

Riga

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Reg. No: 1.13p/LV-2026-60

Electronic Procurement System

**An answer to the request from the interested supplier
 in the procurement “International recruitment services”,
 ID No RBR 2026/3**

RB Rail AS presents following answers to requests received from the interested supplier until 22nd April 2026:

No	Question (Request)	Answer
1.	We kindly request your guidance on the total number of requirements for P4 positions and the total number of requirements for P5 positions. This information will help us in preparing a more accurate and competitive bid.	<p>RB Rail AS, in defining its requirements within the Technical specification of the procurement “International recruitment services” (ID No RBR 2026/3) (hereinafter – the Procurement), has applied position level designations P4 and P5. These designations are not based on a universal standard but reflect commonly accepted industry practices. In this context, “P” typically denotes “Professional” (individual contributor track), as distinct from “M” (managerial track). Accordingly, a P4 position generally corresponds to a mid-level or experienced individual contributor, while a P5 position corresponds to a senior individual contributor.</p> <p>When preparing their proposals, interested suppliers are expected to take into account the specific requirements associated with these position levels, as defined in Section 3 of the Technical specification of the Procurement.</p> <p>RB Rail AS assumes that together for both position levels – P4 and P5 – during the contract provision there might be approximately 6 - 8 vacancies, however please pay attention that in accordance with the Clause 2.1 of the Draft contract of the Procurement, the Principal is under no obligation to engage the Service Provider for any minimum quantity of Services.</p>

Sincerely,

V. Ezergaile

Procurement commission member / secretary

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