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Tender

Applicant Tracking System

Midland Heart Ltd

F02: Contract notice

Notice identifier: 2024/S 000-006310

Procurement identifier (OCID): ocds-h6vhtk-043d47

Published 27 February 2024, 4:46pm

Section I: Contracting authority

I.1) Name and addresses

Midland Heart Ltd

20 Bath Row

Birmingham

B15 1LZ

Contact

Alex Lawrence

Email

alex.lawrence@midlandheart.org.uk

Telephone

+44 7926065667

Country

United Kingdom

NUTS code

UKG - West Midlands (England)

National registration number

IP30069R

Internet address(es)

Main address

www.midlandheart.org.uk

I.3) Communication

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

<https://in-tendhost.co.uk/midlandheart.aspx/Home>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted to the above-mentioned address

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Housing and community amenities

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Applicant Tracking System

Reference number

MH 0092

II.1.2) Main CPV code

- 48450000 - Time accounting or human resources software package

II.1.3) Type of contract

Supplies

II.1.4) Short description

Midland Heart are looking to go to market for a new Applicant Tracking System. The system should meet the following criteria and those requirements set out in Schedule 1b of the tender documents: The vacancy management and recruitment process for Hiring Managers should be intuitive and straight forward, whilst ensuring that robust and compliant processes are followed. The system should facilitate and support end-to-end recruitment processes, from requesting a vacancy be recruited to, reviewing and shortlisting applications, setting up and feeding back on assessments, through to monitoring the onboarding progress of successful candidates. The candidate journey, from application to onboarding, should be attractive, agile, efficient and intuitive in response to current labour market. Candidates should be able to easily provide all relevant application and compliance information using recruiter pre-defined application forms, tailored to specific roles. They should be able to track the

II.1.5) Estimated total value

Value excluding VAT: £300,000

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 48450000 - Time accounting or human resources software package

II.2.3) Place of performance

NUTS codes

- UKG - West Midlands (England)

II.2.4) Description of the procurement

Midland Heart are looking to go to market for a new Applicant Tracking System. The system should meet the following criteria and those requirements set out in Schedule 1b: The vacancy management and recruitment process for Hiring Managers should be intuitive and straight forward, whilst ensuring that robust and compliant processes are followed. The system should facilitate and support end-to-end recruitment processes, from requesting a vacancy be recruited to, reviewing and shortlisting applications, setting up and feeding back on assessments, through to monitoring the onboarding progress of successful candidates. The candidate journey, from application to onboarding, should be attractive, agile, efficient and intuitive in response to current labour market. Candidates should be able to easily provide all relevant application and compliance information using recruiter pre-defined application forms, tailored to specific roles. They should be able to track the progress of their application with ease. The system should support recruiters to deliver timely and efficient processes that minimise the impact of potential bias, utilising functionality including AI generated candidate recommendations (e.g. A / B / C Lists), CV parsing and the ability to submit full / partial / redacted / parsed application information to shortlisting panel. Recruiters should be able to set up and invite candidates to a range of assessment formats including individual interviews and group assessments. Super Users should be able to easily report and analyse key recruitment metrics such as request to recruit and application volumes, time to hire, and key recruitment stage timelines or bottlenecks. As our reporting requirements and need to access data is often broad and varied, super users should be able to access and easily report all information provided by candidates and hiring managers during the recruitment process. The system should support integrations with key systems including Office 365 (excluding Excel), HRIS payroll systems, specifically iTrent by MHR, WhatsApp, LinkedIn and identification and verification screening services. The system should ensure data security in line with industry best practice and current data protection legislation. The provider must be able to provide dedicated account management with regular reviews including access to the system development roadmap and enhancements, as well as a dedicated helpdesk accessible during UK business hours.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement

documents

II.2.7) Duration of the contract, framework agreement or dynamic purchasing system

Duration in months

72

This contract is subject to renewal

No

II.2.10) Information about variants

Variants will be accepted: No

II.2.11) Information about options

Options: No

II.2.13) Information about European Union Funds

The procurement is related to a project and/or programme financed by European Union funds: No

Section III. Legal, economic, financial and technical information

III.1) Conditions for participation

III.1.1) Suitability to pursue the professional activity, including requirements relating to enrolment on professional or trade registers

List and brief description of conditions

Must have previous experience of integrating with other HR systems such as ITrent.

III.1.2) Economic and financial standing

Selection criteria as stated in the procurement documents

III.1.3) Technical and professional ability

Selection criteria as stated in the procurement documents

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: Yes

IV.2) Administrative information

IV.2.2) Time limit for receipt of tenders or requests to participate

Date

26 March 2024

Local time

1:00pm

IV.2.4) Languages in which tenders or requests to participate may be submitted

English

IV.2.7) Conditions for opening of tenders

Date

26 March 2024

Local time

3:00pm

Place

Bath Row Birmingham

Section VI. Complementary information

VI.1) Information about recurrence

This is a recurrent procurement: No

VI.2) Information about electronic workflows

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

VI.4) Procedures for review

VI.4.1) Review body

Cabinet Office

70 Whitehall Westminster

London

SW1A2AS

Country

United Kingdom

VI.4.2) Body responsible for mediation procedures

Centre for Effective Dispute Resolution

100 St Pauls Church Yard

London

EC4M 8BU

Country

United Kingdom

VI.4.3) Review procedure

Precise information on deadline(s) for review procedures

Please contact the above review body.