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Contract

## **Job Evaluation Reward Benchmarking Tool**

Transport for Wales

F03: Contract award notice

Notice identifier: 2026/S 000-008492

Procurement identifier (OCID): ocds-h6vhtk-06130f

Published 30 January 2026, 1:54pm

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

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

Transport for Wales

3 Llys Cadwyn, Taff Street

Pontypridd

CF37 4TH

#### **Contact**

Procurement

#### **Email**

[Procurement@tfw.wales](mailto:Procurement@tfw.wales)

#### **Telephone**

+44 2921673434

#### **Country**

United Kingdom

**NUTS code**

UKL - Wales

**Internet address(es)**

Main address

<https://tfw.wales/>

Buyer's address

[https://www.sell2wales.gov.wales/search/Search\\_AuthProfile.aspx?ID=AA50685](https://www.sell2wales.gov.wales/search/Search_AuthProfile.aspx?ID=AA50685)

**I.2) Information about joint procurement**

The contract is awarded by a central purchasing body

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

Body governed by public law

**I.5) Main activity**

General public services

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## **Section II: Object**

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

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

Job Evaluation Reward Benchmarking Tool

Reference number

C001292.00

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

- 72267100 - Maintenance of information technology software

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

Services

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

Transport for Wales required a reward and role architecture solution to support the design and maintenance of job descriptions, job grading/evaluation, role benchmarking and pay modelling, with strong data visualisation to enable fair and transparent pay practices.

The solution needed to provide an integrated capability for role profiles and job families, career pathways, workforce segmentation and analytics, and organisational design support, with secure centralised data management and integration with existing HR platforms (HRIS/payroll/skills/performance/workforce planning)

#### **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: £124,736

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

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

- 72267100 - Maintenance of information technology software

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

NUTS codes

- UK - United Kingdom

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

Transport for Wales required a reward and role architecture solution to support the design and maintenance of job descriptions, job grading/evaluation, role benchmarking and pay modelling, with strong data visualisation to enable fair and transparent pay practices.

The solution needed to provide an integrated capability for role profiles and job families, career pathways, workforce segmentation and analytics, and organisational design support, with secure centralised data management and integration with existing HR platforms (HRIS/payroll/skills/performance/workforce planning)

### **II.2.5) Award criteria**

Price

### **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 IV. Procedure**

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

#### **IV.1.1) Type of procedure**

Award of a contract without prior publication of a call for competition in the cases listed below

- The procurement falls outside the scope of application of the regulations

Explanation:

The award of this contract was undertaken as a direct call-off under the Crown Commercial Service (CCS) Framework Agreement RM6309. This framework was established following a fully compliant competitive procedure conducted by CCS.

#### **IV.1.3) Information about a framework agreement or a dynamic purchasing system**

The procurement involves the establishment of a framework agreement

#### **IV.1.6) Information about electronic auction**

An electronic auction will be used

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

The procurement is covered by the Government Procurement Agreement: No

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## **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**

29 January 2026

#### **V.2.2) Information about tenders**

Number of tenders received: 1

Number of tenders received from SMEs: 1

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 0

Number of tenders received by electronic means: 1

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

**V.2.3) Name and address of the contractor**

Korn Ferry (UK) Ltd

Ryder Court, 14 Ryder Street

London

SW1Y6QB

Telephone

+44 2070249000

Country

United Kingdom

NUTS code

- UKI - London

The contractor is an SME

No

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

Total value of the contract/lot: £124,736

## **Section VI. Complementary information**

### **VI.3) Additional information**

(WA Ref:160942)

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

High Court

Royal Courts of Justice, The Strand

London

WC2A 2LL

Telephone

+44 2079477501

Country

United Kingdom