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Contract

TfL 96871 Talent Mapping Framework

Transport for London

F03: Contract award notice

Notice identifier: 2025/S 000-001833

Procurement identifier (OCID): ocds-h6vhtk-0491d3

Published 20 January 2025, 11:10am

Section I: Contracting authority

I.1) Name and addresses

Transport for London

5 Endeavour Square

LONDON

E201JN

Contact

Janet Lo

Email

janetlo@tfl.gov.uk

Country

United Kingdom

Region code

UKI - London

Justification for not providing organisation identifier

Not on any register

Internet address(es)

Main address

<https://tfl.gov.uk/>

I.4) Type of the contracting authority

Regional or local authority

I.5) Main activity

Other activity

Public Transport

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

TfL 96871 Talent Mapping Framework

II.1.2) Main CPV code

- 79600000 - Recruitment services

II.1.3) Type of contract

Services

II.1.4) Short description

The services to be captured by this framework agreement provide Transport for London (TfL) in-house executive Talent Acquisition (TA) team with the tools and insights required to understand the top talent in a given market. This information then feeds into the recruitment and retention strategy for any given recruitment category (senior or top level management) ensuring the organisation maintains a diverse talent pool of suitable top level talent in line with the core, close, creative approach.

The 4-year framework agreement is awarded to 5 service providers.

The direct award provision as call off level will apply to all chosen service providers allowing the TA team to be able to turn around work quickly and efficiently in times of high demand and pressure with a particular service provider who has a specialism suitable to a piece of work.

The framework agreement will be awarded on behalf of TfL however it will also be available to be used by the GLA, its other Functional Bodies (FBs), the Metropolitan Police Service (MPS) and the London Fire Brigade (LFB) if this is required.

II.1.6) Information about lots

This contract is divided into lots: No

II.1.7) Total value of the procurement (excluding VAT)

Value excluding VAT: £900,000

II.2) Description

II.2.2) Additional CPV code(s)

- 79000000 - Business services: law, marketing, consulting, recruitment, printing and security

II.2.3) Place of performance

NUTS codes

- UKI - London

II.2.4) Description of the procurement

The services to be captured by this framework agreement provide Transport for London (TfL) in-house executive Talent Acquisition (TA) team with the tools and insights required to understand the top talent in a given market. This information then feeds into the recruitment and retention strategy for any given recruitment category (senior or top level management) ensuring the organisation maintains a diverse talent pool of suitable top level talent in line with the core, close, creative approach.

To be able to participate in the tender, suppliers must be registered on TfL's SAP Ariba system.

II.2.5) Award criteria

Quality criterion - Name: Quality / Weighting: 60

Quality criterion - Name: Responsible Procurement / Weighting: 10

Price - Weighting: 30

II.2.11) Information about options

Options: No

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Open procedure

IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: No

IV.2) Administrative information

IV.2.1) Previous publication concerning this procedure

Notice number: [2024/S 000-026338](#)

Section V. Award of contract

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

16 January 2025

V.2.2) Information about tenders

Number of tenders received: 7

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor

Penna Plc

10 Bishops Square

London

E1 6EG

Country

United Kingdom

NUTS code

- UKI - London

Companies House

01918150

The contractor is an SME

No

V.2.4) Information on value of contract/lot (excluding VAT)

Lowest offer: £232,000 / Highest offer: £600,000 taken into consideration

Section V. Award of contract

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

16 January 2025

V.2.2) Information about tenders

Number of tenders received: 7

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor

Research Europe Ltd

Unit 3 Earlsfield Business Centre, 9 Lydden Road

London

SW18 4LT

Country

United Kingdom

NUTS code

- UKI - London

Companies House

07056079

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Lowest offer: £232,000 / Highest offer: £600,000 taken into consideration

Section V. Award of contract

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V.2.1) Date of conclusion of the contract

16 January 2025

V.2.2) Information about tenders

Number of tenders received: 7

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor

Talent Insight Group Limited

C/O Womble Bond Dickinson (UK) LLP The Spark, Drayman's Way, Newcastle Helix

Newcastle Upon Tyne

NE4 5DE

Country

United Kingdom

NUTS code

- UKC - North East (England)

Companies House

10808924

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Lowest offer: £232,000 / Highest offer: £600,000 taken into consideration

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V.2.1) Date of conclusion of the contract

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Number of tenders received: 7

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor

TMP Advisory Ltd T/A Miles Advisory

Graham House, 5-7 St. Pauls Street

Leeds

LS1 2JG

Country

United Kingdom

NUTS code

- UKE - Yorkshire and the Humber

Companies House

07982673

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Lowest offer: £232,000 / Highest offer: £600,000 taken into consideration

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V.2.1) Date of conclusion of the contract

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V.2.2) Information about tenders

Number of tenders received: 7

The contract has been awarded to a group of economic operators: No

V.2.3) Name and address of the contractor

Wilbury Stratton Consultants Ltd

1 Jubilee Street

Brighton

BN1 1GE

Country

United Kingdom

NUTS code

- UKJ - South East (England)

Companies House

07025285

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Lowest offer: £232,000 / Highest offer: £600,000 taken into consideration

Section VI. Complementary information

VI.4) Procedures for review

VI.4.1) Review body

Transport for London

London

Country

United Kingdom