

All enquiries related to this Request for Proposals, including any requests for information and clarification, are to be submitted by August 3, 2026, and directed, in writing, to procurement@bc-er.ca, who will respond if time permits. Information obtained from any other source is not official and should not be relied upon. Enquiries and any responses will be recorded and may be distributed to all Proponents at the BCER's option.

RFP# 20527001

Posted: July 10, 2026

Accelerated AI Engagement

Closing Time: Proposal must be received electronically
before 2:00 PM Pacific Time on: July 7, 2026

Delivery of Proposals

Proposals must be submitted electronically.

To: <https://procurement.bc-er.ca/>

Organization Overview

The BC Energy Regulator (BCER) is the Province of B.C.'s life-cycle energy resources regulator. The BCER is a Crown agency with a mandate to ensure both the environment and public safety are protected, and those with concerns have the opportunity to have their voices heard in the sustainable development of British Columbia's energy resources.

As a cost recoverable, values driven organization, we prioritize safety, stewardship, and Indigenous interests throughout the full project lifecycle – from exploration to reclamation – and support the transition to clean energy. The BCER is committed to reconciliation with Indigenous Peoples, honouring the Provincial commitment to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Declaration on the Rights of Indigenous Peoples Act, and the Truth and Reconciliation Commission's (TRC) Calls to Action. Through fostering respectful and collaborative relationships with Indigenous partners and stakeholders, the BCER delivers on Government's priorities.

The BCER has an innovative forward-thinking workplace that demonstrates our core values. Through continuous improvement and development, the BCER is agile and responsive to the rapidly changing environment in which we operate. We are diverse and inclusive, with transparency, innovation, and integrity as the foundation of our respectful culture. Secured access to BCER information and systems is a foundational consideration in the management of the BCER's infrastructure.

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A. Definitions and Administrative Requirements

1. Definitions

Throughout this Request for Proposals, the following definitions apply:

"Contract" means the written agreement resulting from this Request for Proposals executed by the BCER and the Contractor;

"Contractor" means the successful Proponent to this Request for Proposals who enters into a written Contract with the BCER;

"Must", or "mandatory" means a requirement that must be met in order for a proposal to receive consideration;

"Proponent" means an individual or a company that submits, or intends to submit, a proposal in response to this Request for Proposals;

"BCER" means British Columbia Energy Regulator;

"Request for Proposals" means the process described in this document; and

"Should" or "desirable" means a requirement having a significant degree of importance to the objectives of the Request for Proposals.

2. Terms and Conditions

Submitting a proposal indicates acceptance of all the terms and conditions set out in the RFP, including those that follow and that are included in all appendices and any addenda.

A proposal must be signed by a person authorized to sign on behalf of the Proponent with the intent to bind the Proponent to the RFP and to the statements and representations in the Proponent's proposal. A scanned copy of the signed cover page of this RFP is acceptable as is a cover letter identifying the Proponent, identifying the RFP and including a signature of an authorized representative of the Proponent that confirms the Proponent's intent to be bound. For proposals submitted to an electronic proposal constitutes the signature of an authorized representative of the Proponent and is acceptable without additional signature.

3. Electronic Submissions

For electronic submissions the following applies:

- a) The Proponent is solely responsible for ensuring that the complete electronic Proposal, is received before Closing Time;
- b) The maximum size of each attachment must be 500 MB or less and uploaded in a single attachment;
- c) Proponents should submit proposal submissions in a single upload and avoid sending multiple submissions for the same opportunity;
- d) Attachments must not be compressed, must not contain a virus or malware, must not be corrupted and must be able to be opened. Proponents submitting by electronic submission are solely responsible for ensuring that any emails or attachments are not corrupted. The BCER may reject proposals that are compressed, cannot be opened or that contain viruses or malware or corrupted attachments.

4. Additional Information Regarding the Request for Proposals

All subsequent information regarding this Request for Proposals, including changes made to this document will be posted on the BC Bid website at www.bcbid.ca. It is the sole responsibility of the Proponent to check for amendments on the BC Bid website.

5. Late Proposals

Proposals will be marked with their receipt time once submitted. Only complete proposals received and marked before closing time will be considered to have been received on time. Proposals that are received late will be marked late and will not be considered or evaluated. In the event of a dispute, the proposal receipt time as recorded by the electronic date stamp shall prevail whether accurate or not.

6. Eligibility

- a) Proposals will not be evaluated if the Proponent's current or past corporate or other interests may, in the BCER's opinion, give rise to a conflict of interest in connection with the project described in this Request for Proposals. This includes, but is not limited to, involvement by a Proponent in the preparation of this Request for Proposals. If a Proponent is in doubt as to whether there might be a conflict of interest, the Proponent should consult with the BCER Contract Management Analyst prior to submitting a proposal.
- b) Proposals from not-for-profit agencies will be evaluated against the same criteria as those received from any other Proponents.

7. Evaluation

Evaluation of proposals will be by a committee formed by the BCER and may include employees and contractors of the BCER. All personnel will be bound by the same standards of confidentiality. The BCER's intent is to enter into a Contract with the Proponent who has the highest overall ranking.

8. Negotiation Delay

If a written Contract cannot be negotiated within thirty days of notification of the successful Proponent, the BCER may, at its sole discretion at any time, thereafter, terminate negotiations with that Proponent and either negotiate a Contract with the next qualified Proponent or choose to terminate the Request for Proposals process and not enter into a Contract with any of the Proponents.

9. Debriefing

At the conclusion of the Request for Proposals process, all Proponents will be notified of the award by email. Unsuccessful Proponents may request a debriefing meeting with the BCER.

10. Alternative Solutions

If alternative solutions are offered, please submit the information in the same format, as a separate proposal.

11. Changes to Proposals

By submission of a clear and detailed written notification, the Proponent may amend or withdraw its proposal prior to the closing date and time. Upon closing time, all proposals become irrevocable. The Proponent will not change the wording of its proposal after closing and no words or comments will be added to the proposal unless requested by the BCER for purposes of clarification.

12. Proponents' Expenses

Proponents are solely responsible for their own expenses in preparing a proposal and for subsequent negotiations with the BCER, if any. If the BCER elects to reject all proposals, the BCER will not be liable to any Proponent for any claims, whether for costs or damages incurred by the Proponent in preparing the proposal, loss of anticipated profit in connection with any final Contract, or any other matter whatsoever.

13. Limitation of Damages

Further to the preceding paragraph, the Proponent, by submitting a proposal, agrees that it will not claim damages, for whatever reason, relating to the Contract or in respect of the competitive process, in excess of an amount equivalent to the reasonable costs incurred by the Proponent in preparing its proposal and the Proponent, by submitting a proposal, waives any claim for loss of profits if no Contract is made with the Proponent.

14. Proposal Validity

Proposals will be open for acceptance for at least 90 days after the closing date.

15. Firm Pricing

Prices will be firm for the entire Contract period unless this Request for Proposals specifically states otherwise.

16. Currency and Taxes

Prices quoted are to be:

- a) In Canadian dollars;
- b) Inclusive of duty, where applicable; FOB destination, delivery charges included where applicable; and
- c) Exclusive of taxes

17. Completeness of Proposal

By submission of a proposal the Proponent warrants that, if this Request for Proposals is to design, create or provide a system or manage a program, all components required to operate the system or manage the program have been identified in the proposal or will be provided by the Contractor at no charge.

18. Subcontracting

- a) Using a subcontractor (who should be clearly identified in the proposal) is acceptable. This includes a joint submission by two Proponents having no formal corporate links. However, in this case, one of these Proponents must be prepared to take overall responsibility for successful performance of the Contract and this should be clearly defined in the proposal.
- b) Subcontracting to any firm or individual whose current or past corporate or other interests may, in the BCER's judgment, give rise to a conflict of interest in connection with the project or program described in this Request for Proposals will not be tolerated. This includes, but is not limited to, any firm or individual involved in the formulation of this Request for Proposals. If a Proponent is in doubt as to whether a proposed subcontractor gives rise to a conflict of interest, the Proponent should consult with the BCER Contact Person listed on page 1 prior to submitting a proposal.
- c) Where applicable, the names of approved sub-contractors listed in the proposal will be included in the Contract. No additional subcontractors will be added, nor other changes made, to this list in the Contract without the written consent of the BCER.

19. Acceptance of Proposals

This Request for Proposals should not be construed as an agreement to purchase goods or services. The BCER is not bound to enter into a Contract with the Proponent who submits the lowest priced proposal or with any Proponent. Proposals will be assessed in light of the evaluation criteria. The BCER will be under no obligation to receive further information, whether written or oral, from any Proponent.

Neither acceptance of a proposal nor execution of a Contract will constitute approval of any activity or development contemplated in any proposal that requires any approval, permit or license pursuant to any federal, provincial, regional district or municipal statute, regulation or by-law.

20. Definition of Contract

Notice in writing to a Proponent that it has been identified as the successful Proponent and the subsequent full execution of a written Contract will constitute a Contract for the goods or services, and no Proponent will acquire any legal or equitable rights or privileges relative to the goods or services until the occurrence of both such events.

21. Contract

By submission of a proposal, the Proponent agrees that should its proposal be successful, the Proponent will enter into a Contract with the BCER in accordance with the terms of the BCER's [Information Technology Professional Service Agreement](#).

22. Liability for Errors

While the BCER has used considerable efforts to ensure the information in this Request for Proposals is accurate, the information contained in this Request for Proposals is supplied solely as a guideline for Proponents. The information is not guaranteed or warranted to be accurate by the BCER, nor is it necessarily comprehensive or exhaustive. Nothing in this Request for Proposals is intended to relieve Proponents from forming their own opinions and conclusions with respect to the matters addressed in this Request for Proposals.

23. Modification of Terms

The BCER reserves the right to modify the terms of this Request for Proposals at any time in its sole discretion. This includes the right to cancel this Request for Proposals at any time prior to entering into a Contract with the successful Proponent.

24. Ownership of Proposals

All proposals submitted to the BCER become the property of the BCER. They will be received and held in confidence by the BCER, subject to the provisions of the *Freedom of Information and Protection of Privacy Act* and this Request for Proposals.

25. Use of Request for Proposals

Any part of this document, or any information provided by the BCER in relation to this Request for Proposals may not be used or disclosed, for any purpose other than for the submission of proposals. Without limiting the generality of the foregoing, by submission of a proposal, the Proponent agrees to hold in confidence all information provided by the BCER in relation to this Request for Proposals.

26. Reciprocity

The BCER may consider and evaluate any proposals from other jurisdictions on the same basis that the BCER purchasing authorities in those jurisdictions would treat a similar proposal from a British Columbia supplier.

27. No Lobbying

Proponents must not attempt to convey directly or indirectly with any employee, contractor or representative of the BCER, including the evaluation committee and any elected officials of the BCER, or with members of the public or the media, about the project described in this Request for Proposals or otherwise in respect of the Request for Proposals, other than as expressly directed or permitted by the BCER.

B. Requirements and Responses

1. Summary of the Requirement

The BC Energy Regulator (BCER) is seeking a qualified proponent to continue and expand its Accelerated Artificial Intelligence (AI) engagement to deliver production-ready, business-driven AI solutions that enhance regulatory processes. This engagement represents the continuation and expansion of an existing AI implementation initiated under prior contracts

The engagement will focus on advancing AI-enabled permit automation, specifically building upon the Permit Application Regulatory Compliance Assistant (PARCA), BCER's AI-enabled tool designed to support staff in reviewing permit applications by extracting information from application materials, identifying potential regulatory and environmental compliance issues, and highlighting items that may require closer assessment. Staff will use PARCA as a decision-support tool within the application review process to help triage applications, improve consistency, and reduce manual effort while maintaining regulatory oversight and accountability.

PARCA runs within BCER's Microsoft Azure cloud stack and broader enterprise technology environment, including containerized and integrated platforms, business process and rules services, enterprise data sources, and identity and access controls, and is expected to align with BCER's established architecture, security, and deployment practices.

The successful proponent will:

- Deliver enhancements to an existing production-aligned AI solution
- Develop additional AI capabilities to improve operational efficiency and risk management
- Follow an Agile development approach from data access and ideation through deployment
- Ensure compliance with privacy, security, and regulatory requirements
- Provide knowledge transfer and a roadmap for future AI initiatives

This engagement is expected to build measurable business value while strengthening BCER's internal AI capability and long-term digital strategy.

2. Contract Duration

The BCER intends to enter into a Contract with the successful Proponent for an initial term commencing on contract award and continuing until March 31, 2028. At the BCER's sole discretion, the Contract may be renewed for up to two additional one-year terms, subject to satisfactory performance, continued need, and completion of any required renewal documentation. The term of the Contract, including any renewal periods, does not constitute a guarantee of work or funding for the full duration. The BCER reserves the right to suspend, reduce the scope of, or terminate the Contract at any time, in accordance with the terms and conditions of the Contract and at the BCER's sole discretion.

3. Anticipated RFP Schedule

The following table outlines the anticipated schedule for the RFP process (from issuance through proponent selection), not the subsequent project delivery. All times identified in the table are in Pacific Time.

Event	Anticipated Date
Enquiries deadline	August 3, 2026

Event	Anticipated Date
Request closing time	August 7, 2026
Review, interviews, and reference checks as required	August 10-14, 2026
Preferred Proponent selected by	August 21, 2026
Commencement of work	September 2026

4. BCER Situation/Overview

The BCER regulates the full life cycle of energy resource activities in B.C., from site planning to restoration. We ensure activities are undertaken in a manner that protects public safety, safeguards the environment, supports meaningful reconciliation, and advances the public interest and contributes to B.C.'s economy. The BCER's current legislated mandate, regulatory framework, core activities and organizational structure are described in the [2025/26 2027/28 Service Plan \(PDF\)](#) available on the BCER's website at www.bc-er.ca.

BCER Responsibility

The BCER mission is as follows:

We regulate the life cycle of energy resource activities in B.C. from site planning to restoration, ensuring activities are undertaken in a manner that:

- Protects public safety
- Safeguards the environment
- Supports meaningful reconciliation
- Advances the public interest and contributes to B.C.'s economy

Background

BCER has completed approximately one year of work under prior contracts with AltaML to design and deliver AI-enabled solutions under RFP #21026002.

The PARCA architecture delivers a secure, cloud-based permit application platform in Azure that integrates real-time user interactions, AI-powered document intelligence, and seamless connectivity to on-premises systems. The solution leverages containerised services within a secure Azure environment to provide scalable front-end and back-end application capabilities. Users interact through a web interface with real-time communication, while Azure AD B2C ensures secure external access.

Regulatory documents are stored and indexed in Azure to support advanced search and AI-driven insights. Azure OpenAI services enhance the platform by enabling intelligent content retrieval and response generation. The platform integrates with on-premises systems, including a PostgreSQL database, through a secure VPN connection, ensuring protected data exchange while maintaining a hybrid architecture.

Overall, the design is cloud-native, secure by design, and AI-enabled, supporting efficient permit processing and improved user experience.

AltaML is the current incumbent proponent and has:

- Developed and deployed components of the PARCA solution.
- Delivered a production-ready MVP focused on permit automation and regulatory requirements evaluation.
- Implemented iterative Agile development cycles with regular releases.
- Established foundational data access, model development, and system integrations within BCER environments.

AltaML, along with all other qualified proponents, is eligible to submit a proposal in response to this RFP. All proposals will be evaluated in accordance with the criteria set out in this document.

The solution is designed to:

- Extract data from permit application attachments.
- Evaluate environmental and regulatory factors.
- Support compliance assessments against regulatory frameworks.
- Reduce manual review effort and accelerate decision making.

BCER is now seeking to:

- Continue and extend this work.
- Enable competition for future phases.
- Expand capabilities, adoption, and long-term sustainability of AI solutions.

This work will be procured through a competitive process to ensure fair and transparent evaluation of all qualified proponents

5. Requirements

Scope of Services

1. Project Planning & Onboarding

- Establish secure access to BCER data, systems, and environments
- Confirm governance, reporting structures, and communication protocols
- Align with BCER architecture, security, and compliance requirements.

2. Use Case Development and Prioritization

- Conduct workshops to validate and refine existing AI use cases
- Identify and prioritize new opportunities aligned with BCER business needs
- Maintain and refine a prioritized backlog of AI initiatives
- Define success criteria and measurable outcomes

3. Solution Development and Enhancement

- Design, build, test, and deploy AI-enabled solutions
- Enhance and extend the existing PARCA solution, including:
 - Extraction of structured data from permit documentation
 - Integration with spatial and regulatory datasets
 - Support for additional permit types and activities
 - System performance monitoring and feedback capabilities
- Deliver production-ready systems integrated with BCER platforms.

4. Deployment and Integration

- Support deployment into BCER production environments
- Integrate solutions with BCER systems, including application management and data platforms
- Enable scalable, secure, and maintainable solutions
- Ensure compatibility with BCER's technology ecosystem.

5. Security, Privacy, and Compliance

- Maintain confidentiality, integrity, and availability of BCER data
- Ensure compliance with FOIPPA and applicable policies
- Support Privacy Impact Assessments (PIAs) and security assessments
- Follow industry best practices for cloud, data protection, and access control.
- Follows the BCER appropriate use of AI Guidelines

6. Agile Delivery and Continuous Improvement

- Deliver work using Agile methodologies with iterative releases
- Conduct regular sprint reviews and demonstrations
- Incorporate continuous user feedback and improvement cycles
- Maintain transparency in progress, risks, and issues

7. Knowledge Transfer & Documentation

- Provide training and knowledge transfer to BCER staff
- Deliver technical and functional documentation
- Enable operational sustainability and internal capability development

8. Roadmap & Next Steps

- Deliver a prioritized roadmap for future AI initiatives
- Identify opportunities for scaling existing solutions
- Provide guidance on funding or partnership opportunities, where applicable.

Deliverables

The successful proponent will provide deliverables including, but not limited to:

1. Core Solution Deliverables

- Production-ready AI solution(s), including enhancements to existing systems
- Integrated deployment within BCER environments
- Source code and associated artefacts

2. Project and Technical Artefacts

- Project charter and project plan
- System architecture and technical design documentation
- API and integration documentation

3. Compliance and Security Deliverables

- PIA support documentation
- Security and compliance documentation
- Data governance and handling protocols

4. Reporting and Operational Deliverables

- Regular status reporting aligned with Agile cycles
- Risk and issue logs
- Monthly invoicing with detailed breakdowns

5. Knowledge Transfer and Training

- Training materials and sessions
- User guides and administrative manuals

6. Strategic Deliverables

- AI opportunity roadmap
- Prioritized backlog of future initiatives
- Post-engagement recommendations report

Technology Context

BCER's existing PARCA solution is implemented within a Microsoft Azure-based architecture leveraging containerised services, Azure OpenAI, and secure identity and access controls.

Proponents should assume that:

- The existing Azure-based architecture is the primary delivery platform.
- Integration with BCER's enterprise systems (as outlined in Appendix A) is required.
- Proposed solutions should extend and align with the existing PARCA architecture unless otherwise justified.

Proponents may propose enhancements or alternative approaches where they:

- Improve performance, scalability, or maintainability
- Reduce costs
- Maintain compatibility with BCER's security, data, and integration standards

Proponents should clearly identify:

- Any deviations from the current architecture
- Any additional technologies introduced
- Rationale and trade-offs for proposed changes

6. Format Requirements

The following format, sequence, and instructions must be followed to provide consistency in Proponent response and ensure each proposal receives full consideration. With all pages consecutively numbered, the proposals should contain the following parts:

- a) Table of contents with page numbers.
- b) Executive summary.
- c) The proposal in accordance with the content requirements, must be no more than 12 pages (not including resumes).

7. Content Requirements

Responses should be succinct and should focus on specific services and deliverables being proposed – please be considerate of the time it will take to review the submission.

To expedite a fair and unbiased proposal review process, the BCER's preference is for all proposals to use the following outline:

1. Summary of proponent location. Preference will be given to proponents with corporate head office in Canada. (½ page)
2. Summary of proponent experience in implementing AI solutions for Canadian energy regulators and the Canadian energy industry (2-4 pages)

3. Summary of proposed resources experience and experience with BCER technologies (see appendix A). Proposed resources should be in Canada and able to work on Pacific Standard Time. (2-4 pages)
4. Provide a complete pricing submission in Canadian dollars (CAD) that clearly identifies whether the proposed pricing model is fixed price or time and materials. The pricing submission must include the total cost for the initial Contract term through March 31, 2028, broken down by scope of service. (2 pages) Proponents must also provide the hourly rates for each proposed resource or role.

If proposing time and materials, the Proponent must include the estimated hours by resource or role, the corresponding hourly rates, and the total estimated cost.

If proposing fixed price, the Proponent must include the fixed price amount and a breakdown by scope of service, deliverable, milestone, or phase, as applicable.

Any assumptions, exclusions, dependencies, optional items, or limitations that affect pricing must be clearly identified.

5. Confirmation of availability, including any constraints. (1 page)
6. Resumes (max half page each)

8. Evaluation of Proponent Response

The evaluation of responses will be conducted by a team consisting of employees and/or contractors of the BCER. All members of the team will be bound by the same standards of confidentiality.

This section details the mandatory and desirable criteria against which proposals will be evaluated. Proponents should ensure that they fully respond to all criteria to receive full consideration during the evaluation.

The lowest price proposal will not necessarily be accepted. The BCER reserves the right to refuse any proposal based on quality, service, price, reputation, experience and other criteria.

The Preferred Proponent will be the Proponent scoring the most points after evaluation. The evaluation process will consist of the following stages:

- Stage One – Mandatory Criteria
- Stage Two – Desirable Criteria

Mandatory Criteria

Proposals not clearly demonstrating that they meet the following mandatory criteria will be excluded from further consideration during the evaluation process:

- The Proposal must be received before the designated closing date and time.
- The Proposal must be in English and submitted electronically to <https://procurement.bc-er.ca/>
- The Proponent must confirm that any personal information received, collected or held over the course of the review will be stored and used only in Canada.
- The Proposal must contain an independence and objectivity statement confirming the Proponent is free of any actual or perceived conflict of interest and free of bias with respect to the BCER, its officers and employees.

Failure to meet all mandatory criteria above will disqualify the Proponent's Proposal from further review. If you have issues uploading to the procurement portal contact procurement@bc-er.ca before the deadline.

Desirable Criteria

The BCER seeks to enter into an agreement with the Proponent who, in the opinion of the BCER, has the resources with the knowledge and competence to provide the greatest value. Proposals meeting all the mandatory criteria will be further assessed against the desirable criteria.

Desirable Criteria	Weight
Proponent's Relevant Experience • Direct experience with regulatory or public sector organizations. • Experience delivering AI solutions in the energy sector. • Demonstrated delivery of solutions comparable in scale and complexity to PARCA .	30%
Proponent's Technical and Delivery Capability • Demonstrated success delivering production-ready AI solutions. • Strong architectural, security, and data management practices. • Ability to integrate with enterprise platforms and cloud environments (e.g., Azure-based solutions).	25%
Proposed Approach • Clear understanding of PARCA and BCER's objectives. • Practical and well-defined delivery approach (Agile, iterative delivery). • Approach that balances innovation with alignment to BCER's existing architecture.	20%
Team and Resourcing • Relevant technical and domain expertise of team members. • Experience working on similar AI and regulatory initiatives. • Availability and continuity of key resources throughout the engagement	10%
Pricing • Clear, transparent pricing structure. • Realistic effort estimates aligned with the proposed approach. • Competitive pricing relative to demonstrated capability.	10%
Proponent's Corporate Location • Preference will be given to proponents with a corporate presence in Canada, particularly those demonstrating ability to support BCER operations within Pacific Time	5%

Informational Interviews

The top ranking (to a maximum of three) Proponents **may** be asked to attend an interview with the evaluation team. During the interview, the evaluation committee may clarify and/or verify statements made in the written Response.

The requirement for interviews is optional. The BCER reserves the right to complete the evaluation process without Proponent interviews.

Interview Criteria	Weight
Understanding of the requirements.	30%
Understanding of the BCER's environment and technologies.	15%
Proposed solution.	40%
Project delivery approach.	15%

The highest scoring Proponent (Preferred Proponent) will be selected by adding the scores from the desirable criteria and the interview.

Appendix A: Technologies in Use

Capability Area	Primary Technologies	Notes
Cloud Platform (Core)	Microsoft Azure	Primary platform for all AI and application delivery
AI / ML Services (Core)	Azure OpenAI	Used for AI-enabled document processing and insights
Containerisation & Runtime (Core)	OpenShift, Docker	Containerised application delivery model
Application & API Integration (Core)	Red Hat Integration (Apache Camel), 3Scale	Used for system integration and API management
Identity & Access Management (Core)	Azure AD B2C	Standard for authentication and external access
Data Platform (Core + Integration)	PostgreSQL (on-prem), Azure storage	Hybrid architecture with secure VPN integration
Development Stack (Preferred)	.NET / C#, Python	Primary languages for new development and AI
DevOps & CI/CD	Microsoft DevOps Server	Standard tooling for deployment and release management
Workflow & Rules Engines	Camunda, Drools	Used for process orchestration and business rules
Enterprise Systems (Integration)	Oracle, SQL Server, GIS (ArcGIS), PostgreSQL	Systems that PARCA may integrate with
Collaboration / Reporting	M365, Power BI	Used for reporting, dashboards, and user interaction