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Tender

Executive & Non-Executive Search 3

Crown Commercial Service

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-000228

Procurement identifier (OCID): ocds-h6vhtk-05295b ([view related notices](#))

Published 5 January 2026, 11:34am

Scope

Reference

RM6394

Description

This framework facilitates the recruitment of executive and non-executive positions via specialist agencies.

Executive Search (also known as "headhunting" or "retained search") supports the identification and hiring of senior leaders, C-Suite candidates, and Non-Executive Directors by using specialised services to target highly qualified candidates.

This framework helps to recruit senior civil servants and public appointments (or equivalent) and will replace RM6290 Executive Search.

This agreement will provide similar services to RM6290 Executive Search and will be defined as core or non-core.

Core modular services include:

- Buyer Planning
- Candidate Identification and Attraction
- Candidate Assessment and Evaluation
- Offer and Appointment

Non-core modular services include:

- Strategy and Planning
- Talent Development Services
- Talent Mapping
- Reserve Lists & Talent Pools
- Executive Development and Coaching
- Technology Services
- International Recruitment

There are also two new non-core services available:

- Psychometric Analysis
- Market Mapping

Please be aware that the UK1 Pipeline notice notice was published under OCID ocds-h6vhtk-050238

Commercial tool

Establishes a framework

Total value (estimated)

- £100,000,000 excluding VAT
- £120,000,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 25 June 2026 to 24 June 2029
- Possible extension to 24 June 2030
- 4 years

Description of possible extension:

Option to extend by 12 months.

Main procurement category

Services

CPV classifications

- 79600000 - Recruitment services

Contract locations

- UK - United Kingdom
- GG - Guernsey
- IM - Isle of Man
- JE - Jersey

Lot 1. Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)

Description

Civil Service Grades: Grade 6, SCS1 (Deputy Director) (or equivalent) and SCS2 (Director) (or equivalent)

NHS Grades: AfC Bands 8(a) - 9, NP4 - ST3-5, NP5 - ST6-8, Consultancy (Level 1 - 8), VSM (Executive Directors and Other Second Level Very Senior Managers)

Wider Public Sector: Local Government - Principal Officer 8-12, Assistant Director, Divisional Director, Head of Service, Corporate Director 2 (and equivalents), Corporate Director 1, Strategic Director 1 & 2, Executive Director, Assistant Director, Director (and equivalents)

Lot value (estimated)

- £100,000,000 excluding VAT
- £120,000,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 2. Executive Search - SCS3 & SCS4 (and equivalents)

Description

Civil Service Grades: SCS3 (Director General) and SCS4 (Permanent Secretary) (or equivalent)

NHS Grades: VSM (Chief Executives)

Wider Public Sector: Local Government - Chief Executive

Lot value (estimated)

- £100,000,000 excluding VAT
- £120,000,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Lot 3. Non-Executive and Public Appointments

Description

Non-Executive and Public Appointments:

Chair, Commissioner, Member, Non Executive Director, Adjudicator, Trustee, Ombudsman, Chief Inspector

Lot value (estimated)

- £100,000,000 excluding VAT
- £120,000,000 including VAT

Framework lot values may be shared with other lots

Same for all lots

CPV classifications, contract locations and contract dates are shown in the Scope section, because they are the same for all lots.

Framework

Maximum number of suppliers

Unlimited

Maximum percentage fee charged to suppliers

1%

Further information about fees

The Supplier will pay, excluding VAT, 1% of all the Charges for the Deliverables invoiced to the Buyer under all Call-Off Contracts.

Framework operation description

Refer to Framework Schedule 7 for details of the competitive selection processes for the award of contracts under this framework

Award method when using the framework

Either with or without competition

Contracting authorities that may use the framework

Refer to RM6394 - Executive and Non Executive Search 3 - Customer List for details of contracting authorities that may use the framework.

Participation

Legal and financial capacity conditions of participation

Lot 1. Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)

Lot 2. Executive Search - SCS3 & SCS4 (and equivalents)

Lot 3. Non-Executive and Public Appointments

The conditions of participation relating to the legal and financial capacity are set out in the ITT, in the procurement specific questionnaire. The conditions of participation will be assessed in accordance with the assessment methodologies detailed in the procurement specific questionnaire and Attachment 2 How to tender.

Technical ability conditions of participation

Lot 1. Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)

Lot 2. Executive Search - SCS3 & SCS4 (and equivalents)

Lot 3. Non-Executive and Public Appointments

The conditions of participation relating to technical capability are set out in the ITT, in the procurement specific questionnaire. The conditions of participation will be assessed in accordance with the assessment methodologies detailed in the procurement specific questionnaire and Attachment 2 How to tender.

Particular suitability

Lot 1. Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)

Lot 2. Executive Search - SCS3 & SCS4 (and equivalents)

Lot 3. Non-Executive and Public Appointments

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

Submission

Enquiry deadline

19 January 2026, 3:00pm

Tender submission deadline

3 February 2026, 3:00pm

Submission address and any special instructions

<https://crowncommercialservice.bravosolution.co.uk>

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

15 June 2026

Award criteria**Lot 1. Executive Search - Grade 6, SCS1 & SCS2 (and equivalents)**

Name	Type	Weighting
Candidate (General)	Quality	27.5%
Buyer (General)	Quality	27.5%
Lot 1 only	Quality	25%
Social Value	Quality	10%
Price	Price	10%

Lot 2. Executive Search - SCS3 & SCS4 (and equivalents)

Name	Type	Weighting
Candidate (General)	Quality	27.5%
Buyer (General)	Quality	27.5%
Lot 2 only	Quality	25%
Social Value	Quality	10%
Price	Price	10%

Lot 3. Non-Executive and Public Appointments

Name	Type	Weighting
Candidate (General)	Quality	27.5%

Name	Type	Weighting
Buyer (General)	Quality	27.5%
Lot 3 only	Quality	25%
Social Value	Quality	10%
Price	Price	10%

Other information

Applicable trade agreements

- Government Procurement Agreement (GPA)
- Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Documents

Associated tender documents

[FTS Customer List - RM6394 Executive and Non-Executive Search 3.docx](#)

Contracting authority

Crown Commercial Service

- Public Procurement Organisation Number: PBZB-4962-TVLR

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Liverpool

L3 9PP

United Kingdom

Telephone: +44 3454102222

Email: supplier@crowncommercial.gov.uk

Website: <https://www.gov.uk/ccs>

Region: UKD72 - Liverpool

Organisation type: Public authority - central government