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Planning

SAP SuccessFactors - Employee Central and Recruitment & Onboarding

Transport for London

F01: Prior information notice

Prior information only

Notice identifier: 2022/S 000-010048

Procurement identifier (OCID): ocds-h6vhtk-032ddc

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Section I: Contracting authority

I.1) Name and addresses

Transport for London

5 Endeavour Square, Stratford

London

E20 1JN

Contact

Mr Martin Olusoga

Email

v_martinolusoga@tfl.gov.uk

Telephone

+44 111111

Country

United Kingdom

NUTS code

UK - United Kingdom

Internet address(es)

Main address

<https://tfl.gov.uk>

Buyer's address

<https://tfl.gov.uk>

I.2) Information about joint procurement

The contract is awarded by a central purchasing body

I.3) Communication

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

Transport

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

SAP SuccessFactors - Employee Central and Recruitment & Onboarding

Reference number

DN607868

II.1.2) Main CPV code

- 72000000 - IT services: consulting, software development, Internet and support

II.1.3) Type of contract

Services

II.1.4) Short description

Transport for London has delivered Phase 1 of our Hire to Retire product roadmap with an initial implementation of SAP SuccessFactors for talent management (using SAP SuccessFactors Performance & Goals and Succession & Development modules).

TfL is now ready to implement Phase 2 of its product roadmap starting with the implementation of the Employee Central and Recruitment & Onboarding modules and are currently exploring the options for possibly delivering Payroll in parallel to this.

Potential suppliers should register their interest in this procurement via SuccessFactors@tfl.gov.uk not later than 25th April 2022. These suppliers will then be asked to complete a Market Sounding Questionnaire MSQ within two weeks, to be submitted by 06th May 2022 and shortly after, a supplier 121 event will take place by 20th May 2022. On the back of these exercises, the contracting authority will then invite tenders from relevant suppliers, a more detailed timeline for this will be available later .

Your email must clearly state:

- the name of this procurement: SuccessFactors - Employee Central and Recruitment & Onboarding
- the name of the registered supplier
- the name and contact details for the registered individual sending the email.

This supplier event does not form part of a formal procurement process and the contracting authority reserves the right to decide whether to proceed with any tendering procedures in relation to this opportunity. Potential suppliers shall be solely responsible for any costs which they incur as a result of participating in any aspect of this market testing exercise.

Background and Context

We are planning a programme of delivery over the next 2 to 3 years to realise a new integrated HR system:

- ? where colleagues can more easily and increasingly self-serve the HR processes, they need
- ? where colleagues can interact and transact anytime, anywhere digitally (via desktop and mobile)
- ? that supports standardised best practice HR processes across the organisation and throughout the hire to retire employee lifecycle
- ? where our recruitment and onboarding processes can be enhanced – transforming colleague and candidate experience while providing improved process control and efficiency
- ? that helps us better manage our people costs and our Reward & Recognition schemes
- ? that provides more meaningful people data and insight for key business decisions
- ? that rationalises our current technology estate and reduces the number and cost of legacy HR systems
- ? where colleagues can make the best use of their time and our technology is accessible and easy to interact with

The main challenges we anticipate will be adapting TfL ways of working to adopt the standard best practice processes delivered by the cloud product solution and the associated business process change. We expect this will also be a challenge for your project team together with working to our strict internal governance and control procedures. Many areas of TfL are heavily unionised and it can be challenging to get change approved.

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 72000000 - IT services: consulting, software development, Internet and support

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

TfL is looking for partner(s) to support and implement Phase 2 as described above. TfL will require support in areas of business change and implementation.

II.3) Estimated date of publication of contract notice

14 April 2022

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: No

Section VI. Complementary information

VI.3) Additional information

This Prior Information Notice is issued solely for the purpose of conducting a market engagement exercise and does not constitute any commitment by TfL to undertake any public procurement exercise in the future.

TfL will manage the early market engagement process in an open and transparent manner to maximise the possible benefits. Direct or indirect canvassing of any Transport for London employee or agent by any supplier concerning this requirement, or any attempt to procure information from any TfL employee or agent concerning this PIN outside of the formal process described in this document may result in the disqualification of the supplier from consideration of any future procurement activity.

TfL will not enter into a contract based solely on the responses to this PIN and no information contained in this document or in any communication made between TfL and any supplier in connection with this shall be relied upon as constituting a contract, agreement or representation that any contract shall be offered in accordance with this PIN.

TfL is under no obligation to follow up this market engagement exercise in any way or with any interested parties. TfL is not liable for any costs, fees or expenses incurred by any party participating in this market engagement exercise. TfL cannot guarantee it will incorporate all or any feedback received into any subsequent procurement.

This is a PIN for service likely to be procured, it is expected to assist the contracting authority with developing aspects of its procurement strategy.