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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. Integrations**

It is CCSF’s goal to move closer to a world where automation reduces manual errors and expedites processes. Central to this philosophy is the need for a coherent plan for integrating with other systems.

The first system to integrate with is CCSF’s human capital management system, PeopleSoft 9.2. It is where the hiring process starts and ends (positions get approved in PeopleSoft and hired candidates become employees in PeopleSoft). In addition to those two key points in the process, additional information will need to flow between PeopleSoft 9.2 and the Proposer’s system, so it will be essential to be able to interface with PeopleSoft for the hiring-related purposes outlined in the RFP (and more over time).

As part of CCSF’s modular approach, CCSF plans to integrate with additional systems going forward. The implemented product will have integration points with PeopleSoft, and be extensible to appropriately add spokes that address other needs down the road such as handling assessments, auditing, and onboarding.

With this in mind, the questions below ask the Proposer to provide high-level architecture diagrams with accompanying explanation that demonstrate the Proposer’s vision for their ATS solution as part of a much larger integrated system. The response must include explanations of data flows and architecture decisions.

**6.4.4.1. Include and discuss the PeopleSoft integration solution**

Explain which integration method (outlined in RFP Section 2.4.) the Proposer intends on using and why. Describe how the architecture decisions balance trade-offs between extensibility, flexibility, and simplicity. Answer is limited to three pages (single-sided) including diagrams.

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

**Which integration method (outlined in RFP Section 2.4) do you propose to use? *(Choose one)***

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| Building an API layer facilitating the integration |  |
| Working with a third-party integration partner |  |
| Addressing the different integration needs on a one-off basis |  |

Why did you select the integration method above?

*[Insert answer here]*

Describe how the architecture decisions balance trade-offs between extensibility, flexibility, and simplicity.

*[Insert answer here]*

*[Include diagram(s) here. Your diagram(s) should include and discuss the PeopleSoft integration solution.]*