



Science and Technology Organization
Centre for Maritime Research and Experimentation
La Spezia – Italy



Request For Proposal

CMRE-RFP-25-008

IT CONTRACTORS SUPPORT

Bidding Instructions

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A Bidding Instructions

1 General

This is a Firm Fixed Price deliverable contract in accordance with the STO-CMRE Terms and conditions; Contract award is contingent upon funding availability; Partial bidding is authorized and multiple awards are envisioned.

STO-CMRE Standards Terms and Conditions dated July 2016 are applicable to this procurement and can be located on the CMRE website at www.cmre.nato.int/Procurement under General Information.

2 Classification

This Request for Proposal (RFP) is a NATO UNCLASSIFIED document.

3 Definitions

- a. The “Prospective Bidder” shall refer to the entity that has indicated thereon its intention without commitment, to participate in this RFP.
- b. The term “Bidder” shall refer to the bidding entity that has completed a bid in response to this RFP.
- c. The term “Contractor” shall refer to the bidding entity to whom the contract is awarded.
- d. The term “Contracting Officer” designates the official who executes this RFP on behalf of STO-CMRE
- e. “Contracting Officer’s Technical Representative” or “COTR” is the official who is appointed for the purpose of determining compliance of the successful bid, per the technical specifications.
- f. The term “STO-CMRE” shall refer to Science & Technology Organisation – Centre for Maritime Research and Experimentation.
- g. The term “NATO” shall refer to the North Atlantic Treaty Organisation.
- h. The term “days” as used in this RFP shall, unless otherwise stated, be interpreted as meaning calendar days.

4 Eligibility

This RFP is open to governmental or commercial entities:

1. Established in a North Atlantic Treaty Organisation Alliance member nation.
2. Working in the required field and legally authorised to operate in the country or countries in which this contract is to be performed at the time of bidding.
3. Has performed the desired past performance including size, cost and scope.
4. All proposed personnel on this requirement must be citizens of a NATO member nation as described in this RFP.

5 Duration of the Contract

1. The contract awarded shall be effective upon date of award.
2. Period of Performance: from date of contract award (or shortly after) to end Dec 2025.

6 Exemption of Taxes

All prices and rates quoted shall be exclusive of any taxes and duties from which STO-CMRE is exempt pursuant to the provisions of "Agreement on the status of the North Atlantic treaty Organization, National Representatives and International Staff" (Ottawa Agreement), Articles IX and X and the Italian law ART. 72 of the D.P.R. 26/10/1972 n. 633 and subsequent modifications.

7 Amendment or Cancellation

STO-CMRE reserves the right to amend or delete any one or more of the terms, conditions, or provisions of the RFP prior to the date set for bid closing. A solicitation amendment or amendments shall announce such action.

STO-CMRE reserves the right to cancel, at any time, this RFP either partially or in its entirety. No legal liability on the part of STO-CMRE shall be considered for recovery of costs in connection to bid preparation. All efforts undertaken by any bidder shall be done considering and accepting, that no costs shall be recovered from STO-CMRE.

8 Bidder Clarification

1. Prospective Bidders should seek clarification at their earliest convenience. Any explanation regarding the meaning or interpretation of this RFP, terms, clause, provision, or specifications, shall be requested in writing from the Contracting Officer. The Contracting Officer must receive such requests for clarification no later than 3 (three) working days prior to the bid closing date.
2. Bidders' conference (if applicable): not-applicable.
3. Bidders' site visit (if applicable): not-applicable.
4. Information in response to all inquiries / requests for clarification to a prospective bidder shall be furnished to all prospective bidders by e-mail. All addendums and any necessary solicitation amendments shall be incorporated into this RFP. Oral Interpretations shall not be binding.

9 Bid Closing Date

Bids shall be submitted by 09.00 hours, local time, **17 April 2025** . Bids received after the stated date and time, will not be considered.

Send bids via e-mail as an Adobe® .pdf file to: Contracting@cmre.nato.int and cc Registry@cmre.nato.int (See paragraphs 11 & 12)

NOTE: Please DO NOT send your bid to any other e-mail address otherwise your bid may be determined non-compliant with this RFP.

10 Bid Validity

Bids shall remain valid for a period of one hundred and twenty days (120) from the applicable closing date set forth within this RFP. STO-CMRE reserves the right to request an extension of validity. Bidder shall be entitled to either grant or deny this extension of validity. STO-CMRE may consider a denial to extend the validity as a withdrawal of the bid.

11 Content of Proposals

The entire proposal shall be split in 2 proposals :

- a. The Financial proposal containing :
 1. The bidder's full name, address, point of contacts, telephone, and website;
 2. Compliance statement (See Annex 2)
 3. Past performance (See Annex 3); references will be accepted in lieu of past performance;
 4. Price Proposal (See Annex 4 for Price proposal).
- b. The Technical proposal containing:
 1. Curriculum vitae of the proposed candidates;
 2. Compliance matrix (See Annex 5 to Statement of Work).

12 Proposal Submission

- a. Proposals shall be submitted electronically in two separate PDF documents; One containing the Technical Proposal and one containing the Financial Proposal, to: Contracting@cmre.nato.int
- b. Email subjects shall include the solicitation information along with company name (for example: RFP-CMRE 25-008_Tech_ABC Inc. / RFP-CMRE-25-008_FIN_ABC Inc.). Allow sufficient time in your submission should you encounter email size challenges.
- c. Price proposals shall be in EURO (€) currency. Proposals may be submitted in other currencies. Comparison of the price proposals will be made in euro; the exchange rate to be used for the purposes of such price comparison will be the NATO exchange rate on the first day of the week of the bid closing date.
- d. Prices shall be on a Firm Fixed Price Basis and include any relevant discount schedule.
- e. No oral bids or oral modifications or telephonic bids shall be considered.
- f. It is the ultimate responsibility of a prospective bidder prior to submission that all proposal submissions are reviewed to ensure they meet the technical, contractual and administrative specifications and that offers meet the limitations and expressed conditions.

13 Late Proposals

- a. It is solely the bidder's responsibility that every effort is made to ensure that the proposal reaches STO-CMRE prior to the established closing date and time. Only if it can be unequivocally demonstrated that the late arrival of the proposal package was the result of NATO staff negligence (mishandling) shall the bid be considered, as long as it is received before an award is made.
- b. A delay in email exchange due to the server or size restrictions does not constitute a delay by NATO.

14 Proposal Withdrawal

A bidder may withdraw their proposal up to the date and time specified for bid closing. Such a withdrawal must be completed in writing, with attention to the STO-CMRE Contracting Officer.

15 Proposal Evaluation

- a. The evaluation of proposals and determination as to the responsiveness and technical adequacy or technical compliance, of the products or services requested, shall be the responsibility of STO-CMRE. Such determinations shall be consistent with the evaluation criteria specified in the RFP.
- b. STO-CMRE is not responsible for any content that is not clearly identified in any proposal package.
- c. Proposals shall be evaluated and awarded based upon the lowest price, technically compliant offer. The following factors are considerations:
 - 1. Successful administrative submission of bid packages as requested paragraph 11, as listed in this RFP.
 - 2. Successful determination of Technical Compliance.
 - 3. Successful cost price criteria (Lowest Price Technical Compliant Offer).
 - 4. Acceptance of STO-CMRE General Terms and Conditions.

16 Proposal Clarifications

During the entire evaluation process STO-CMRE reserves the right to discuss any bid with the order to clarify what is offered and interpretation of language within the bid, to resolve in potential areas of concern.

17 Award

- a. STO-CMRE intends to award a firm fixed price contract to the Offeror whose proposal represents the Lowest Priced Technically Compliant offer to NATO. Partial awards will be considered.
- b. STO-CMRE will collect information from references provided by the Offeror in regard to its past performance. Contractors must provide authorization to contact references.
- c. STO-CMRE reserves the right to negotiate minor deviations to the listed General Terms and Conditions to this RFP.

18 Communications

All communication related to this RFP, between a prospective bidder and STO-CMRE shall only be through the nominated STO-CMRE Contracting Officer. Designated contracting staff shall assist the STO-CMRE Contracting Officer in the administrative process. There shall be no contact with other STO-CMRE personnel regarding this RFP. Such adherence shall ensure Fair and Open Competition with equal consideration and competitive footing leverage to all interested parties.

19 Points of Contact

(PLEASE INCLUDE ALL BELOW ON ALL CORRESPONDENCE)

- (a) Ms Laure Briegne, Contracting Officer: Laure.Briegne@cmre.nato.int
- (b) Ms Edlira Llazo, Contracting specialist, buyer: Edlira.Llazo@cmre.nato.int
- (c) Contracting Office: Contracting@cmre.nato.int

B Performance Work Statement (PWS)

1.Introduction

STO- CMRE is seeking for the support of one Data Engineer, one Service Manager and one Software Engineer to develop the activities on technology projects as detailed below.

2 Scope of work

The selected candidates will be working as an integral part of project teams and will be involved in the following activities divided for each professional profile (see section 3).

2.1Data Engineer and Software Engineer:

- Support the STO-CMRE Research Division and Engineering Division data-related projects based on NATO approved Cloud environments.
- Setup and management of data engineering pipelines, data processing, machine learning frameworks and tools, cloud based HPC clusters and data cataloging.
- Software Development in Python, configuration of pipelines and application of DevOps tools using Microsoft Azure, Docker, Kubernetes, GitLab.
- Deployment of dockerized application with focus on security

2.2 Service Manager (Data):

- Support the STO-CMRE Data Management project in the handling of massive scientific dataset, in line with the CMRE Data Governance and the Agile practices.
- Oversee data management operations: Manage day to day operations of the data management team, ensuring quality of service, data quality, integrity and availability.

3.Skills/requirements

Below is a description of the requirements for each profile:

3.1Data Engineer

Requirements:

- 3+ years of professional experience in software development and/or data engineering.
- Advanced knowledge of the Python programming language and its ecosystem, especially for data engineering.
- Proven experience in developing using cloud services (Azure).
- Professional experience in processing very large climatology datasets up to several terabyte per dataset, with cloud based resources employing horizontal and vertical scalability HPC patterns and Python ecosystem.
- Very good command of the English language (oral/written).

Experience on the requirements above can be supported with:

- Experience with one or more industry standard distributed data systems: Databricks, Apache Kafka, Azure Event Hub, Azure Machine Learning.
- Experience with developing backend APIs using Python frameworks, especially for complex web applications.
- Experience using containers (Docker) and orchestration technologies (kubernetes).
- Experience in developing workflows using tools (Apache Airflow).
- Experience in manipulating, storing and visualizing geospatial/satellite/climatology data.

3.2 Service Manager (Data)

Requirements:

- Minimum 5 years of experience in data management, data analysis or IT services management.
- Team management skills with at least 3 years of experience in a supervisory role.
- Strong understanding of data management principles, practices and tools, including data governance, data quality, and data integration.
- Excellent problem-solving skills and the ability to handle complex business and data issues effectively.
- Strong communication and presentation skills, with the ability to align stakeholders in a regulated, matrix organization and conveying technical concepts to both technical and non-technical stakeholders data management, ensuring quality of service, data quality, integrity and availability.
- Practical experience with Agile methodologies.
- Very good command of the English language (oral/written).

3.3 Software Engineer

Requirements:

- 4+ years of professional experience in software engineering
- Professional experience of modern software engineer practices such as Object Oriented programming, Test Driven Development, Agile projects, Deployment Pipelines, CI/CD.
- Professional experience with Python programming language.
- Knowledge of software architecture and relative notations such as C4 or UML.
- Knowledge of Docker and Docker Compose.
- Experience in developing ReST APIs.
- Knowledge of the Linux operating system.
- Very good command of the English language (oral/written).

Experience on the requirements above can be supported with:

- Professional experience with Python frameworks such as FastAPI, Pydantic, Flask, etc.

- Professional experience with Python tool ecosystem: uv/pip, venv, black/ruff, pytest, etc.
- Knowledge of authentication and authorization protocols: OAuth, OpenID Connect, SAML, etc.
- Proven experience in developing using cloud services (Azure).
- Experience with World Wide Web Consortium (W3C) Resource Description Framework (RDF) to model data and metadata.
- Experience with ISO19115 or similar.
- Experience in working with designers.

Companies shall submit curriculum vitae to enable the assessment of the compliance with the qualifications described in this RFP. The assessment process could include an interview with the individual, in person or via teleconference.

4. Place and period of performance

The work will be performed mainly at the CMRE in La Spezia (Italy). Remote work can be authorized. The performance is expected to start from date of contract award (May 2025 or shortly after) to end December 2025.

5. Equipment and way of working

Computer Equipment required to perform the work described in this statement of work will be furnished by the CMRE or provided by Contractor depending on project needs. Contractor personnel will have to adhere to the CMRE-provided work environment and its security boundaries (e.g. supported CIS configuration), and potential margins for flexibility will be approved by the IT and security staff and reflected in the contract.

In accordance with NATO security policies, bespoke applications handling NATO information are developed following a defined Secure Software Development Life Cycle process which ensures security is taken into account during the design, development, testing, deployment, and operations phases of the application lifecycle.

6. Travel and Living Costs

Costs for travel to and from CMRE, as well as lodging and subsistence costs will need to be included in the proposed hourly rate for work performed at CMRE's premises and/or within 15 Km from CMRE (La Spezia).

For working hours on duty travel and subsistence costs will be covered following the CMRE Travel Policy for Contractors (para. 8 at Section C).

7. Ownership of Information (IPRs)

All rights, title and interest in Information generated in the performance of this PWS and resulting contract shall be vested in the CMRE. Information means knowledge that can be communicated by any means, regardless of form or type including, but not limited to, knowledge of a scientific, technical, business, or financial nature whether or not subject to copyright, patent, or other legal protection.

Software developed during performance of work under this contract will be the property of NATO/CMRE. External publication of description of the work is anticipated. External publication by the Contractor will require prior review and approval by the CMRE.

8. Release of Information (NDA)

In the course of execution of this PWS, information and data may be exchanged between the Contractor and the CMRE. Each Party will make its best efforts to ensure that information received from other Participants is safeguarded against unauthorized disclosure.

The Contractor is specifically responsible for the protection and safeguarding of proprietary or sensitive information and data provided in the performance of this contract. The Contractor will not transfer information received or generated in the performance of this PWS to any third party without prior written agreement from the CMRE. The Contractor and its personnel will be requested to sign a non-disclosure agreement (NDA).

(End of PWS)

C Special Terms and Conditions

Special Terms and Conditions for Commercial Non-Personal Services

1. Scope.

These special terms and conditions address all issues pertaining to the Commercial Non-Personal Services to be rendered by the Contractor to CMRE under the future contract, thereby taking precedence over the CMRE General Terms and Conditions.

2. Non-personal Services.

CMRE and the Contractor understand and agree that the services to be delivered by the Contractor in support of the requirement described in this RFP are non-personal services; the parties recognize and agree that no employer-employee relationship will exist under the contract between CMRE and the Contractor and between CMRE and the Contractor's personnel, if any. Contractor personnel shall be responsible, not to CMRE, but solely to the Contractor, who in turn shall be accountable to CMRE.

NATO's employee rights, benefits, and or other conditions of employment such as leave and sick leave, are not applicable to Contractor. In cases where the Contractor will not be able to perform due to extended and/or not preliminary coordinated absence for whatever reason, the contract may be liable for termination for default.

3. Definitions.

a. Billable Hours. Hours spent by Contractor Personnel in the immediate performance of this Contract for which the Contractor may bill CMRE at the hourly rate set out in the contract.

b. Contractor Personnel. An individual employed by the Contractor to perform the services required under this Contract for CMRE.

c. CMRE Work Days. Mondays through Fridays with the exception of CMRE Holidays. The number of CMRE Holidays may vary from year to year. A list may be obtained through the Contracting Officer.

d. CMRE Working Hours. On CMRE Work Days, 8 hours daily between 0800 and 1800 hours.

f. Products. Any item, document, writing, study, briefing, data base, piece of software or any other physical or intellectual result of the performance of the commercial personnel service or the associated interaction with NATO staff which may be subject to ownership rights.

4. Contractor Responsibility for Contractor Personnel.

The future contract will establish a contractual relationship strictly between the Contractor and the CMRE. The Contractor, as the employer of the Contractor Personnel performing the services under this Contract shall be fully responsible for all insurances (including the one covering for accidents on duty), emoluments as well as taxes and payments to the health, social security and workmen's compensation schemes due. All employer responsibilities for the Contractor Personnel performing under the contract shall lie with the Contractor.

The Contractor will communicate with the designated Contracting Officer Representative (COR) for task assignments and any other questions. Contractor Personnel is expected to have the requisite skills to perform tasks within the scope of the contract immediately. It is solely the contractor's

responsibility to determine reporting and payment responsibilities under national tax and labour laws. Contractor shall hold NATO STO-CMRE harmless for any liability that may arise from the contractor's noncompliance with such laws.

5. Coordination of Absences.

To ensure the uninterrupted flow of CMRE projects, any absence by Contractor Personnel requires earliest possible coordination with the COR.

a. Personal Leave. At the beginning of the Contract the Contractor and the COR will establish a leave plan for the Contractor Personnel.

b. Sickness. Should absences caused by sickness affect the performance of a CMRE project, the Contractor, upon request by the Contracting Officer, shall immediately replace the incapacitated Contractor Personnel with an equally qualified individual.

c. Other Absences. Unless otherwise arranged for, the Contractor shall ensure the full presence of the Contractor Personnel in accordance with Contract's required performance period.

6. Commitment of Contractor Personnel.

The Contractor warrants that the Contractor Personnel initially presented for the performance of the tasks will perform for its duration. Any exchanges of Contractor Personnel shall meet the requirements of the RFP and be performed only with written consent by the Contracting Officer.

7. Deficient performance.

Should committed Contractor Personnel perform unsatisfactorily the Contractor will exchange such Contractor Personnel, at the request of CMRE's Contracting Officer for Contractor Personnel meeting the quality requirements set out in the PWS.

8. Billing.

The Contractor shall bill time for Contractor Personnel at the applicable hourly rate set out in this contract ONLY for billable hours.

Billing for Travel. If Contractor Personnel is tasked by the CMRE to travel under this contract, travel, accommodation and meals costs will be approved prior to travel being conducted. This approval will be submitted to the company in the form of a purchase order signed by the contracting officer. The travel costs will be reimbursed to the contractor's company.

9. Invoices and Payments.

All invoices shall be provided by the Contractor to the COR in accordance with the General Terms and Conditions. Payments will be made upon completion and acceptance of the work/deliverables specified in the contract. If no deliverable is foreseen in the contract, the Contractor will be paid based upon the level of effort expended during the period considered. In these cases, invoices shall contain, at a minimum:

- A breakdown of the Contractor Personnel;
- The billable hours performed by month;
- Travel, absences or other relevant information.

10. Contractor Reporting.

Contractor will submit a monthly report to the COR, detailing progress on the work for the reporting period. The report shall include, but not be limited to, the following information:

- Summary of work completed during reporting period;
- Contract hours expended showing a comparison with budgeted hours;
- Tasking and functions met for reporting month;
- Tasking and functions forecasted for the coming reporting month;
- Current or anticipated problems/deficiencies and recommended solutions.

11. Instructions for safety and management of the Centre.

The Contractor shall ensure that the Contractor Personnel honour all STO-CMRE Directives and further guidance by the Director regarding the safety and management of STO-CMRE.

12. Representation of STO-CMRE/NATO.

When dealing with third parties during the execution of this Contract, the Contractor Personnel shall present themselves as representatives of the Contractor working under contract for STO-CMRE/NATO. In no event will Contractor Personnel make decisions for the STO-CMRE or commit the Centre.

13. Information Security.

The Contractor shall be responsible for the safeguarding of information, documentation, and materials entrusted to it or generated by it, in connection with the performance under this contract, in a way that governance and accountability are fully exercised.

The Contractor shall comply with NATO Policy concerning "The Management of Non-Classified Information" and "Security within the North Atlantic Treaty Organization", in accordance with C-M(2002)60 and C-M(2002)49, including all supplements and amendments thereto.

14. Proprietorship type of business.

a) In the event the contract is awarded to a Sole Proprietorship type of business, the individual will act as an independent Contractor. As such, the Contractor will not be an employee of NATO, and will operate independently with no direct supervision in the performance of the tasks, other than the specific supervision described in the paragraphs above.

b) At the time of quote submittal, the Contractor shall provide documentary evidence that he/she is legally licensed, registered as an independent contractor and has authorization to perform the tasks prescribed in this RFP.

c) It is solely the contractor's responsibility to determine his/her reporting and payment responsibilities under national tax and labour laws. Contractor shall hold NATO harmless for any liability that may arise from the contractor's noncompliance with such laws.

Proposal Content / Checklist

PROPOSAL CONTENT / CHECKLIST

Table of Contents:

- ☐ Bidder's name, address, POC, Contact numbers, email address.
- ☐ Compliance Statement.
- ☐ Past Performance (including References).
- ☐ Technical Proposal.
- ☐ Financial Proposal
- ☐ Compliance matrix (See Annex 5).

Compliance Statement

COMPLIANCE STATEMENT TO SEALED BID RFP CMRE-25-008

It is hereby stated that our company has read and understand all documentation issued as part of **RFP CMRE-25-008**. Our company proposal submitted in response to the referenced solicitation is fully compliant with the provisions of **RFP CMRE-25-008** and the intended contract with the following exception(s); such exemptions are considered non-substantial to the STO-CMRE solicitation provisions issued.

Clause	Description of Minor Deviation

Company: _____ Signature: _____

Name & Title: _____ Date: _____

Company Bid Reference: _____

Bidder's proposal must be based on full compliance with the terms, conditions and requirements of the RFP and all future clarifications and/or amendments. The bidder may offer variations in specific implementation and operational details provided that the functional and performance requirements are fully satisfied. In case of conflict between the compliance statement and the detailed evidence or explanation furnished, the detailed evidence/comments shall take precedence/priority for the actual determination of compliance. Minor or non-substantial deviations may be accepted. Substantial changes shall be considered non- responsive.

PAST PERFORMANCE INFORMATION FORM

(Company is required to submit minimum of **4** references may be submitted in lieu of past performance).

Contracting Entity:

Contract No:

1. Type of Contract (Firm Fixed Price, Requirements):
2. Title of Contract:
3. Description of Work Performance and Relevance to Current Acquisition :
4. Contract Euro Amount:
5. Period of Performance:
6. Name, Address, Fax and Telephone No. of Reference:
7. Indicate Whether Reference Acted as Prime or Sub-contractor:
8. Comments regarding compliance with contract terms and conditions:
9. Complete Contact Information for client:
10. Permission to contact client for reference: Yes/ No

Name/Signature of Authorized Company Official_____

This Enclosure is designed to assist the respective company provide STO-CMRE with all necessary documents/information required. For clarification, please refer to Bidding Instructions in part 1 of subject solicitation.

Annex 4: Price Proposal

PRICE PROPOSAL

1. Bidders shall provide an all-inclusive, firm fixed price (FFP) proposal for the items described below by filling out the “hourly rate” boxes for both on-site and off-site services. A complete description of the specifications can be found in the Performance Work Statement. Partial bidding is authorized and multiple awards are envisioned.

2. The prices shall be tax and duty free.

3. The prices shall be expressed in Euro.

Item No.	PWS Ref.	Professional Profile	Type	Estimated max working hours per individual (*)	Unit of issue	Hourly rate on-site	Hourly rate off-site
1	Para 3.1	Data Engineer	FFP	1344	Working hours		
2	Para 3.2	Service Manager (Data)	FFP	1344	Working hours		
3	Para 3.3	Software Engineer	FFP	1344	Working hours		

*The above estimated working hours are indicative only and not binding for the Centre.

Legend:

PWS: Performance Work Statement

FFP: Firm Fixed Price

On-site: CMRE, Viale San Bartolomeo 400, 19126 La Spezia, Italy

Off-site: Individual's location

Max annual number of individuals that may be required per Professional Profile:

- Profile 1 Data Engineer: 1 (one) Full-Time Equivalents (FTEs)
- Profile 2 Service Manager (Data): 1 (one) Full-Time Equivalents (FTEs)
- Profile 3 Software Engineer: 1 (one) Full-Time Equivalents (FTEs)

Authorizing Company Official:

Printed Name: _____

Position: _____

Authorizing Company (Signature): _____

Title: _____

Date: _____

Annex 5: Compliance Matrix

COMPLIANCE MATRIX

Compliance Matrix to STATEMENT OF WORK

Contractor technical proposal will be assessed based on criteria mentioned in the following table. STO-CMRE reserves the right to conduct technical discussions with contractor. Ultimately, companies shall clearly demonstrate by providing unequivocal explanation to where and how it meets the criteria set forth in this solicitation. The Contractor must demonstrate their experience and expertise in the subject matter, in which will be graded in accordance with the Grading Matrix.

No	ITEM	COMPLIANT / NOT COMPLIANT	Bidders Statement of Compliance – Bidder shall specifically reference the information within the proposal (page/paragraph) that demonstrates compliance with the criteria.
1	All proposed personnel on this requirement must be citizens of a NATO member nation		
2	All proposed personnel meet the essential (mandatory) qualifications required at para. 3.1 and 3.2 and 3.3 of PWS		
3	The bidder must have at least 4 years of experience in the required field.		
4	Demonstrated proficiency in English as defined in STANAG 6001 (Standardized Linguistic Profile (SLP) (Written and Oral). NATO: 2222.		