registration, job/internship/event postings, shortlisting functionality, eligibility filters	Vendor	Includes document upload (JAF in PDF/DOC), email notifications to OCCaP
Placement Office (Admin) Module	Bulk upload of students, profile management, job posting approval, scheduling, analytics, and reporting	Vendor	Includes tagging, search filters, suspension/reactivation, and permission-based access
Scheduling System	Interview/test scheduling with conflict detection, student availability, company slot preferences	Vendor	Includes manual and automated scheduling features with alerts
Event Management	Management of placement-related events – registrations, applications, notifications, attendance	Vendor	Event categorization and conflict resolution logic included
Notification Engine	Automated email and in-portal notifications for all system events (recruiter registration, jobs, applications, queries, scheduling etc.,)	Vendor	Integration with email and SMS providers
Mobile App	Mobile app for OCCaP and student access to portal features	Vendor	Mobile application for Android/iOS
Custom Workflow Builder	Customizable placement process workflows, based on institute requirements	Vendor	Admins can create/modify stages such as shortlisting, scheduling, feedback
Authentication & Authorization	Secure login, 2FA, role-based access controls (Students, OCCaP Admins, Recruiters)	Vendor	Compliance with GDPR; audit logs maintained
Resume Management System	Upload, generate, and manage multiple resumes per student profile	Vendor	Custom resume naming, selection per application

	Real-time dashboards, performance		
Data Analytics & Reporting	metrics, placement summaries, absenteeism reports	Vendor	Historical OCCaP data integration supported in addition
Bulk Data Management and Migration	Import/export functionality for users, resumes, and placement data	Vendor & Client	Client provides data in available formats; vendor ensures migration to new portal from the previous year portals
Third-Party Integration	API integration with IISc's existing and previous placement portal systems	Vendor & Client	Client to provide documentation and required access to legacy systems
Security & Compliance	Data encryption, GDPR compliance, user access tracking, secure backups	Vendor	Regular security audits; access control for profiles, jobs, applications
Hosting & Deployment	Deployment of placement software that is hosted on a dedicated Tenet Cloud Server platform for IISc.	Vendor	Hosting preference to be specified by IISc
Performance Optimization	Load testing, caching strategies, and optimized queries to ensure fast response	Vendor	Must support high concurrency (interview slot booking, application deadlines)
Admin Roles & Delegation	Additional admin logins for student committee members or placement coordinators	Vendor	Includes granular access controls and activity logs
Feedback System	Post-interview feedback collection from students and companies	Vendor	Configurable feedback forms and report generation
Data Backup & Recovery	Daily backups, disaster recovery planning	Vendor	Retention policy aligned with data protection laws
Feedback Collection	Structured post-process feedback from users	Vendor	Admin dashboard for review
Training & Documentation	Admin and user training, manuals, tutorial videos, online	Vendor	3+ sessions, searchable help center
Testing & QA	End-to-end testing, performance benchmarking, UAT	Vendor	In collaboration with IISc team
Maintenance & Support	12 months post-launch support	Vendor	SLA-based model preferred

VENDOR QUALIFICATION CRITERIA

To ensure the successful execution of this turnkey kitchen project, vendors participating in this proposal process must meet the following qualification criteria:

- The vendor must be a legally registered entity in India with a valid Goods and Services Tax (GST) registration.
- The vendor should be formally recognized as a Start-up and an MSME by the Government of India.

- The vendor must have a minimum of 5 years of experience in executing turnkey and customized placement and academic operations automation solutions for premier institutions ranked in the NIRF Top 10 (Business and Technology categories).
- The vendor must have successfully completed and actively supporting at least five turnkey or customized placement automation projects. Supporting Purchase Orders (POs) must be provided.
- The vendor should have consulting experience in designing and automating placement processes that are currently live and operational. Three recommendation letters and three references from current clients must be submitted.
- The vendor should have experience in providing integrated placement automation solutions, covering digital transformation of student profiles, application workflows, offer management, recruiter management, and placement day scheduling.
- The vendor must have active clients from at least 15 public higher education institutions in India within the Business and Technology education segments. Supporting details must be shared.
- The vendor must host the placement software on a dedicated Tenet Cloud Server platform exclusively for IISc.
- The placement solution should allow for yearly customization based on evolving requirements from IISc.
- The vendor must provide both technical and user support to the Placement Office—on-site and virtual— for the duration of the project.
- A dedicated support channel must be available during the active placement cycle for real-time user assistance.
- The vendor must submit a declaration confirming they are not blacklisted or debarred by any government, healthcare, or institutional body.
- The vendor must declare that no ongoing legal disputes exist that could impact the project's execution.
- The vendor must provide audited statements showing the average annual turnover for the last 3 financial years.

The conditions of this Expression of Interest (EOI) define the terms under which the Indian Institute of Science (IISc) will receive and evaluate submissions from interested vendors. Non-compliance with any of these conditions may result in disqualification of the EOI without further consideration.

The EOI submission must include all relevant details and responses to the requirements listed in this document. After reviewing the submitted EOIs, vendors who meet the preliminary qualification criteria will be invited to make a detailed presentation. This presentation is intended to allow vendors to showcase their proposed solution, technical architecture, functional features, scalability, and alignment with IISc's objectives.

All vendors are expected to demonstrate their complete solution stack, including components, integrations, and relevant tools. If any third-party technology partners or OEMs (Original Equipment Manufacturers) are involved in the solution, they must also be represented during the presentation.

During the presentation phase, vendors must:

- Highlight technical capabilities and platform features
- Explain how their solution addresses IISc's placement process workflows
- Demonstrate the security, scalability, and usability of the platform

- Clarify any queries raised by IISc's evaluation team
- Address integration capabilities and future extensibility

If needed, IISc may communicate additional requirements or clarifications following the presentation, which vendors will be required to incorporate into their proposed solution.

Vendors shortlisted after the presentation phase will be invited to submit a detailed technical bid. The technical bid must include Full technical documentation, Functional and non-functional specifications, Compliance with global and national standards for data security, privacy, and software quality, integration plans, and support structures

If changes are recommended during the presentation phase, the technical bid must be updated accordingly.

Only those vendors whose technical bids meet all evaluation criteria will be invited to submit a financial bid. The financial bid should clearly specify the total cost of development, deployment, and licensing, along with any charges for maintenance and support, and pricing for any additional services or optional components included in the proposal.

Final selection will be based on a comprehensive evaluation of technical merit, solution fit, and cost-effectiveness to ensure the delivery of a robust, secure, and efficient Placement Portal for IISc.

TIMELINES AND CONTACT DETAILS

The due date for submission of EoI is 30th June 2025. The contract will initially be for one year, and extendable to three years upon satisfactory performance.

Enquires, and requests for further information about this RFQ, should be directed to the Contact Officer as follows:

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