

Technical Description

Managerial Measurement Program – 360 Feedback

Q4 2023	360° feedback pilot session for 10 to 15 staff for the line management of identified units (results expected to be delivered consistently with the IO annual performance assessment procedure i.e. Dec./Jan.)
Q2 2024	360° feedback for approx. 20/25 for the line management of identified units (results expected to be delivered consistently with the IO mid-review performance assessment procedure i.e. June/July)
Q4 2024	360° feedback for approx. 20/25 for the line management of identified units (results expected to be delivered consistently with the mid-review performance assessment procedure i.e. Dec./Jan.)
Q2 2025	360° feedback for approx. 20/25 for the line management of identified units (results expected to be delivered consistently with the IO mid-review performance assessment procedure i.e. June/July)
Q4 2025 (Optional Year 1)	360° feedback for approx. 20/25 for the line management of identified units (results expected to be delivered consistently with the mid-review performance assessment procedure i.e. Dec./Jan.)
Q2 2026	360° feedback for approx. 10/20 for the line management of identified units (results expected to be delivered consistently with the IO mid-review performance assessment procedure i.e. June/July)
Q4 2026 (Optional Year 2)	360° feedback for approx. 5/10 for the line management of identified units (results expected to be delivered consistently with the mid-review performance assessment procedure i.e. Dec./Jan.)
Q2 2027	360° feedback for approx. up to 5 for the line management of identified units (results expected to be delivered consistently with the IO mid-review performance assessment procedure i.e. June/July)
Q4 2027 (Optional Year 3)	360° feedback for approx. up to 5 for the line management of identified units (results expected to be delivered consistently with the mid-review performance assessment procedure i.e. Dec./Jan.)

8 Acceptance Criteria

The Contractor shall provide a comprehensive program methodology and the tool(s) compatible with IO IT requirements, detailing each step and associated deliverables. All the modifications or iterations to the program required by the IO shall be implemented.

Contract will be considered completed after ITER has accepted the last deliverable.

9 Specific requirements and conditions

The Contractor shall provide a comprehensive answer, detailing each step, communication, methodology, tool(s) and associated deliverables.

