

Drupal Job Board Request for Proposals

January 14, 2014

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Project Summary

The Drupal Association's mission is to foster and support the global community that builds and uses Drupal, an open source content management system (CMS). One way the Association can help the community is by providing a job board on <https://association.drupal.org/> that better connects employers with Drupal talent. Additionally, revenues generated from the job board postings, featured listings, and other monetized assets will help fund our Drupal community programs.

The Drupal Association seeks a vendor who will build the Drupal Job Board in a development environment on <https://association.drupal.org/> by early Q2 2014. An overview of the job board audiences and desired features are detailed below, but in general the Drupal Job Board will be one list of jobs and featured jobs. The Job Seeker can filter this list to see jobs from "Only Employers" (e.g. Drupal web development agencies, Drupal end users like Amnesty International) or "Only Recruiters".

Employers and Recruiters can buy several products to post and highlight jobs such as: Single job posts, a bundle of 5 job posts, featured listings, a branded company page, and an annual subscription that bundles unlimited job postings, featured listings, and the branded company page.

It is imperative to have jobs listed in the job board before it launches, so the Drupal Association will also partner with a job aggregator, who will push jobs from their board(s) into the Drupal Job Board. However, Job Seekers will have the option to filter out jobs from the aggregator.

Job Seekers will be able to access this job board for free and do not need to "log in" or pay to search the board. However, they can log in and create a profile if they want to save their resume, save keywords for searching the job board, and access other standard job seeking tools.

In summary, this project includes:

- Designing the Drupal Job Board (e.g. job board preview layout, feature listing)
- Designing the Drupal Job Board brand following Drupal Association branding guidelines.
- Developing the Drupal Job Board in phases so it launches with its core features and additional features are added through an iterative development process
- Developing the job board terms and conditions for customers to agree to before buying
- Training staff on how to use and maintain the Drupal Job Board
- Provide documentation to support the training.

Company Information

About The Drupal Association

The Drupal Association is dedicated to helping the open source Drupal CMS project flourish. Drupal powers millions of websites and software applications, from personal blogs to the largest enterprises, media publishers, universities and government agencies, including The Economist, Examiner.com and White House websites. Drupal is constantly being improved by a community of people in 228 countries, speaking 181 languages.

The Drupal Association provides the support, infrastructure and funding to grow the Drupal community, help with online collaboration at <https://drupal.org>, and produces and hosts DrupalCon events and other events around the world. Funds to support these programs come from memberships, sponsorships and donations. To learn more about the Drupal Association and its mission, visit <https://association.drupal.org/>.

About The Drupal Talent Marketplace

- Today, Drupal jobs are posted and promoted in many places.
 - Community sites:
 - <https://groups.drupal.org/jobs> - a simple and free job board
 - Community pages on <https://groups.drupal.org> such as <https://groups.drupal.org/connecticut>
 - [Drupal.org Paid Services](#) - offers freelance opportunities
 - DrupalCon [job board](#) and sponsors promote jobs at their booth
 - Sponsor promote their jobs at Drupal Camps
 - [The Weekly Drop](#) - a community member writes this newsletter and posts jobs at the bottom
 - “Other” job boards: Indeed, oDesk, Dice
 - Social media: Linked-in Drupal Jobs Group, @drupal_jobs

A Drupal-specific job board serving the global community does not exist. However, research shows that niche job boards (boards with one key focus like industry or location specific) are growing in terms of popularity and revenue. By building a niche Drupal Job Board and hosting it on <https://association.drupal.org/>, the Drupal Association can better serve the community with their talent needs and generate revenue to support the growing Drupal.org Tech Team.

About the Drupal Association Web Site

The Drupal Association website is found at: <https://association.drupal.org/> and this is where the Association conducts its business. The site provides information for the community such as its mission, annual reports, board meeting schedules and minutes, blog updates, and program information such as DrupalCon and Community Cultivation Grants. It also has a commerce component since the site generates revenue for the community by selling memberships and

Drupal branded items in our online store.

In 2013 (Jan 1 - Dec 15), The Drupal Association site received 176,679 visitors / 113,078 unique visitors. 63% are new visitors. 39% of visitors are from North America (35.35% US, 3.59% Canada) while 20% are from Europe (UK 6.55%, Germany 3.44%, France 2.65%, Belgium 2.39%, Netherlands 2.21%, and Spain 2%) And the remainder from other countries like India (5.86%) and Australia (2.55%).

The Association considered hosting the job board on the community site, Drupal.org, which has over 18 million unique visitors annually. However, we determined that there was too much risk. Community members, who volunteer as webmasters, would have access to sensitive Job Seeker information. Additionally, the site does not support commerce. By hosting the job board on the Drupal Association website, only staff, who are bound by confidentiality, will have access to Job Seeker information and the job board can leverage the site's commerce infrastructure. Additionally, hosting the Drupal Job Board on The Association site is a strategic move, giving the site more value, which in turn will drive more traffic to the site. However, it should be noted that Drupal.org will cross link to the Job Board, which will give it the desired visibility and traffic.

Goals

- In general, we want the Drupal Job Board to be THE board for finding Drupal talent and jobs. It will provide the features that employers and Job Seekers expect, making their search easy and more sophisticated than what exists on <https://groups.drupal.org/jobs> and competitive to what other open source foundations offer their communities such as the Linux Foundation's job board: <http://jobs.linux.com/>
 - We want to have at least 300 Drupal job postings within the first few months and be able to scale up to several thousand as there are at least 2,500 Drupal jobs on Indeed.com alone.
 - We want to have at least 500 Drupal Job Seekers with job profiles & resumes within the first few months and be able to scale up over time to several thousand Job Seekers with job profiles. Indeed alone has roughly 10,000 Drupal Job Seekers with resumes.
- Additionally, we will monetize the job board to fund more community programs. Specifically, we will charge employers and recruiters for posting jobs (single job posts, bundled job posts, annual subscriptions) as well as sell featured job postings and relevant and contextual advertising. We will not charge Job Seekers to access jobs. Our 2014 revenue goal is \$110,000, which will come from selling at least 50 Super Bundle Annual Subscriptions to Employers & Recruiters and \$70,000 of various products to Employers & Recruiters. We want our revenue opportunities to scale easily so automating tasks will be important as it is a goal to have as little staff time allocated to job board administration as possible.

- Launch the Drupal Job Board in early Q2 2014 with features to support the core goals of providing a useful job board that can be monetized. Once the board is launched, the vendor can make iterative improvements to evolve the job board to the ideal version.

Audience

The following are the audiences that the Drupal Job Board will serve along with the types of pricing models that will be offered to support the 2014 revenue goals.

Job Posters: The Drupal Job Board will serve those who post jobs (recruiters and employers, who are also referred to as “the customer”). Employers/Recruiters will select from various products to post and highlight their jobs and their company. They need to be able to buy products, set up either a Recruiter or Employer Profile Page that lets them post jobs (regular or featured), set up their branded company page, search for potential candidates, and be able to track job posting and branded company page statistics through a dashboard.

It is imperative to have jobs listed in the job board before it launches, so the Drupal Association will also partner with a job aggregator, who will push jobs from their board(s) into the Drupal Job Board.

Job Seekers: This audience consists of Drupal community members who have a wide range of talents (i.e. developer, site builder, business person). We will not charge Job Seekers to access jobs. This audience needs the ability to search the job board using basic and advanced searches. They should also be able to sign up for RSS feeds that alerts the Job Seeker about new jobs that match their search criteria and get updates from Recruiters’ and Employers’ branded company page. Job Seekers should also be prompted to follow jobs posted to a Twitter feed. Lastly, Job Seekers need to be able to set up an association.drupal.org (ADO) account and establish a Job Seeker Profile that exists as a section of their association.drupal.org individual profile page. This section is where they can also upload a resume, save job searches, save jobs, manage email notifications, and their account settings.

Drupal Association Staff Administrators: Drupal Association staff needs to manage the job board by adding content and products, tracking revenue, creating coupon codes for special deals, and resolving customer service issues. The Drupal Association staff member will not be technical and so will need an easy to use interface with a WYSIWYG so they can easily add content and create coupon codes.

User Experience and Job Board Structure

Given the audiences that the Drupal Job Board must serve, we want the job board structured in the following way. See the next section for high-level functionality and features.

Job Seeker User Experience

We want Job Seekers to come to the job board through any device so the site needs to be responsive. We will use the Bluecheese theme, which is currently not responsive, but will be over time. Building for responsiveness means not building tables or hard coded pixels.

When the visitor comes to the front page of the job board, s/he will see:

- A job board with two tabs. One is for Job Postings and the other is for Companies who bought the Branded Company Page product.
 - Job Board Preview Tab: This part of the job board shows recent job postings and feature listings in preview view (only title, company, city/state/country, and date the job was posted). The feature listings will have a unique appearance so they stand out (e.g. a special font color). As part of the basic search functionality, the Job Seeker can click on a button to see “only recruiter jobs” or “only employer jobs” and the system will filter accordingly. Since some postings will also come from a job board aggregator, the Job Seeker will have the option to filter out jobs from the aggregator (Indeed, oDesk).
 - The front page of the Drupal Job Board offers basic search options (keyword, location) with the option to expand to advanced search options (full time/freelance, job category, skill level, remote work, etc)
 - We need to identify all of the search fields and correlate it with the information that recruiters/employers must provide when submitting their jobs.
 - The “Companies” tab is a list of companies who bought the Branded Company Page product and the visitor sees a list with the following information: Company Logo, Company Name, Location. [See StackOverflow Career 2.0 example](#)
 - The Companies tab offers basic search options: Company Name, location, Type of business. Therefore, we need to identify all of the search fields and correlate it with the information requested when setting up a Branded Company Page.
- The front page of the Job board prompts the Job Seeker to:
 - Set up job alerts that are based on the Job Seeker’s search criteria and results are pushed to the Job Seeker by HTML email. When the Job Seeker receives the email, they can link to the jobs directly in the job board. The Job Seeker can select if they are to receive the alerts daily, weekly, or other period of time.
 - Subscribe to RSS Feed
 - RSS Feeds can be set up to have jobs added to a Job Seeker’s RSS tool of choice. Also, the Job Seeker can follow companies in the “Company

- Tab”. Specifically they would follow that company’s new content (videos, blog posts, and job postings).
- Follow job posts on Twitter- there needs to be a Twitter button which takes the Job Seeker to the official Drupal Job Board handle where they can see recently tweeted feature listings. (Twitter handle TBD)
 - The front page of the Job board prompts Job Seekers to:
 - Click the “Be found by Employers” button, which triggers a workflow for setting up a Job Seeker Profile on association.drupal.org so they can be found easily by employers and recruiters. Their Job Seeker Profile will be part of their association.drupal.org (ADO) profile page ([like this one](#)). The vendor can recommend how to add the Job Seeker Profile section to the ADO profile page. The Job Seeker Profile Page prompts the Job Seeker to complete fields and before publishing, the Job Seeker must agree to Terms & Conditions (Specifically, Job Seeker need to agree that Employers/Recruiters can contact them if they create a Job Seeker Profile.)
 - Here is an overview of the Job Seeker Profile Page:
 - The Job Seeker Profile allows them to upload their resume.
 - Their profile page also allows them to manage their job search settings and alerts and save jobs.
 - It displays recommendations of jobs that match the Job Seeker’s title and other relevant fields.
 - It also provides insight into key stats like how many companies looked at their profile, which companies viewed their profile, etc.
 - The Job Seeker Profile page must be searchable by employers / recruiters who are logged in and it is not publicly viewed. Only employers/recruiters with active job listings, accounts with an active “Super Bundle Annual Plan”, and job board administrators can view the tab.
 - Job Seekers go through different workflows when they come to the Drupal Job Board front page depending on whether they are logged into ADO when they come to the front page or whether they created a Job Seeker Profile page.
 - For Job Seekers who do not have a Job Seeker Profile Page and do not have an ADO account, they will see on the Drupal Job Board front page a button that says: “Be Found by Employers”. They click this button to set up their ADO account (if need be) and their Job Seeker Profile Page.
 - However, if a Job Seeker has set up their Job Seeker Profile Page and they are signed into ADO when they come to the Drupal Job Board front page, then instead of seeing the “Be Found by Employers” button, they will see a button that says: “Update your Job Seeker Profile Page” and they are sent to their Job Seeker Profile Page.
 - If the Job Seeker does have a Job Seeker Profile Page but forgot to log

into ADO when they come to the Drupal Job Board front page, then they will see the button: “Be Found by Employers” and they can login by clicking that button or the “ADO Login/Register” button above the top navigation.

- From the front page of the Job board, the Job Seeker sees a preview of job listings as mentioned above. To see a full job description, the Job Seeker clicks on the job in the preview list and is taken to the full job description. However, to motivate more Job Seekers to complete a Job Seeker Profile page, they will not see the job’s contact information unless they are logged into ADO and their Job Seeker Profile Page is set up.
- The Full Job Description page prompts the Job Seeker to:
 - “Email (the job) to a friend” (or share via other social media networks)
 - Check out “similar jobs” (likely using a recommender engine)
 - Mark this job as spam
 - A job must be marked as spam three times by Job Seekers before the job is recorded in an issue queue that staff will check weekly. The staff can then review the spam alert and remove jobs they feel are spam and contact the employer/recruiter about the situation. The terms and conditions need to mention our policy: We have the right to remove postings deemed “spammy” and that the Drupal Association does not give refunds to any jobs removed due to spam.
- About our Job Board Aggregators: The Drupal Association will partner with two job aggregators so Drupal jobs can be pushed into our job board from other boards. The Drupal Job Board must be designed to support this effort before we launch and we will continue pushing the aggregators’ jobs to our board for an undetermined amount of time.
 - We will partner with [Indeed and use their API](#) (request our password to see XML Feed) and [oDesk and use their API](#)
 - Aggregators’ jobs in the Drupal job board need to be identified as the aggregators’ job.
 - We need to offer the Job Seeker a way to filter out job listings from the job board aggregator.
 - We want to make sure our board is not filled with duplicate postings from the aggregator job board so we need a method to suppress posts that duplicate our own.
 - We want our community to be able to flag aggregators’ jobs as spam. If there are three spam alerts, then the aggregator job post should be automatically registered in the spam queue that staff will monitor. If they decide the post is spam, then they need the ability to remove the aggregator job.

Employer/Recruiter User Experience (also known as “The Customer”)

- The front page of the Job board prompts Employers and Recruiters to post jobs. There

are a few workflows. To post a job, Employers and Recruiters must have an association.drupal.org (ADO) account and create either an Employer or Recruiter Profile before buying a product.

- Employers/Recruiters who have not created an ADO account or Employer or Recruiter Profile come to the Drupal Job Board front page and select “Post a Job”, where they are sent to a product page to see their options. On the product page, they select the “Create Your Profile” button. They must chose between Employer or Recruiter and then fill out either the Employer or Recruiter Profile Page. Then, they are taken to the PCI compliant store. Employers see all of the products in the store, but the Recruiter sees all products *EXCEPT* the single job posts product. Once the transaction is complete, they are sent to their dashboard to post a job, search for candidates, etc. We are open to recommendations on how to streamline this workflow.
- Employers/Recruiters, who have logged into their ADO account and have an Employer or Recruiter Profile, will have a slightly different view when they come to the Drupal Job Board. Instead of the “Post a Job” button, they will see “Go To Your Dashboard”. They click this button and go directly to their dashboard.
- **Job Board Products:** Following are the products that appear on the Product Page and online store. Employers see all of the products in their store while Recruiters see all of the products Except the single job post product.
 - **Buy a single post:** Single post expires after 30 days.
 - **Buy a bundle of 5 posts** Posts expire after 30 days. Must use all 5 job credits within 12 months or they expire). Customer receives auto-email before job listing expires that prompts him/her to renew the ad for another 30 days. The customer can do this at the “bundled rate of \$150 per job per 30 days.
 - Upgrade with these “add on products” (always recommend or upsell these products in the shopping cart)
 - **Branded Company Page:** Create a branded company page that the company customizes with text and content like a video about how great the company is and why staff like to work there. (see [Stack Overflow example](#)) And, the page lists all of the company’s job postings. The page can also be “followed” by Job Seekers.
 - The page will be located on association.drupal.org and will pull in information from the company’s account in the Association database, CiviCRM.
 - Branded Company Page is active for one year.
 - Customer receives quarterly auto-emails reminding them to refresh their content and to check their branded company page statistics in the dashboard.
 - Customer receives auto-email before the page expires, reminding him/her to renew the page and to check their page statistics in the dashboard.

- The store needs to run on the association.drupal.org servers
- The store needs to accept coupon codes that gives a discount on a specific product, not on the total amount in the shopping cart. For example, if we provide a coupon code for 20% off the single job posting (discounted price = \$159.20) , and the customer buys this product, redeems the coupon AND buys a featured listing option (list price = \$89(. Then, we want the 20% coupon to only be applied to the job listing so that the total is $\$159.20 + \$89 = \$248.2$)
- We have a strong preference for the shopping cart to be built with commerce, but we are open to suggestions.
- Shopping cart should attempt to upsell customers with featured listings, branded company page, the Super Bundle, and some day advertising.
- After the transaction is complete, the customer is taken to a confirmation page that provides a receipt and a similar message is emailed to the customer.
- We want to be able to communicate with our customers who buy job listings in order to educate them on new features, upsell them on new products, etc. We don't need an email engine in the job board, but we do need to pull reports of who bought or who abandoned their shopping cart within a certain time period. An integration with Mailchimp is a nice to have.
- **Employer & Recruiter Dashboard:** After purchasing, the Employer/Recruiter is directed to their dashboard and specifically the section: Manage My Jobs. Their dashboard has the following sections and services. (we are open to recommendations on better ways to organize these services):
 - **“Manage my account”** where they can set up/change their password, contact information, see their transaction history to be used as receipts, see how much credit is left in their account.
 - **“Manage my jobs”:** This is where they can:
 - Upload and edit jobs and tag job listings as featured listings.
 - Setting up a job triggers an automated welcome message on a confirmation page and welcome email.
 - ALL Job posts are visible and run for 30 days and then expire
 - Customers are allowed to edit job posts anytime in that 30 day window.
 - Whether the customer buys one listing, 5 listings, or the Super Bundle, any unused credit expires within 12 months of purchase (this needs to be included in the terms and conditions).
 - The employer receives an auto renewal / edit notification prior to the post expiring within the 30 day time limit. It prompts them to pay for the ability to run the listing for another 30 days or to refresh their ad by editing the job title, description, etc.
 - When posting a job listing (by buying the Single or 5 bundle products), the customer should be prompted to buy relevant products like featured ads, which would bring them back to the

store to get more credit for this add on purchase.

- Track job postings and branded page stats such as number of visitors/impressions, click thrus, CTR. We do not want to track who checked out a job to protect our community members' anonymity.
- **“Manage my Company Page”**: if the customer buys this product then this portion of the dashboard is activated and allows them to customize their page with text, pics, and videos. They can also use an RSS feed to pull their company blog posts into this page. Setting up a branded company page triggers an automated message on a confirmation page and a confirmation HTML email stating that the page is active and providing information on how to edit it. The company page is active for one year. The customer receives an alert each quarter to update/refresh their content. The customer also receives an email alert that the page will expire in 30, 15, 10, 5 days and to renew the page (email alert frequency can be adjusted)
- **Search for Applicants**: As long as a job listing is active or the customer has the Super Bundle, the customer is given access to search tools where they put in search criteria (keywords) or select from set fields to find applicants who have set up a Job Seeker Profile Page. (This requires that the customers' search criteria matches what the fields that Job Seekers must complete when creating their Job Seeker Profile.
 - The Employer/Recruiter can save “applicant searches” to quickly search again using the same criteria.
 - They can sign up for alerts using this search criteria so they receive emails of new applicants/resumes that fit the criteria.
 - They can save candidates in a list.
 - They are able to email the candidate directly through the Job Seeker Profile page
 - There is a view where the job board recommends candidates based on search criteria - likely using a recommendation engine.
 - Again, the search features are only accessible when a job listing is active. A gap in job posts means a gap in access to Job Seeker Profiles. This does not apply to Super Bundle customers. They get access to search tools all year long.
- **“Store”**: The Employer/Recruiter needs to easily find out how to buy more job listings, featured ads, etc. This section links back to the Drupal Job Board Store.

Drupal Association Staff Administrators

- The Drupal Association Staff needs administration access to add, edit, remove content onto the site and to populate automated messages (confirmation pages) and emails. We need to be able to update and modify branding on pages and emails.
- Staff needs the ability to generate coupon codes that offer free or discounted job listings as needed. See the coupon code requirements in the “store” section above. In short,

coupon code must apply discount only to the intended product - not the total amount of the shopping cart.

- Staff needs access to customer's user accounts to assist them with issues related to purchases such as "did my transaction go through?" We need the ability to see the site as they do, so we can see what they purchased and if the transaction failed or not. If the transaction fails, we need the ability to manually go into the system and insert the customer's credit card information and manually complete the transaction in the job board store. And while we are manually completing their transaction, we need the ability to add additional products or deleted items in the shopping cart incase the customer wants to alter what they originally selected for their shopping cart.
- Our policy is that any job that gets marked as spam three times, is to trigger an action where the company gets listed in a queue that staff monitors. The staff member will check the job posting and if they deem it to be spam, then they need the ability to remove the job posting. When a job posting is removed, it needs to trigger an alert to the customer (or staff needs a way to email the customer) that the job posting was removed because it was considered to be spam. It should point to our terms and conditions about "no spamming" and can also point to pro-tips on how to write an effective and appropriate job posting.
- Staff needs the ability to view abandoned shopping carts and have the ability to email those "potential customers".
- The site needs to offer Job Seekers, Employers, and Recruiters a way to contact staff with questions/issues. Their emails will go through our zendesk account.
- We need to generate reports that we can export via .csv or pdf for
 - Product sales, revenue, and coupon code usage
 - Site traffic, clicks on ads,
 - Filtering by categories to see what jobs and branded company pages are doing well by type, location, geography, etc.
- The Sales team uses Salesforce to track sales history for all accounts. We need a way to import job board sales information into the respective SalesForce's Account Record and specifically into the Opportunity Record as a "closed/won" deal. An integration is ideal, but we can also receive this information in a .csv file and use Salesforce's batch uploader to map in the data.

Marketing Campaigns

- The system must support coupon codes. We want job postings in the job board before we launch. So we will give Supporting Partners a coupon code that lets them post jobs and featured jobs free for a limited time. And, they can pass this coupon code to their clients so they, too, can post jobs for a limited time.
- We will also use coupon codes to promote introductory offers as well as BOGOs (buy one, get one free).
- Branded Company Pages - we will offer partners a free branded company page for a limited time when we launch the Drupal Job Board. We need to be able to unpublish the

branded company page on the expiration date (3-6 months). We also need the company to receive quarterly email alerts to update/refresh their content and another email alert that reminds them to extend the life of their page and buy the year long product.

Job Board Design and Layout

The vendor will be responsible for recommending the Drupal Job Board layout and design.

- The Drupal Job Board will use the Bluecheese theme (current Drupal.org theme) and generally follow [Drupal.org style guide](#).
- The job board design must follow the Drupal Association branding guidelines which include specific color palette, logos, and fonts. See the [Drupal.org branding guidelines](#) for details.
- The vendor will design the job board to prominently display the job board brand: Drupal Job Board.
- The vendor will recommend the design and layout for job postings, feature listings, branded employer pages, and any other required layout/design elements of this project. Once approved, the vendor will implement the recommendation.

High Level Functionality

See corresponding PDFs for each of these documents/presentations mentioned below.

[Features listing](#): This is an overview of the features requested and they are prioritized by which features are required to launch the first version of the job board.

[Technical specs](#): Technical overview of the feature list.

[Job Seeker & Employer/Recruiter Flowcharts](#): This shows the user experience of each audience, providing some clarity to the feature list and technical specs.

Budget

- Our total budget for this project is \$50,000. Development and design are included in that amount, so please itemize those costs clearly in the response. We expect this project to include several phases, such as the following:

- I. Discovery
- II. Design
- III. Development

IV. Testing

V. Training: Use a train the trainer method and provide documentation to support the training.

Note: We are open to releasing this project in phases to meet launch deadlines.

Please list out the costs or cost ranges for each phase of the project.

Proposed Timeline

- We would like to have all proposals by no later than February 7, 2014 so we can select a specific vendor by February 28, 2014.
- In late February, we will virtually interview top candidates
- We would like to begin this project in Q1 2014. We would like this product delivered in early Q2 2014 and have it include the core features needed to launch a competitive Drupal job board that allows us to generate revenue. Additional phases will allow you to iterate improvements that evolve the Drupal Job Board's functionality.
- We recognize that loading content and products can be a time-consuming process, and would not count that against the schedule.
- Development will happen on Drupal Association's servers. We will provide association.drupal.org development environments.

Vendor Selection Criteria

When selecting a vendor for this project, we will be evaluating candidates on the following criteria:

- Experience with building job boards with Drupal and/or Open Source software.
- Experience building e-commerce solutions on Drupal.
- Experience with CiviCRM, Salesforce, MailChimp integrations.
- Experience building flexible Drupal websites that can be easily modified by non- technical users.
- Experience working with nonprofit organizations.
- Experience delivering projects on tight deadlines.

Contact Information

Please direct all responses to this RFP and/or any questions to:

Brendan Blaine
Tech Manager
Drupal Association
rfp@association.drupal.org

We would like to have all proposals by no later than February 7, 2014 so we can select a specific vendor by February 28, 2014.

In your response to this RFP, please provide:

- When you will be able to start this project
- How long you estimate the project to take
- What you will need from the Drupal Association to complete this project
- Overview of your current work experience with Drupal with links to examples
- Overview of any work you or staff completed on Drupal.org (e.g. Drupal.org redesign, upgrade to Drupal 7)
- Links to and a short description of your work that is similar to our RFP
- Responses to the technical section of the RFP