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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](mailto: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](http://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

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## **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

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## **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

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## **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.