

STATE OF NEW MEXICO
OFFICE OF THE TREASURER

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State Treasurer



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Deputy State Treasurer

October 22, 2025

RE: RFP #394-26-00000-0-1 – Questions and Answers

Thank you for submitting your Acknowledgement of Receipt Form for **RFP #394-26-00000-0-1, Talent Acquisition Services**.

In accordance with the procurement schedule, below are the **questions received** and the corresponding **official responses** from the New Mexico State Treasurer's Office (STO). These clarifications are provided to ensure transparency and equal access to information for all offerors.

Questions and Answers

1. Could you please specify the types of roles being requested under this RFP?

The State Treasurer's Office (STO) seeks a recruitment partner to attract executive and specialized positions, including roles providing oversight in:

- Investments
- Cash management
- Legal
- Finance and budgeting
- Compliance
- Information technology
- Administrative operations

In short, this is primarily an executive-level and professional recruitment RFP, with emphasis on financial and operational leadership.

2. Are we allowed to provide commercial references in our proposal submission?

Yes. Section IV.B.2 (Organizational References) allows references from private, state, or large local government clients within the past three years — so commercial (private-sector) references are acceptable as long as they are relevant and comparable in scope.

3. Could you please share the estimated budget and anticipated spend for this project?

There is not an estimated budget or anticipated annual spend.

4. Please confirm if this is a new initiative or a re-bid of an existing contract.

This is a new initiative.

5. If it is a re-bid, please share the names of the current service providers/incumbent vendors. Additionally, how many awards were made previously?

Not applicable. Since this is a new procurement, there are no listed incumbent service providers and no prior awards referenced.

6. Please provide the historical spending associated with this contract.

Not provided. Because this is a new solicitation, no historical expenditure data was included in the RFP.

7. Are there any specific challenges, pain points, or areas of concern that you are currently experiencing with the existing contract?

There is not an existing contract.

8. Please provide the anticipated number of awards expected under this RFP.

Multiple awards are possible; no fixed number.

9. Please confirm the evaluation criteria and weighting (e.g., technical vs. cost).

Section V lists the evaluation categories:

- Technical (Organizational Experience, References, Mandatory & Desirable Specifications)
- Business (Financial Stability, Bond, Transmittal, Campaign Contribution, Oral Presentation, Cost, NM Preferences)

While numeric weights are not fully shown in the visible text, the RFP references an Evaluation Point Summary Table 1 allocating points across these categories.

Historically for NM RFPs, the technical portion carries greater weight than cost, but only the final Evaluation Point Summary in Section V.A will show the exact ratios (likely 60–70% technical vs. 30–40% cost).

10. Will there be an opportunity for an oral presentation or negotiation meeting during the evaluation process?

Yes. Section II.A and II.B.8 confirm that oral presentations are part of the evaluation process and are tentatively scheduled for November 12–14, 2025. Finalists may be required to present virtually (Teams, Zoom, etc.).

11. What is the expected timeline for award notification and contract execution?

Sequence of Events (Section II.A):

- Proposal Due: November 4, 2025
- Evaluation: November 5–7, 2025
- Selection of Finalists: November 7, 2025
- Oral Presentations: November 12–14, 2025
- Final Approval by Treasurer: November 17, 2025
- Contract Finalization: November 18–21, 2025
- Contract Award: November 25, 2025
- Expected award around late November 2025, with contract execution shortly thereafter.

12. What is the anticipated volume of staffing requests (e.g., estimated number of requisitions per year)?

The RFP does not estimate the annual number of requisitions or hires. The focus is on executive level and specialized placements, suggesting low volume but high complexity.

13. Could you please provide details on the job categories, labor classifications, or major staff requested?

See Section IV.A — roles will span:

- Executive leadership and management
- Finance and investment
- Compliance and legal
- IT and data systems
- Administrative support

The contract covers “full lifecycle of recruitment services” for executive and critical positions.

14. Is there an employee conversion policy (e.g., can the department directly hire after a defined period)?

The RFP does not define or restrict conversion/hire-after-placement policies. It focuses on executive search and recruitment, not temporary staffing, so conversion terms are expected to be handled per individual engagement or contract negotiation.

15. Will timekeeping be handled through the department's system or will vendors be required to provide a platform?

Not applicable. Since this RFP is for recruitment services, not time-and-materials staffing, no timekeeping platform requirement is included. Vendors will not be logging hours for placed candidates.

16. In the event of a contract award, please clarify whether awarded vendors will be permitted to directly engage with individuals within your system.

Section IV.A (Scope) allows continuous communication and coordination with STO leadership and HR throughout recruitment, onboarding, and post-hire support. Yes, awarded vendors will work directly with STO staff on recruitment activities, candidate updates, and reports, under the Procurement Manager's oversight.

17. Will this procurement be utilizing the NASPO contract?

No. This procurement is not utilizing the NASPO Contract; it is a new, independent solicitation conducted solely by the New Mexico State Treasurer's Office through its own RFP process.