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Planning

## **Talent Assessment Approach**

CTM Portal for the NDA Shared Services Alliance

F01: Prior information notice

Prior information only

Notice identifier: 2021/S 000-004141

Procurement identifier (OCID): ocds-h6vhtk-029792

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### **Section I: Contracting authority**

#### **I.1) Name and addresses**

CTM Portal for the NDA Shared Services Alliance

Calder Bridge

Seascale

CA20 1PG

#### **Contact**

Jade Pattinson

#### **Email**

[Jade.Pattinson@sellafieldsites.com](mailto:Jade.Pattinson@sellafieldsites.com)

#### **Telephone**

+44 1946770836

#### **Country**

United Kingdom

**NUTS code**

UKD - NORTH WEST (ENGLAND)

**National registration number**

01002607

**Internet address(es)**

Main address

<https://www.gov.uk/government/case-studies/shared-services-alliance-ssa-for-nuclear-decommissioning-estate>

Buyer's address

<https://sharedsystems.eu-supply.com/ctm/Company/CompanyInformation/Index/3510>

**I.3) Communication**

The procurement documents are available for unrestricted and full direct access, free of charge, at

[https://sharedsystems.eu-supply.com/app/rfq/rwlenrance\\_s.asp?PID=13408&B=SELLAFIELD](https://sharedsystems.eu-supply.com/app/rfq/rwlenrance_s.asp?PID=13408&B=SELLAFIELD)

Additional information can be obtained from the above-mentioned address

**I.4) Type of the contracting authority**

Body governed by public law

**I.5) Main activity**

Other activity

Nuclear Decommissioning

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Talent Assessment Approach

#### **II.1.2) Main CPV code**

- 80570000 - Personal development training services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

The scope of this requirement is to engage assessment partner that will work with us to design, develop and implement talent assessment solutions at different leadership transition points within Sellafeld Ltd.

The transition points that we will assess against will be entry to first line team leaders and entry to the business leader community (Senior Manager). We anticipate that we will also assess and the middle manager transition in the future, but the initial priority will be team leaders and business leaders.

An essential element of the offering will be to understand how our leaders measure against an external benchmark so it will be essential that any partner can offer us this external insight.

The requirements will evolve and will depend on several organisational issues such as, attrition, demographics, resignations etc. so we would need to be able to scale up and down the offering to align to business need.

#### **II.1.6) Information about lots**

This contract is divided into lots: No

### **II.2) Description**

#### **II.2.2) Additional CPV code(s)**

- 80000000 - Education and training services

- 80500000 - Training services

### **II.2.3) Place of performance**

NUTS codes

- UKD - NORTH WEST (ENGLAND)

### **II.2.4) Description of the procurement**

We are looking to engage an assessment partner that will work with us to design, develop and implement talent assessment solutions at different leadership transition points within Sellafield Ltd.

The transition points that we will assess against will be entry to first line team leaders and entry to the business leader community (Senior Manager). We anticipate that we will also assess and the middle manager transition in the future, but the initial priority will be team leaders and business leaders.

We will use the One NDA Group Leadership Standard as the basis for assessment and it is expected that there will be a natural build on leadership behaviours as a leader progresses through the organisation. We recognise that there will be different assessments for the different transitions in the organisation, and the Leadership Standard will provide the golden thread and consistency in the offerings.

An essential element of the offering will be to understand how our leaders measure against an external benchmark so it will be essential that any partner can offer us this external insight.

We are keen to see novel and creative methods of assessment and, recognising the current climate, we may need to assess virtually as well as face to face. A consistent, fair and inclusive approach must be offered, and we expect consistency of outcomes and results.

We will expect regular insights to be provided to us as an organisation including any trends that could drive other development solutions. We will also expect feedback on the individuals that have undertaken the assessment to understand the success rate and any further development that might be required.

There are several development solutions that sit around the assessment, so while we might potentially offer development following a leadership assessment, development is not part of this scope of work.

Although there will be different elements to this work, we anticipate that we will compete the work as one lot and although we would welcome consortia, we want to work with a

principal contractor for our commercial arrangements.

The requirements will evolve and will depend on several organisational issues such as, attrition, demographics, resignations etc. so we would need to be able to scale up and down the offering to align to business need.

### **II.3) Estimated date of publication of contract notice**

3 March 2021

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## **Section IV. Procedure**

### **IV.1) Description**

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

The procurement is covered by the Government Procurement Agreement: Yes