

Request for Proposals

- Data Engineering, Analytics and Governance Partnership

RFP n#: 2026-1-FS-DATAGOV

Location: Global/Remote

Start date: 1st April 2026

End date: 31st March 2027

Technical Team: IT & Data



All applications must be submitted via this [form](#).

You may submit questions to tender@bettercotton.org – RFP n# 2026-1-FS-DATAGOV until 13th February 2026, noting that the **final submission deadline for bids is the 20th February 2026**.

Questions, requests and applications sent after the deadline will only be considered in exceptional circumstances.

Important Submission Process Information:

After submitting your details through the [form](#), you will receive a separate email to upload your supporting documents to a secure platform.

AT THE END OF THIS DOCUMENT, THERE IS A QUESTION AND ANSWER SECTION WHICH YOU ARE ENCOURAGED TO GO THROUGH IN PREPARATION FOR SUBMITTING YOUR BIDS

Description

The Better Cotton Initiative (BCI) is the world's largest cotton sustainability programme. Our mission: to help cotton communities survive and thrive, while protecting and restoring the environment. In difficult times, we are meeting the challenge head on. Through our network of field-level partners we have provided training on more sustainable farming practices to more than 2.9 million cotton farmers in 26 countries. More than a fifth of the world's cotton is now grown under the BCI Standard and our membership network includes more than 2,400 members.

More information about BCI can be found on our website: www.bettercotton.org

BCI is seeking a qualified Microsoft Solutions Partner to provide expert-level data engineering, analytics support, and data privacy auditing. The goal of this engagement is to transition our current data landscape from a Azure environment to a unified Microsoft Fabric architecture while providing continuous support for internal integration projects and ensuring robust GDPR compliance.

Background

Our current infrastructure relies on Azure SQL Data Warehouse and Power BI for reporting and analytics. We have identified Microsoft Fabric F64 as our future-state platform to take advantage of its unified "OneLake" architecture and the elimination of individual Power BI Pro licenses for content consumers. We require a partner who understands the unique financial and operational constraints of the non-profit sector to act as an extension of our internal data team.

Scope of Work

The selected partner will be responsible for the following workstreams:

- **Fabric Migration:**
 - Key Responsibilities: Planning and executing the migration of Azure SQL Data Warehouse workloads to Fabric Data Warehouse/Lakehouse, including schema conversion and asset inventory.
 - Output:
 - Detailed Migration Roadmap & Inventory of assets
 - Validated Medallion Architecture (Bronze, Silver, Gold)
 - Technical Decommissioning Report for legacy Azure DW (Also called CottonCloud at BCI)
- **Ongoing Data Integration:**
 - Key Responsibilities: Proactive monitoring of existing Salesforce-to-Fabric pipelines; BCP-to-Fabric pipelines (BCP is our Supply Chain & Traceability system) managing API limits, handling sync errors, and field mapping updates.
 - Expected Outputs:
 - Monthly Integration Health & Performance Logs.
 - Updated Data Dictionary & API Usage Report.
 - Automated error-alerting framework for daily syncs
- **New Integration Projects:**
 - Key Responsibilities: Engineering new ingestion pipelines using REST APIs and middleware (Azure Logic Apps/Functions) for other source systems (both internal and external)
 - Expected Outputs:
 - Technical Design Documents (TDD) for each new pipeline.
 - Functioning ELT/ETL pipelines with 99.5% uptime SLA.
 - Documented API authentication and pagination logic.
- **Data Privacy & Governance:**
 - Key Responsibilities: Conducting quarterly data privacy audits, exploring & reviewing the need for implementation of Microsoft Purview for automated data classification, and ensuring all architectures meet GDPR and other local data privacy standards.

- Expected Outputs:
 - Quarterly RAG (Red/Amber/Green) Audit Reports.
 - Remediation & Risk Mitigation Plan.
 - Data Lineage & Sensitivity Maps in Microsoft Purview. (If Purview emerges as a potential solution for our existing data governance needs)
- **Analytics Support:**
 - Key Responsibilities: Developing advanced Power BI dashboards and providing technical recommendations for performance tuning within the F64 capacity to prevent "usage creep".
 - Expected Outputs:
 - Library of Live, governed PowerBI dashboards
 - Quarterly capacity Optimisation & tuning report
 - Hands-on skills transfer workshops for internal staff

High-level Timeline

13 th February 2026	Questions deadline All questions must be sent only to tender@bettercotton.org with the RFP Reference in the Subject line.
20 th February 2026	Applications deadline All applications must be submitted via this form .
20 th February – 20 th March 2026	Applications review & shortlisting / Interviews
By 31 st March 2026	The successful applicant will be notified Unsuccessful <u>shortlisted</u> applicants will also be notified
1 st Apr 2026	Start of the consultancy

Required Skills & Knowledge

Skills, Knowledge and Experience
Essential
Microsoft Fabric Authority: Expert-level proficiency in Fabric Data Factory, OneLake, and Synapse Spark.
Integration Mastery: Proven experience maintaining complex Salesforce integrations and managing Bulk APIs.
Technical Orchestration: Advanced skills in REST API integration, Service Principal authentication, and Azure Logic Apps middleware.
Regulatory Expertise: Deep understanding of GDPR standards and governance.
Sector Insight: Minimum 5 years of experience supporting non-profits and NGOs.

Accreditations: ISO 27001 or Cyber Essentials Plus certification.
Support SLAs: Guaranteed response times for critical integration failures (e.g., P1 issues resolved within 4–8 hours).
Skills Transfer: Commitment to co-working with the internal team to ensure long-term capability building.
Optional
Fluent English: BCI's language of operation is English

Application Requirements

Please note that we have changed our RFP submission protocol, and this is now in two phases.

- **Phase 1:** Initial details will be submitted on the form found in this [link](#).
- **Phase 2:** You will receive an email with live links to upload relevant documents (please check your Spam and Junk folders)

All Bidders are recommended to follow the categorisation for pricing as below. Any additional costs, rates or fees should also be provided as part of your Financial Proposal.

Preferably Bidders should categorise costs as follows:

- **Monthly Retainer Fee:** For proactive monitoring and maintenance of existing data integrations.
- **Standard Hourly/Day Rates:** For ad-hoc engineering on new integration and analytics projects.
- **Fixed-Engagement Fees:** For initial Fabric migration execution and quarterly privacy audits.

Proposals responding to this Request for Proposals should be a maximum of 10 pages (excluding CVs), and include the following:

- **Company Credentials:** Microsoft Solutions Partner designation with specializations in Data or Infrastructure.
- **Relevant Case Studies:** Three examples of Fabric migrations and CRM maintenance projects for similar organizations.
- **Operational Methodology:** Description of the "Fractional Expert" or Managed Service model, including communication protocols (e.g., Agile sprints).
- **Assigned Team:** Profiles of the primary data engineers and privacy auditors, highlighting relevant Microsoft certifications.
- **Detailed and transparent budget,** in EUROS, ideally aligned to the cost categorisation mentioned above.

We thank all applicants for their interest; however, only shortlisted applicants will be contacted.

BCI is committed to good practice and transparency in the management of natural, human and financial resources. All applications will be reviewed under the principles and subject to BCI's policies on equal opportunity, non-discrimination, anti-bribery & corruption and conflict of

interest.

Evaluation Criteria

Proposals will be evaluated based on the following criteria:

Technical Evaluation Criteria (70%)

- Integration Capabilities Depth (25%): Proven ability to manage existing and new API-led connections.
- Fabric Architecture & Migration Success (25%): Quality of proposed migration and optimization strategy.
- Audit & Privacy Frameworks (20%): Strength of the quarterly audit methodology.

Financial Evaluation Criteria (30%)

- Quality and clarity of budget provided, and level of detail included
- Alignment of the budget to the activity timeline detailed in the technical proposal
- Value for money
- Adherence to the available budget

Questions & Answers For RFP 2026-1-FS-DATAGOV

1. Question 1

Number of data sources?

Answer

5 current data sources, with an average of 2 new sources added each year.

2. Question 2

No of existing ETL/ELTs

Answer

ETL/ELT processes are currently implemented using Azure Data Factory (ADF), Azure Web Apps, and some Fabric Dataflows (planned for migration).

3. Question 3

Daily Ingestion File/Data Size and weekly/monthly growth

Answer

All source data is fully ingested into the staging area daily. There is currently no change-detection-based loading mechanism implemented. Growth is not actively monitored, but only a small number of tables contain data in the millions of rows, and overall data volume remains small at this time.

4. Question 4

Existing DWH size, no of tables etc.

Answer

The current data warehouse is approximately 22 GB in size and contains 456 tables.

5. Question 5

Is Data cleaning and transformation implemented in Azure SQL, ADF or any 3rd party tool?

Answer

Data cleaning and transformation are performed using Azure Data Factory and SQL Stored Procedures.

6. Question 6

No of SQL Stored Procedures/Views

Answer

There are 57 stored procedures and 277 views currently in use.

7. Question 7

No of existing Power BI Measures, KPIs & Dashboards

Answer

There are approximately

- 32 PBI reports
- 7-10 Pages in each

8. Question 8

Number of business users

Answer

There are approximately:

- 250 internal Power BI users
- 500 external shared-report users
- Fewer than 10 data analysts accessing the SQL database directly

9. Question 9

Existing performance/architecture issues

Answer

The current platform is not prepared to scale for large incoming datasets from new sources. Batch transformation capabilities may be required going forward. There are also challenges with external dashboard-sharing strategy and performance.

10. Question 10

What are Data masking/encryption requirements?

Answer

No masking or encryption requirements exist at this time because no PII is stored in the data warehouse.